



**Coal India Limited
Business Responsibility and
Sustainability Report - FY 2021-22**

Report Title:

Business Responsibility & Sustainability Report – FY 2021-22

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Foreword



Pramod Agrawal
Chairman –cum – Managing Director
Coal India Limited

I am pleased to present Coal India Limited's first 'Business Responsibility and Sustainability Report' (BRSR). This replaces the earlier Business Responsibility Report and aims to establish a link between the financial results of the business and its ESG performance. BRSR requirements are based on the National Guidelines for Responsible Business Conduct.

BRSR reflects our commitment to govern business with ethics, transparency, accountability, being responsive to stakeholders and committed to customers. The aim is to achieve business excellence and long-term value in sustainable and responsible manner.

This is reflected in our resilient response to the Covid-19 pandemic on two fronts. On one hand, we have focused on containing its spread in the mining areas and scaled up the health care measures of not only our own employees but also of society within the proximity. On other hand we have kept up the pace of our output to the best possible extent and introduced a slew of consumer friendly measures to lift our off-take.

Coal India supports India's commitment of Intended Nationally Determined Contributions and aim to become a net-zero company by FY 2027. Pursuing Solar Projects of 3 GW capacity and minimizing the carbon footprint in environment friendly transportation of coal through first mile connectivity projects are important strides in this direction.

We have planted over 30.42 lakh saplings during FY'22 expanding the green cover in mining areas significantly to 1,468.5 Hectares (Ha). This represents 70% growth over 862 Ha of FY'21. Achievement against the target of 1310 Ha, for FY'22, was 112%. In FY'22, 76 major OCPs have reclaimed 62.5% of the excavated area, limiting active mining area to 37.5 %. We have developed 27 eco-parks until now. Dialogue is on with various States to introduce more such parks which could generate employment opportunities.

Ensuring the safety of our miners, mines and machines is a priority concern. Eliminating risk at work and health of the employees is a key focus area. We are mindful of our environmental and social footprints across our value chain.

We are fully conscious and sensitive of our role in reaching out to the marginalized sections of the society, to enhance their quality life, through a well-structured Corporate Social Responsibility policy. Coal India is one of the largest CSR spending entities in the country. Our CSR spend of INR 583 Crore during FY'22 was 29 % higher than the statutory requirement of INR 452 Crore. Coal India spent 42% of the year's CSR expenditure - INR 244 Crore – on Covid care measures.

I am thankful to all the employees for their unwavering support in excelling in sustainability. Our integrated approach to technology and decarbonization is designed to deliver a broad range of sustainability outcomes across the three pillars of environment, social and governance (ESG). There are still challenges ahead to overcome diligently.

(Pramod Agrawal)

Preface

Coal remains the predominant indigenous energy source in the country. The energy security of the country and its prosperity are integrally linked to the efficient and effective use of this abundant, affordable and dependent fuel, coal. Currently, 55% of India's installed power capacity is coal-based.

CIL produces around 80% of India's overall coal production in India. India's energy demand is expected to increase in the coming years, most of which is expected to come from coal. The share of coal in the overall energy mix is expected to remain high at 48-54% even beyond 2030. CIL is committed to 1 BT (billion tons) of coal production by FY 2024-25.

Coal India Limited (CIL) is committed to building a sustainable and resilient future through its resources and responsibilities. CIL believes in a proactive and future-focused approach by understanding the importance of communicating ESG criteria in their business strategy and action plans. We believe that operating ethically and sustainably is not just a responsibility but a fundamental enabler for organization growth.

We are pleased to put forward this 1st voluntary Business Responsibility & Sustainability Report, 2021 - 22 of Coal India Limited (CIL). We at CIL believe this voluntary reporting is more than just a way of presenting statistics; it's also a way of presenting our commitment to sustainability and demonstrating it to our stakeholders transparently. CIL has embarked on this path where disclosure of our business & our sustainability performance to all stakeholders will help in attaining a bond with the stakeholders

CIL and its wholly-owned subsidiaries in India are included in this year's BRSR study. CIL manages 84 mining sites throughout eight (8) Indian provinces, with 318 mines (141 underground, 158 opencast and 19 mixed mines), 13 operational coal washeries and other CIL-managed facilities such as workshops, hospitals and training institutes.

The content of this report is for the period of 1st April 2021 – 31st March 2022. As mandated by the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (LODR) through a notification dated 5 May 2021, the top 1,000 listed companies, in terms of market capitalization, must prepare a Business Responsibility Report (BRSR) describing the initiatives taken by the company in terms of Environmental, Social and Governance perspective. Those companies preparing Sustainability Report based on internationally accepted reporting frameworks need not prepare a separate report but furnish their stakeholder's mapping of the principles contained in BRR to the disclosures made in their Sustainability Report. The GRI index at the end of the report includes all the disclosures. The general and specific indicators of GRI standards and their location mapped with BRSR have also been included in this report on Page-99,

Our involvement in strengthening the sustainability and impacting the triple bottom line of People, Planet and Profit is depicted in three sections of the report. You'll find information about the material parts of the organization that have been identified, as well as our many attempts to handle these aspects effectively. This report also includes information on the status of long-term goals and targets set during the previous reporting period. We have also sought to project our aims for the following year in these material elements. The reported data were checked for completeness and accuracy at the operations level. There are no explicit reiterations of previously reported data

We at CIL believe in the continual improvement of the Sustainability Reporting process and would value your suggestions and feedback on the report.

C Jayadev
General Manager (Environment)
Coal India Limited

About BRSR

Introduction.

The Secretary, Ministry of Corporate Affairs (MCA), Government of India, constituted a committee under the Chairmanship of Joint Secretary, MCA, on Business Responsibility Reporting in November 2018 to finalize business responsibility reporting formats for listed and unlisted companies based on the framework of the National Guidelines for Responsible Business Conduct (NGRBC).

The committee, after several rounds of consultations, recommended through its “Report of the Committee on Business Responsibility Reporting” that Business Responsibility Report (BRR) be renamed Business Responsibility & Sustainability Report (BRSR). The report suggested that all the disclosures should be based on ESG (Environment, Social and Governance) parameters in the prescribed format, compelling organizations to holistically engage with stakeholders and go beyond regulatory compliances in terms of business measures and their reporting.

Reporting / Disclosure Framework.

Securities and Exchange Board of India (SEBI) made the reporting through BRSR mandatory for the top 1,000 listed companies (by market capitalization) from FY2022–23 while disclosures was voluntary for FY2021–22. The notification mentions that entities already preparing and disclosing sustainability reports based on internationally accepted reporting frameworks (such as GRI, SASB and Task Force on Climate-related Financial Disclosures) may **cross-refer** to disclosures made under these frameworks.

Further, the companies were allowed to disclose any other relevant sustainability-related information under the appropriate section in the BRSR and the mandatory disclosure were sought.

Reporting Sections

Unlike the BRR, which had five sections, the BRSR report has three sections. The inclusion of Sustainability in the name BRSR was done to enhance the scope of the Report and convey the thrust on sustainability and business responsibility more accurately.

Section A: General disclosures

Section A contains details of the company

- Products and services offered
- Operations, Holdings, Subsidiaries (JV) etc.
- Employees, CSR activities

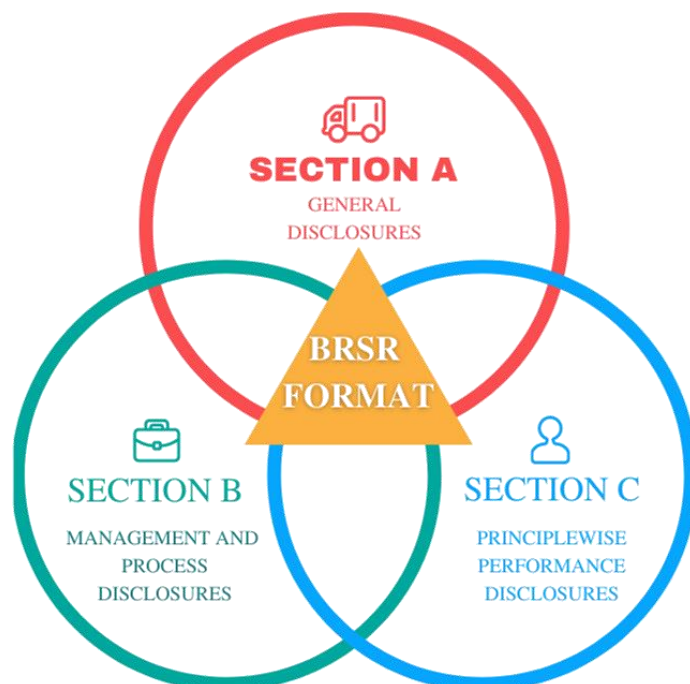
Section B: Management and process disclosures

Section B contains questions related to policy and management processes, governance, leadership and oversight.

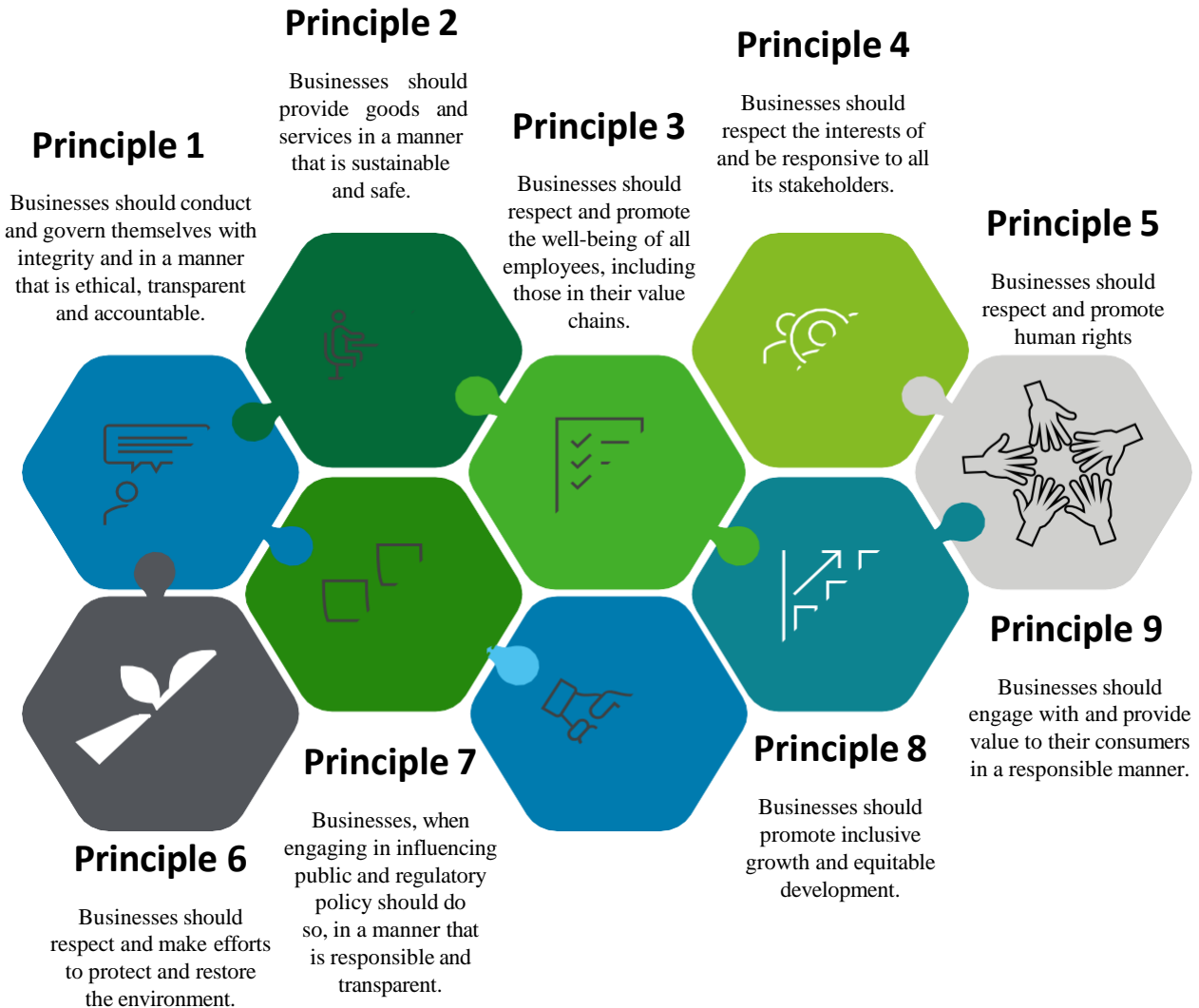
Section C: Principle-wise performance disclosures

Under Section C the Companies are required to report upon KPIs in alignment with the nine principles of the NGRBC. The section classifies KPIs into two sub-categories that companies are required to report upon:

- Essential indicators (mandatory)
- Leadership indicators (voluntary)



Principles of BRSR

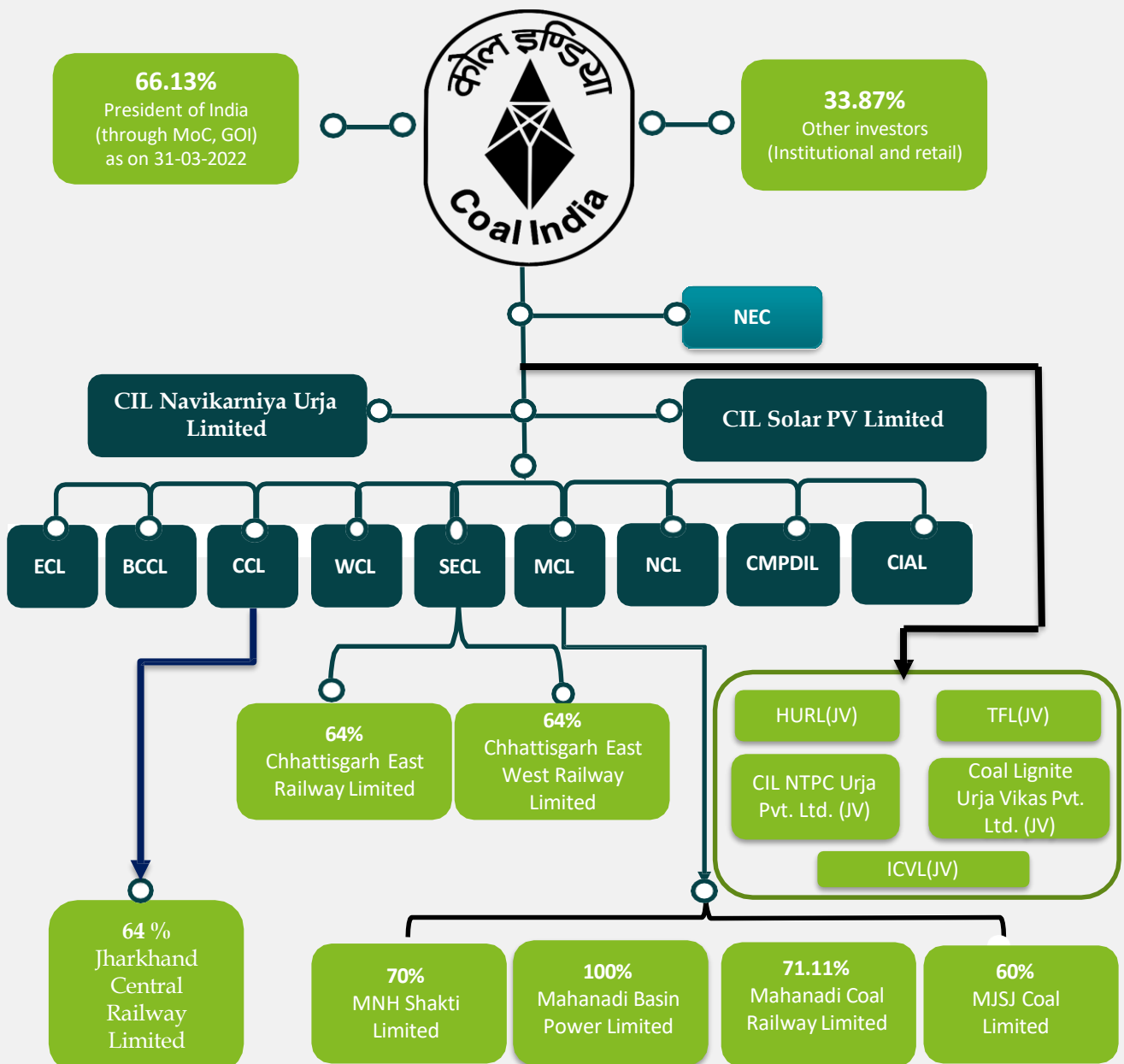




ABOUT US

About us

Coal India Limited (CIL), a Government owned Maharatna Central Public Sector Undertaking, is the world's largest coal producer, with 622.63 MT coal production in 2021-22. The Government of India has conferred Maharatna status to Coal India Limited for more autonomy; empowering CIL to expand its operations and emerge as a global giant. Since its inception in 1975 apart from significant contribution to country's energy scenario, CIL also plays a pivotal role the socio-economic canvas of India. With its headquarter at Kolkata, West Bengal, CIL has a significant footprint all over India. CIL produces about 80% of the entire coal output of the country and caters to the bulk of the coal requirement of the country's power, cement, steel, fertilizer sectors, brick kilns and a host of industries. Organizational structure and shareholding pattern of CIL.



Our Presence



Our Vision and Mission statement



Our Vision

To emerge as a global player in the primary energy sector committed to providing energy security to the country by attaining environmentally & socially sustainable growth through best practices from mine to market.



Our Mission

To produce and market the planned quantity of coal and coal products efficiently and economically in an eco-friendly manner with due regard to safety, conservation and quality



Our Value

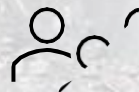
Our core values include equality, justice, transparency and accountability. These are practiced in all spheres of our business activities



EQUALITY



JUSTICE



TRANSPERENCY



ACCOUNTABILITY

Our USP

Coal remains the predominant energy source in the country. The energy security of the country is intricately linked to coal. What makes coal the preferred choice of fuel is its abundance, availability and affordability. Currently, 55% of India's installed power capacity is coal-based.

CIL produces around 80% of India's overall coal production. India's energy demand is expected to increase in the coming years, most of which is expected to come from coal. The share of coal in the overall energy mix is expected to remain high at 48-54% even beyond 2030. Despite the penetration of the renewables, the demand for coal is expected to grow steadily. CIL is committed to 1 BT (billion tons) of coal production by FY 2024-25.

As per IEA's India Energy Outlook 2021, coal's share in India's total primary energy demand will steadily decline from 44% in 2019 to 34% in 2040. However, demand for coal will still grow by 31% over the same period.

The geological resources of coal in India are more than approximately 344 Billion Tons, making it the most abundant fossil fuel available in India. Today India is the 2nd largest coal producer in the world with a production of about 777.31 MT (Provisional) of coal in 2021-22. Coal India Limited (CIL), with its seven wholly-owned coal-producing subsidiaries and one mine planning and Consultancy Company, is the single largest coal-producing company in the world, with a total production of about 623 (Mt) during fiscal 2021-22. This is about 80% of the country's total coal production.

Awards & Accolades

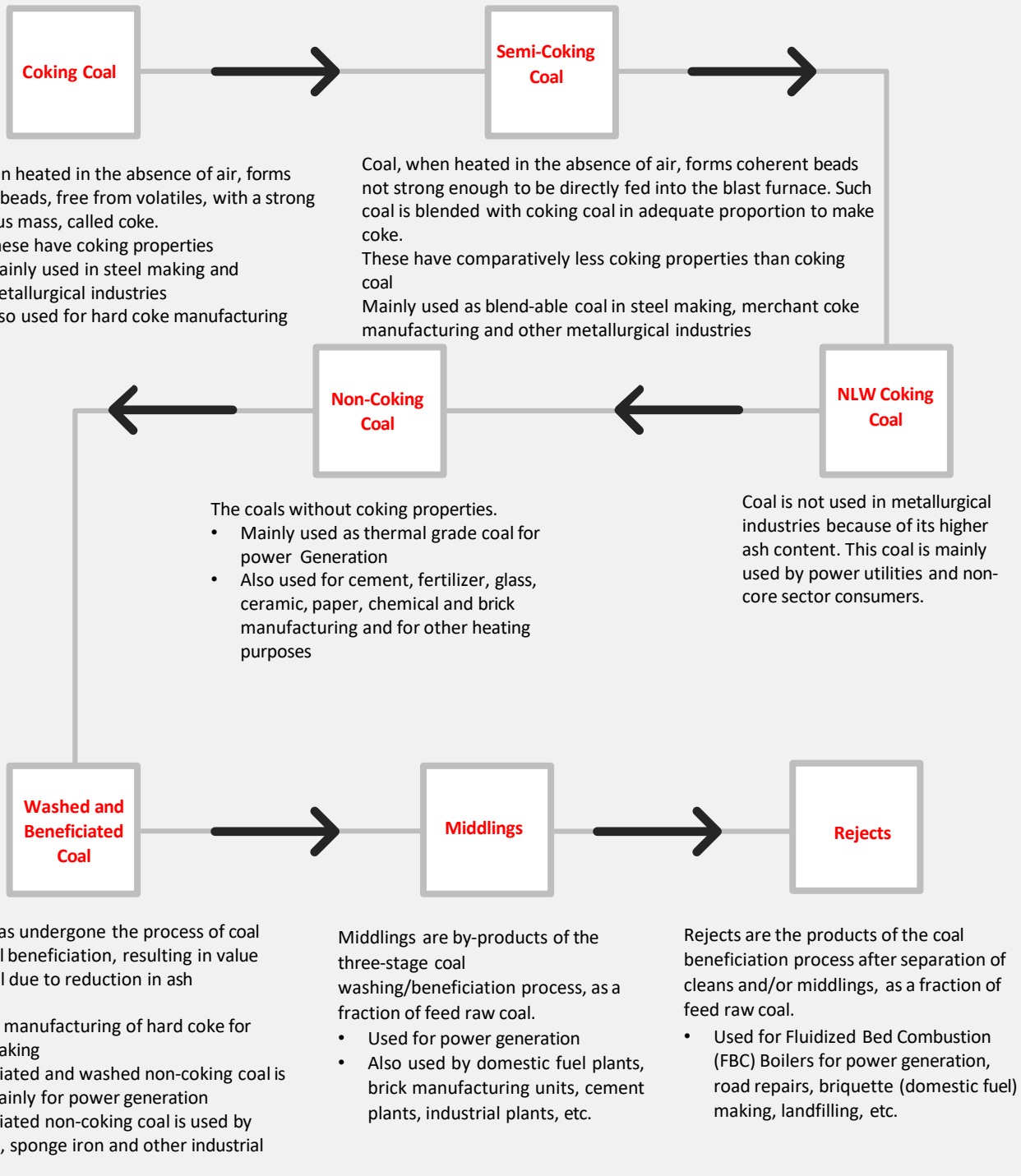
Coal India Limited was awarded Second Prize in the Corporate Office category for the best execution of Official Language Implementation in 2021-22

Memberships and Associations

- Agreement between our company and Indian Oil Corporation Limited, IBP Division ("IOCL-IBP") for the supply of bulk explosives to our Subsidiaries.
- Agreement between our company and Mitsui & Co. Limited ("Mitsui") for the supply of OTR Tyres to NCL.
- Memorandum of Understanding between our company and Rail India Technical & Economic Services Limited ("RITES") for provision of management consultancy services.
- Joint Venture Agreement, with BEML Limited and Damodar Valley Corporation.
- Joint Venture Agreement with NTPC.
- Joint Venture Agreement with Steel Authority of India Limited, Rashtriya Ispat Nigam Limited, NMDC Limited and NTPC Limited.
- Memorandum of Understanding with GAIL (India) Limited ("GAIL") and
- Memorandum of Intent with GAIL and Rashtriya Chemicals and Fertilizers Limited ("RCF").
- CIL has signed an MoU with Energy Efficiency Services Limited for building energy efficiency programs, hiring e-vehicle & installing distributed solar projects

Apart from the MoUs and Joint Ventures with various organizations, CIL is associated with The Bengal Chamber of Commerce, Indian Chamber of Commerce, SCOPE, FICCI and ASSOCHAM. CIL is engaged with people and industrial associations on various forums that have also given it the platform for effective image building. This has immensely helped our business approach and added value to shaping our company's vision. CIL spent INR 26.70 Crore on advertising and publicity during the reporting period.

Our product basket



COMPANY HIGHLIGHTS

(FY 2021-22)

Composite Production of

1734 MCuM

increase of **2.1%**

Overburden Removed

1362.06 Mm³

Increase of **1.26%**

661.89 MT

Coal Dispatched

622.63 MT*

Coal Produced

7.34 kWh/T

Coal Production
Energy Consumption

77.1%

Capacity Utilization of HEMM

ENVIRONMENTAL HIGHLIGHTS

(FY 2021-22)

30.42 Lakh

Saplings Planted

3

New Ecological Parks Developed

9.54 MW

Installed Capacity of
Solar Power Projects

49,56,684 tCO₂

GHG Emission
(Scope 1 & Scope2)

Irrigated **727** villages
with **10.68 Lakh**
beneficiaries

6047.03 Lcum

Average mine
water discharge

4571.4
million units (MU)

Electricity consumption

SOCIAL HIGHLIGHTS

(FY 2021-22)

248550

Total Workforce

19618

Female Workforce

2449

New Recruits

0.09

Injury rate

INR 40700.82 Crore

Employee Benefits Expenses

5,26,755

Training Man-days

INR 583.32 Crore

CSR Expenditure

FINANCIAL HIGHLIGHTS

(FY 2021-22)

INR 109,713.50 Crore

Net Revenue From Operations

INR 152667.14 Crore

Turnover (consolidated)

INR 26,952.95 Crore

EBITDA*

INR 23,616.28 Crore

Profit Before Tax (PBT)

INR 43124.14 Crore

Net worth

INR 17,378.42 Crore

Profit After Tax (PAT)

Note*: EBITDA has been calculated by adding back with PBT, the finance cost, depreciation/ amortization/ impairment & deducting interest income

Sustainability at CIL

Sustainability improves the quality of our lives, protects our ecosystem and preserves natural resources for future generations. Considering the recent events in human history, taking a holistic approach toward sustainability has become more relevant. Coal India Limited (CIL) is committed to building a sustainable and resilient future through its resources and responsibilities. CIL believes in a proactive and future-focused approach by understanding the importance of communicating ESG criteria in their business strategy and action plans. We believe that operating ethically and sustainably is not just a responsibility but a fundamental enabler for organization growth. For long-term sustainability, a company needs to capture and integrate the evolving needs of all its stakeholders fairly and equitably. We address the impact of climate change across the value chain and remain committed to reducing our footprint across our operations and products throughout their life cycle.

CIL has a dedicated “Sustainable Development Policy” that highlights the ESG commitments with a specific focus on protecting and safeguarding the environment and conserving biodiversity. We have integrated the 17 United Nations Sustainable Development Goals (SDGs) into our risk management system. It enables us to measure our environmental and social footprints across subsidiaries and operating locations. Additionally, we have adopted state-of-the-art eco-friendly technologies which is expected to neutralize the impact on the environment due to mining. As a part of our social commitment, we organize awareness and capacity building programs for people who are affected by the projects. We strive to conduct the business ethically and transparently, create income generation avenues and ensure quality life for the society at large.

Our ESG Commitments

Low-Carbon Coal

01

- FMC projects: Coal evacuation by conveyor belts & silo and transportation through railways to minimize particulate matter and exhaust gases, reducing the carbon footprint
- Adopting clean coal technologies such as coal gasification, coal-to liquid, coal mine methane, coal bed methane and coal washeries

Biodiversity

02

- Optimize over-burden usage
- Prevent mining/dredging of nearby rivers
- Enhancing green cover at all locations to counter negative impact on the Environment
- Tree plantation programs
- Development of Eco Parks & promotion of Mine Tourism

Clean Technology

03

- Invest in procuring machines that are more efficient and productive and having lower carbon footprint
- Generate 3GW of Renewable Energy by FY24

Overburden Utilization

04

- Adopting innovative technologies of extracting resources from overburden for instance sand.
- Adopting innovative farming & afforestation practices for land reclamation.

Mine water utilization

05

- Utilize mine water more efficiently for community use.

Our ESG Initiatives



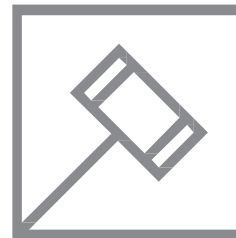
Environment

- Energy and GHG/scope emissions
- Solid waste management
- Water consumption and withdrawal
- 3R practices



Social

- Employee well-being
- Health and safety of workers
- Trainings
- Human rights
- Social impact assessment
- Gender equality – representation of women at the top levels
- CSR activities and details of beneficiaries



Governance

- Anti-corruption and anti-bribery policies
- Conflict management process
- Retention policies
- Remuneration policies
- Stakeholder engagement

Our ESG Initiatives

Coal evacuation and FMC projects will help in reducing air pollution and environmental impact

Planted 30.42 Lakh saplings in FY22.

INR 109.92 Crore reimbursed from Escrow Fund for mine closure activities in FY22.

All opencast mines as per their EC Conditions have commissioned effluent treatment plants.

CIL's efforts to make water available to communities around its mining areas benefited 10.68 Lakh people during FY22.

Lowered fatalities substantially to 24 in FY22 vs. 36 in FY 21.

Over INR 583.32 Crore in CSR expenditure in FY 22.

Over INR 373 Crore spent on Nutrition, Healthcare & Sanitation related projects

Over INR 91 Crore spent on Education & Livelihood related projects

Over INR 56 Crore spent on Rural Development projects

With the objective of becoming an efficient and modern dynamic organization, CIL has decided to deploy the latest Information Technology in all aspects of its operation by setting up an ERP system (SAP).

CIL adheres to all regulatory norms and meets the necessary compliances. Before operationalizing any new project, CIL ensures that necessary clearances (including environmental and forest) have been obtained.

Engaging with our stakeholders

স্বাস্থ্য ও শারীরিক
(পাঠ্যপুস্তক)
তৃতীয় শ্রেণি

Engaging with Stakeholders

Healthy stakeholder relationships enable us to communicate better how our business decisions, activities and performance are likely to affect or be of significant interest to our stakeholders and co-create effective and long-term solutions to business and other challenges. We believe that creating shared value with our internal and external stakeholders is critical to our long-term success. We engage with our stakeholders to understand their needs, concerns and expectations, which further help us achieve the goal of being a responsible entity while maximizing stakeholders benefits. We engage with our stakeholders and integrate their perspectives into business decisions and strategies that are important to sustain in global competitive market. The stakeholders are identified using the principles of inclusiveness, materiality and responsiveness to pursue and achieve our common goals. We engage stakeholders proactively to discuss the organization's priorities, programs, performance and business goals.

We have evaluated levels of our impact on stakeholders based on our performance around ESG and stakeholders' influence on our operations. Then, we categorized and prioritized them into four groups – stakeholders who need to be closely managed, kept satisfied, kept informed and monitored.



Eventually, we developed a Stakeholder Engagement Plan (SEP) to interact with each stakeholder group to identify their concerns and key expectations and conduct a materiality assessment exercise. We interact with our stakeholders regularly through various mediums to capture their concerns and expectations.

Key Stakeholders





Government agencies and Regulatory Bodies

Type of engagement	Frequency	Key Topics/Concerns
Performance Reports	Annual and quarterly	Regulatory requirements
Board meetings	As and when required	Compliance with national and local regulations
Compliance Reports	Annual	
Inspections	Continuous process	



Employees

Type of engagement	Frequency	Key Topics/Concerns
Corporate-level industrial relation meetings with union leaders	Continuous process	Job satisfaction
Trainings and seminars	Continuous process	Wages and welfare
Safety Fortnight	Annual	Learning and development
Vigilance Awareness Week	Annual	Health and wellness



Investors

Type of engagement	Frequency	Key Topics/Concerns
Regular meetings and interactions	Continuous process	Reputation Financial performance Business strategy Operational Performance ESG initiatives



Land Losers

Type of engagement	Frequency	Key Topics/Concerns
Public hearing as a part of statutory compliance	As and when required	Rehabilitation and resettlement (R&R)/ Environmental clearance,
Project meetings	Continuous process	Forest land clearance



Local Communities

Type of engagement	Frequency	Key Topics/Concerns
Sustainable development initiatives	Continuous process	Livelihood options and job opportunities
CSR activities	Continuous process	



Knowledge partners and R&D associates

Type of engagement	Frequency	Key Topics/Concerns
Trainings	Continuous Process	Research and development of new technology



Customers

Type of engagement	Frequency	Key Topics/Concerns
National Carbon Capture Centre meeting with customers	Annually	Customer satisfaction that includes quality of coal, delivery time etc.
Regional Coal Consumers Council meetings with customers	Annually	Grievances
Meeting between customers and the marketing team	Continuous process	
Online filing and redressal of complaints	Continuous Process	



Suppliers & Contractors

Type of engagement	Frequency	Key Topics/Concerns
Interactive Meetings and Sessions during tenders	As and when required	Notice Inviting Tender conditions
Vendors meeting regularly	At least once a quarter	



Media

Type of engagement	Frequency	Key Topics/Concerns
Press releases and interviews	As and when required	Achievement of Company, performance, progress



NGOs

Type of engagement	Frequency	Key Topics/Concerns
Direct engagement, public forums like panel discussions etc	As and when required	Impact of mining activities on local community CSR activities

Materiality Assessment

The process of materiality assessment enables us to understand the sustainability challenges and opportunities gauged from the stakeholder engagement process, which are relevant to our business as well as to our stakeholders. The material topics identified are the foundation of our ESG report, reflecting our vision, strategy, action plans, goals and performance for each material topic.

During the reporting period, we conducted a comprehensive materiality assessment based on the GRI Standards and addressed the topics throughout the report. Initially, an exhaustive list of material topics was identified and compiled through extensive research of topics reported by peer groups, GRI sectoral guidelines, SASB sectoral guidelines and topics identified by CIL's sustainability team. We interacted with internal stakeholders from legal, procurement, EHS, sustainability, marketing, corporate governance and Human Resource Departments from all subsidiaries and our operating locations to collate their inputs and prioritize material topics into these categories, major, significant and moderate based on the criticality of the identified topic. The topics were then reviewed and finalized by the sustainability team and senior management.

We narrowed down 26 material topics critical to our stakeholders and our organization's success. This report includes a Disclosure on Management Approach (DMA) for each material topic identified under all three categories major, significant and moderate. The matrix below represents the outcome of our materiality assessment.



CIL's Materiality Map (Internal Stakeholders)

**Top Priorities:**

- 6 Air Emission
- 8 Environmental and Regulatory Compliance
- 7 Biodiversity and Land Management
- 26 Grievance Redressal Management System
- 19 Mine Closure
- 14 Labour Conditions/ Human Rights Assessment
- 4 Waste Management
- 11 Employee Inclusion and Diversity
- 1 Water Management
- 25 Business Continuity/ Long- term Business Sustainability
- 22 Business Risk Management
- 20 Regulatory Compliance / Anti-corruption
- 21 Business Ethics and Corporate Governance
- 10 Reducing Environmental Impacts during transportation, packaging and dispatch

Hidden Value Creators:

- 23 Financial Performance and Growth
- 12 Employee Development & Well being/ Training & Education
- 2 Energy Management
- 9 Mechanization of mines

Hygiene Factors:

- 5 GHG Emissions/Climate Change
- 17 Land Acquisition & Rehabilitation
- 18 Upholding Rights of Indigenous People
- 24 Disaster Management
- 15 Community Engagement
- 16 Socio- Economic Compliance

Monitoring Issues:

- 3 Renewable Energy and Clean Energy
- 13 Occupational Health & Safety

Defining Material Topic and their Boundaries

Based on the material issues identified we have also mapped our sustainability topics to our value chain in order to help us identify and address impacts where they occur.

Material Topics	Upstream		CIL	Downstream	
	Suppliers	Regulators		Customers	Communities
Water Management (Consumption and Discharge)			✓		✓
Energy Efficiency / Energy Management			✓	✓	
Renewable Energy and clean energy			✓	✓	
Waste Management	✓		✓		
GHG Emissions / Climate Change		✓	✓	✓	
Air Emissions	✓		✓		
Biodiversity and land management			✓		✓
Environmental and Regulatory Compliance	✓	✓	✓	✓	
Mechanization of mines			✓		
Reducing environmental impacts during transportation, packaging and dispatch	✓		✓	✓	✓
Employee Inclusion and Diversity			✓		
Employee Development & well-being / Training & Education			✓		
Occupational Health & Safety	✓		✓		
Labour Conditions / Human Rights Assessment	✓		✓		
Community Engagement			✓		✓
Socio-Economics Compliance (Providing equal and fair wages)	✓	✓	✓		
Land Acquisition & Rehabilitation			✓		✓

Material Topics	Upstream		CIL	Downstream	
	Suppliers	Regulators		Customers	Communities
Upholding Rights of Indigenous People			✓		✓
Mine Closure			✓		✓
Regulatory Compliance / Anti-Corruption	✓	✓	✓	✓	
Business Ethics and Corporate Governance	✓	✓	✓	✓	
Business Risk Management	✓	✓	✓	✓	
Financial Performance and Growth			✓	✓	
Disaster Management			✓		✓
Business continuity / Long-term Business sustainability	✓	✓	✓	✓	✓
Grievance Redressal Management System	✓	✓	✓	✓	✓

Defining Relevance of Material Topics

Once we identify our material sustainable topics that matter most to our business and stakeholders, we ensure the development of an adequate management system and design strategies around each of these aspects. The aim is to minimize its impacts on the interest of our stakeholders or business in terms of growth, cost and risk. Our approach to each of the identified sustainability topics is described below:

Material Topic	Relevance
Water Management (Consumption and Discharge)	Water is an integral part of our sustainability vision. We ensure effective water management and conservation is aligned with our business strategy and is implemented at all our operating locations. The objective of CIL is to maximize the utilization of treated Mine Water for industrial and community purposes. CIL has adopted advanced pisciculture techniques to convert local ponds and closed surface mines into pisciculture centres that act as income generators for the local populace.
Energy Efficiency / Energy Management	The linkage between energy consumption and climate change is a significant business concern. Coal Mining operations are energy-intensive and involve the use of a high amount of fuel and electricity. Hence, we identify opportunities for improving energy efficiency. We have signed a Memorandum of Understanding (MoU) with Energy Efficiency Service Limited (EESL) for building energy efficiency programs.
Renewable Energy and clean energy	Coal continues to be the preferred energy fuel in India due to its abundance, availability and affordability, however, the future holds challenges for coal as an energy fuel. In line with India's commitment at COP2 to achieve net-zero emissions by 2070, increasing the share of renewable energy is the focus area of CIL. This will enable us to manage our energy needs sustainably and improve energy efficiency.
Waste Management	Managing waste from coal extraction and ancillary operations requires intensive handling and disposal mechanisms. We believe that effective waste management is essential for environmental protection and we are committed to reducing, effectively managing and complying with hazardous and non-hazardous waste regulations.

Material Topic	Relevance
GHG Emissions / Climate Change	The impact of climate change has increased in frequency and severity over the years and has become an emerging global risk. We are focusing on the importance of GHG reduction and effective utilization of energy by selecting appropriate environmentally friendly technologies. In line with our FY commitment to achieve a carbon offset of over 60,000 Tons, by the end of FY 2022, we have achieved 1,13,232.23 tons worth of carbon offset (73,634.88 Ton CO ₂ from plantations projects + 12187.35 Ton CO ₂ reduction from solar PV installation + 27,410 Tons /Year from various energy efficiency-related projects implemented across the operations of CIL). Additionally, we are offsetting carbon through diesel saving in our FMC projects.
Air Emissions	The emissions of SO _x , NO _x , SPM and particulate matter have become severe health issues across India's urban landscape. We monitor our Sox, Nox and most predominantly the SPM emissions. We have systems in place to control the air pollutants emitted into the atmosphere and comply with the applicable laws and regulations.
Biodiversity and land management	We are committed to minimizing our impacts on flora and fauna and have integrated biodiversity management and ecological restoration into our action plans. We planted 30.42 Lakh saplings over a land area of 1468.45 Ha in FY 2021-22 that reflects our commitment to protecting and restoring ecosystem. This is a growth of 70% over last year.
Environmental and Regulatory Compliance	We are aware of the sectoral and location-specific rules and regulations and ensure compliance with them to prevent any unintentional negative impacts on the environment.
Mechanization of mines	Mine mechanization aims to develop new capabilities and improve safety, profitability and sustainability in mine design, operation and closure activities.
Reducing environmental impacts during transportation, packaging and dispatch	CIL has taken effective steps to upgrade the mechanized coal transportation and loading system under the 'First Mile Connectivity' projects. This will help increase mechanized evacuation from 151 MTPA to 622.5 MTPA by FY25. Over the last three years, CIL has substantially increased its rail portfolio as a preferred mode of transport. Around 71% of our coal got transported through non-road mode.
Employee Inclusion and Diversity	We believe that a diverse workplace is essential for organizational growth since it acknowledges individual strength and the skills they bring to the workplace.
Employee Development & well-being / Training & Education	We understand that employees equipped with industry knowledge and skills required for their jobs are critical for the long-term sustenance of the organization. Hence, we make significant efforts to build employee skills that lead to professional and personal growth.
Occupational Health & Safety	Providing a safe workplace to our employees is a vital responsibility. We constantly strive to provide and maintain safe premises, machinery, systems and processes at our operating locations.
Labour Conditions / Human Rights Assessment	We are committed to the global principles and charters on human rights and acknowledge the importance of a discrimination-free workplace. CIL provides the right to freedom and collective bargaining to all employees and no child labor or forced / compulsory labor is tolerated.
Community Engagement	The local community's well-being is vital to us and we ensure that their concerns, views and expectations are integrated into the decision-making process. Our social investments align with the outcome of effective engagements and a thorough understanding of their most pressing needs.
Socio-Economic Compliance (Providing equal and fair wages)	We believe in an inclusive work environment and all our employees receive the same remuneration across the same level irrespective of gender or region of operations.

Material Topic1	Relevance
Land Acquisition & Rehabilitation	Fair determination of compensation for land acquisition and other assets is ensured by the company's Resettlement and Rehabilitation Policy, which is framed as per the Government Approved Guidelines. This is achieved through employment against the land, cash compensation against land value, shifting allowances for rehab sites, or lumpsum compensation.
Upholding Rights of Indigenous People	We understand the local issues by engaging with indigenous people through village meetings, interaction with SHGs and celebrating important cultural festivities of the community. For promoting good relationships with the local populace, we prioritize CSR activities in and around the mining areas.
Mine Closure	CIL's objective is to achieve its coal production target sustainably, undertaking mine closure activities and making the land suitable for utilization for future generations. During FY22, INR 109.93 Crore was reimbursed from escrow fund for mine closure activities.
Regulatory Compliance / Anti-Corruption	We have developed a Corruption Risk Mitigation Policy which Vigilance Division implements. We do not tolerate bribery, corruption or improper activities. We have established a "Whistle Blower Policy" to build and strengthen a culture of transparency and trust in the organization and provide employees with a framework/procedure for responsible and secure reporting of such activities.
Business Ethics and Corporate Governance	We strongly believe and commit to our values, ethics and business conduct. We have a robust governance structure wherein clear roles and responsibilities are defined for unbiased decision making across the organization.
Business Risk Management	We have established a robust risk management system consisting of a mechanism for defining, prioritizing and formulating contingency strategies for risks. A Risk Management team headed by Chief Risk Officer (CRO) in consultation with HoDs and under the guidance of the Risk Management Committee implements the governance process envisaged in the Risk Management Framework along with formulation of Risk Mitigation plans.
Financial Performance and Growth	Economic growth is material to us for overall sustainability. During the reporting period, CIL has achieved an aggregate Pre-Tax Profit of INR 23,616.28 Crore and a post-tax profit of INR 17,378.42 Crore.
Disaster Management	Disaster Management & Relief is one of our key CSR focus areas. During the reporting period, CIL had spent INR 244 Crore on COVID-19-related projects/activities which is approx. 42% of total spend for the year.
Business continuity / Long-term Business sustainability	A business continuity plan is necessary to avoid and mitigate risks associated with a disruption of operations
Grievance Redressal Management System	We believe in value creation for stakeholders and understand the varying perspectives of each stakeholder group. We ensure an open channel of communication among all stakeholders through multiple avenues. We have developed an integrated Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), which is a web-based solution run by the Department of Administrative Reforms & Public Grievances, Government of India, to resolve Public Grievances. All the grievances from employees, customers & other stakeholders are resolved using CPGRAMS.



GOVERNANCE



Our Commitment to Sustainable Governance

CIL believes in sustainable and ethical corporate growth that resonates from the top leadership down through the management to various stakeholders. We have a strong corporate governance structure, management processes and controls followed by robust policies & guidelines in management system, market reputation and y-o-y improved performance. Our robust Corporate Governance and Risk Management framework ensures that we make timely disclosures and share accurate information regarding our environmental, social and governance performance and disclosures related to our business performance with stakeholders.

Our organizational value concerning corporate governance is to ensure ethical business conduct, transparency, disclosures that conform into laws, regulations and guidelines in accordance with the Companies Act 2013, SEBI (LODR) Regulations 2015 and DPE guidelines. We understand that an active, well-informed and independent Board is necessary to ensure the highest governance standards. At CIL, the Board is the core of corporate governance framework.

The Board oversees management's functions and assumes responsibility for effective, ethical and prudent management that can deliver the long-term success for the company bestowing the interest of our stakeholders. The responsibilities of the Board include zeroing down on the company's strategic aims, providing the relevant leadership to put them into effect, supervising the management of the business and reporting to the shareholders on their stewardship.

We understand that our governance processes must ensure that the resources are utilized to meet stakeholders' aspirations and societal expectations. As a part of our integral governance structure, policies and frameworks have been framed for managing and monitoring our ethical conduct across business segments. Our corporate structure, business, operations and disclosure practices reflect our Corporate Governance philosophy.

Appointment of the Board of Directors

& their expertise in diverse fields.

CIL being a government company (as described in section 2, sub-section 45 of the Companies Act, 2013), the President of India appoints the Functional Directors and nominates a Chairman cum Managing Director (CMD). The DPE guidelines are followed for the recruitment of all Functional Directors. As of 31st March 2022, the CIL Board of Directors is comprised of CMD, three Functional Directors, One Functional Director holding an additional charge and two Non-Executive Directors (all nominated by the GoI). All our Company's Directors are experienced professionals in their respective functional areas. They provide directions to the management on operational issues, adoption of systems and best practices in management and oversight of compliance with various legal and other requirements.

Performance of the Highest Governance Body

The Board has adopted the Board Evaluation Framework ('the Framework') as per various provisions of the SEBI Listing Obligations and Disclosure Requirements Regulations, 2015 ('the Listing Regulations') and Companies Act, 2013 ('the Act'). The administration of CIL is under the Ministry of Coal as it is a government company. The Ministry reviews the performance of the Director Level Executives on completion of the first year of their appointment to decide on their continuance or otherwise for the balance period of the tenure.

CIL Board reviews the company's social, environmental and economic performances, the composition, the annual calendar for meetings and the performance of all the sub-committees of the Board. During 2021-22, eighteen (18) Board Meetings were held to deliberate various issues.

Age limit & Tenure of Directors

The age limit for the CMD and other full-time Functional Directors is 60 years. The CMD and other full-time Functional Directors are appointed for five years from the date of assumption of charge or till the date of superannuation of the incumbent or till further orders from the Government of India (GoI), whichever is earlier. None of the Directors on the Board hold Directorship in more than ten public companies. In addition, none of them are members of more than seven committees or Chairman of more than five committees across all public corporations where they are Directors.

As of 31st March 2022, the Directors have made necessary disclosures regarding their committee positions in other public companies. Government nominee Directors, representing the Ministry of Coal, retire from the Board on ceasing to be officials of the Ministry or order from the Ministry of Coal (MoC). GoI, through MoC, appoints Independent Directors for 3 years. Non-executive Independent Directors fulfill the conditions of independence specified in Section 149 of the Companies Act, 2013 and Regulation 16 (b) of Listing Regulations, 2015

Board of Directors (As on 31st March 2022)



Expertise:

- Executive Leadership
- Governance
- Financial Acumen
- Marketing
- Human Resource Management
- Project Formulation & Management
- Strategy & Risk Management

SHRI PRAMOD AGRAWAL

Chairman and Director(Finance)- Addl. Charge
DIN:00279727



Shri B. Veera Reddy
Director (Technical)
Director (Marketing - Addl. Charge)
DIN:08679590



Shri Vinay Ranjan
Director(P&IR)
DIN:03636743



Shri V. K. Tiwari
Govt. Nominee Director
DIN:03575641



Smt. Nirupama Kotru
Govt. Nominee Director
DIN: 09204338



Shri Denesh Singh
Director
DIN- 08038875



Prof. G. Nageswara Rao
Director
DIN- 08461461



Shri B. Rajeshchandar
Director
DIN- 02065422



Shri P K Makwana
Director
DIN- 09385881



Shri K K Acharya
Director
DIN- 09386642

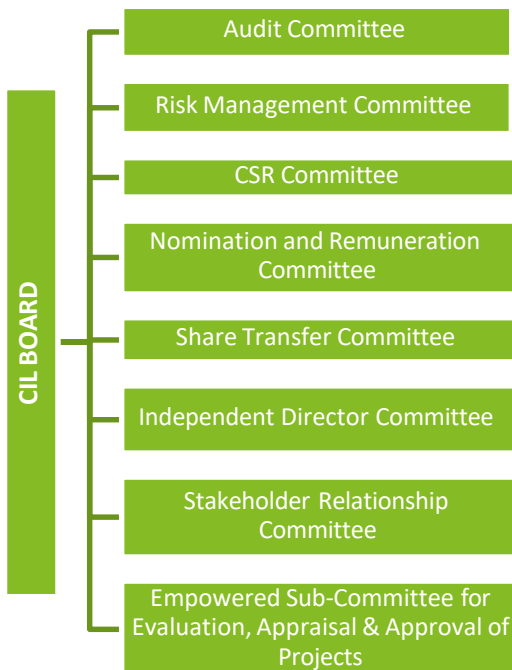


Dr. A K Oraon
Director
DIN- 09388744

Fig. Board of Directors of CIL

Committees and Sub-committees

Several committees and sub-committees have been constituted under the Board to ensure a strong focus on explicit issues and practical resolution on various matters. All the sub-committees formed are not statutory as per the Companies Act, 2013 but some are constituted by CIL Board for specific purposes. The committees are required to have meetings at pre-defined intervals to discuss and resolve any issues specific to their domain.



Ethics and Integrity

Code of Conduct

CIL has established policies and mechanisms, such as Code of Conduct, Vigilance (Anti-corruption), Whistle Blower Policy and CDA Rules for Executives, to ensure that decisions, actions and conduct are ethical and transparent. These mechanisms strengthen our commitment to conduct business ethically, creating a sustainable business.

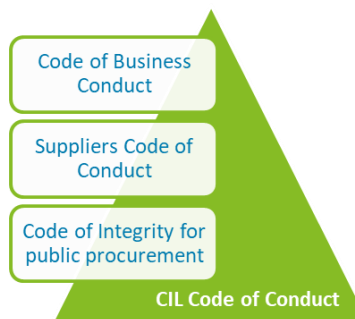
We conduct in-house training and workshops with the help of reputed external agencies/institutes on various issues and subjects related to business matters, associated risks and new initiatives of the Company. CIL sponsors the Board members to attend these training programs to familiarize themselves with recent developments in Corporate Governance. The Board is also briefed on the Companies Act 2013, SEBI (LODR) Regulations, 2015, Prevention of Insider Trading Code of CIL, etc.

100 %

Compliance towards Code of Conduct

All the Members of CIL Board and Senior Management affirmed compliance of code of conduct as on 31/03/2022

CIL has also adopted a **Code of Conduct** for its business operations, supply chain and public procurement to maintain high standards of ethical practices across operations. CIL’s philosophy strives for sustainable business achieving economic growth, social equity and environmental balance through collaborative action, transparency and public reporting. The **Code of Business Conduct** applies to all company employees from the Board level to downwards. It mandates CIL to be fair and not to discriminate based on race, gender, or religion and upholds values of equality, tolerance and respect for others. Our code of business conduct sets the principles that enhance the ethical and transparent process of managing the company’s affairs. We have institutionalized strong internal procedures to contain and curb corrupt practices in the company’s operations. It also provides reporting mechanisms for known or suspected unethical conduct and helps foster a culture of honesty and accountability.



Our Suppliers and Procurement Practices

Procurement is a major activity in our business and we believe in giving our best effort to maintain transparency in our procurement process. CIL's Procurement Policy ensures the implementation of an open tendering process for all procurements. Our policy and framework ensure that no aspects related to human rights, labor conditions, health and safety are violated throughout our supply chain. ESG practices are integrated and included in the supply chain, making the procurement process ethical, efficient, transparent and free of corrupt practices during supplier selection and retention processes.

Avoidance of Conflict of Interest

Code of Integrity for Public Procurement (CIPP)

CIL has further implemented the **Code of Integrity for Public Procurement (CIPP)** to ensure purchasing agencies, bidders, vendors, contractors and consultants proactively report any preexisting or future conflicts of interest in any procurement or contract execution process. According to the code, a bidder must declare any prior infringement of the CIPP with any entity in any country during the last three years or if being debarred by any other procuring entity. Failure to do so by any party is considered a violation of this code. CIL promotes local suppliers who play an important role in developing the local economy. CIL ensures that suppliers and contractors are screened as per statutory labor practices.

E-tendering Procurement Mechanism

CIL believes in fair, equitable and transparent tendering procedures and has initiated e-tender procurement proceedings. All the procurement procedures are done after confirmation of eligibility criteria as per technical bid. This mechanism allows supply to be made directly to the subsidiary companies as per their requirement from time to time. Vendor selection is done when the party meets the eligibility criteria and accepts the commercial terms & conditions of the NIT. CIL also undertakes various vendor engagement initiatives such as Pre-bid meetings where vendors are invited for their active participation. Also, the buyer-seller meetings are held from time to time for awareness of the Procurement System.

Policies - an integral part of the governance structure

Since its inception, CIL has upheld transparency, integrity and accountability which have been integrated into our vision and mission. To this end, CIL has formulated and uploaded policies/codes on its website in line with the Companies Act, 2013 and the Listing Regulations, like the Code of Business Conduct, Corruption Risk Mitigation Policy, IT Policy, CSR Policy, Sustainable development policy, Whistle-Blower policy, to list a few.

The Board not only institutionalizes and reviews policies but also focuses on overall organizational practices, awareness creation and monitoring associated with each of these policies and its impact

on organizational culture. A complete list of policies can be referred to through our corporate website <https://www.coalindia.in/policies/>.

Vigilance Mechanism

The Vigilance Division within CIL is an integral part of the management and is the nodal division for handling all vigilance-related matters. CIL believes that through best practices, adequate control and transparency in place, decisions will be professional, effective and consistent, leading to corporate excellence. CVO heads the Vigilance Division at Coal India. The role of the CVO is practical vigilance administration which functions as an extension of the CVC in the company. All the Vigilance Departments of subsidiary companies are headed by full-time CVOs who report to the concerned CMDs of the subsidiary companies.

217

Number of punitive actions initiated on Officials

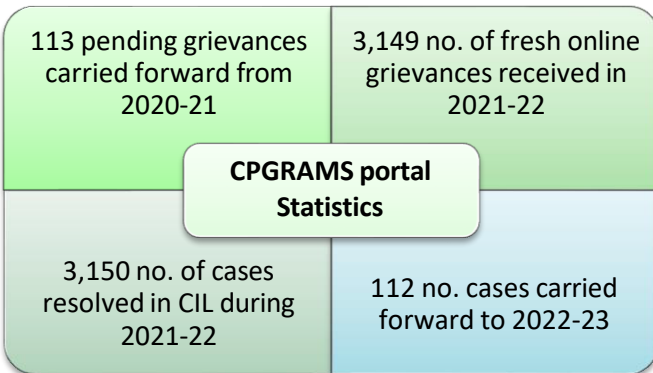
Incidents of Corruption and Actions taken during FY 2021-22

The range of disciplinary actions taken on Officials varied from a simple warning to as severe as dismissal depending on the severity of the charges.

During 2021-22, CIL Vigilance Division received 632 complaints, including those forwarded by MoC, CBI and CVC, out of which 625 have been disposed of.

Public Grievance Redressal Mechanism

CIL has identified various communication channels to engage with various stakeholder groups. These channels are collaborative platforms for community interactions, customer grievance mechanisms, customer and vendor engagement, periodic meetings and employee feedback mechanism. We have implemented the integrated Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), a web-based solution run by the Department of Administrative Reforms & Public Grievances, Government of India, to resolve Public Grievances. All the grievances from employees, customers & other stakeholders are captured and resolved using the CPGRAMS portal. Grievances are also received online on CPGRAMS from the President’s Secretariat, Prime Minister’s Office, Ministries, Directorate of Public Grievances and Department of Administrative Reforms, etc. Public Grievances are evaluated by the Nodal Officer of CIL and sent to various Departments in CIL and subsidiary coal companies for redressal. Most of the grievances were disposed within 30 days during the reporting period.



Customer Satisfaction

CIL and its subsidiary companies continue to take progressive measures for improving the quality of coal and efficiency in its delivery. Various initiatives have been taken to ensure consumer satisfaction and resolve consumer complaints satisfactorily within the stipulated timeframe.

CIL and its subsidiaries have opted for the Principle of four R’s to ensure client satisfaction :



No grievances were carried forward from FY 2021-22 for redressal. During the reporting period, 55 fresh grievances were received. All the 55 grievances were resolved within the stipulated timeframe.

47% YoY decrease in the number of complaints received from customers.

100% Customer Grievances resolved.

Whistle Blower Policy

CIL has implemented a strong and effective "Whistle Blower Policy" as per Regulation 22 of LODR, 2015 to ensure transparency across the organization, . CIL revised the policy and it was approved in the 390th Board meeting held on 13th August 2019. This policy protects the whistleblowers against any unfair treatment or victimization while warranting disciplinary action against proven misconduct. The policy aims to build an environment where employees feel safe and empowered to raise concerns regarding non-compliance with laid rules, regulations and policy directives. Complaints associated with corruption are also raised through the whistle-blower mechanism by all stakeholders, including employees, suppliers and customers. It is affirmed that no personnel has been denied access to the Audit Committee.

Human Rights

As a responsible Corporate Entity, CIL recognizes the importance of child rights and has a clear stance on the issue of child labor. As per The Mines Act, 1952, the employment of persons below 18 years of age in a mine is prohibited. CIL ensures that no person below the mandated age gets employed in its coal mines. CIL is fully committed to abiding by the rules on Human Rights across its operations, which reflects the company dealing with stakeholders. All suppliers/contractors/vendors who undertake to provide services enter into a comprehensive formal agreement with CIL, which contains stipulations and conditions requiring them to comply with various applicable labor statutes in respect of their employees/workers. These include the Payment of Wages Act – 1936, the Minimum Wages Act -1948, Equal Remuneration Act – 1976, the Industrial Disputes Act – 1947, the Employees State Insurance Act – 1948, the Coal Mines Provident Fund and Misc. Provisions Act – 1948, the Child Labor (Prohibition and Regulation) Act – 1986 and the Contract Labor (Regulation & Abolition) Act-1970. CIL ensures that the contractor's workers are treated relatively per the law. The contractors are advised to pay the wages to their workers through the bank and settle the issues by the law.

During the reporting year, no complaints on Human Right related issues like child labor, forced labor and sexual harassment at the workplace were reported.

Data and Information Security

Information technology (IT) is one of the most critical enablers of our business and provides new advantages to business operations. CIL provides IT resources to its employees to enhance their productivity, help officials remain well informed and carry out their functions efficiently and effectively.

CIL has a comprehensive policy to ensure cyber security, which aims to protect information and information infrastructure from cyber incidents through a combination of processes, guidelines, technology and cooperation. All components of the policy meet the guidelines of the Government of India. Additionally, we have business contingency plans and incident response procedures, which are tested half-yearly.

CIL has established DC/ DRC (Data Center and Disaster Recovery Centre) for ERP implementation at MeitY empaneled Data Center, which adheres to the Guidelines of the Government of India for Data Centers. The security system of the data centre is audited by STQC and equipped with state-of-the-art security devices, including DDoS, WAF and Next-Generation Firewall. ERP production landscapes are considered dedicated for high availability. IT Security Standards Policy and Framework have been designed to address the unique requirements of Coal India.



ESG and Sustainability governance at CIL

In line with CIL's Sustainable Development Policy, CIL ensures that sustainability principles are embedded in business strategies and execution plans. Our ESG strategy focuses on climate change, social risk management, ethical procurement practices, employment practices, customers, communities, transparency and good governance.

Sustainability Governance Structure



ESG and Sustainability Management Framework

CIL believes in working by sustainability principles while striving for long-term business success on a viable basis. Our sustainable management approach includes deploying sustainable mining practices, ensuring employee safety & health and creating value for the community. CIL prioritizes the long-term and effective establishment of a culture of integrity, discipline and respect.

As a socially responsible corporation, CIL has developed and implemented a dynamic Corporate Social Responsibility (CSR) policy for undertaking CSR activities within the proximity of mining areas. The policy aims to supplement the government's role in enhancing societal welfare measures based on the immediate and long-term social and environmental consequences of coal mining.

CIL leverages business opportunities to reduce risk and address social and economic challenges. CIL is increasing its efforts to improve sustainability performance and develop a strategy for its implementation. Efforts are also being made to reduce the environmental impact of mining activities throughout the mining cycle, such as work to reclaim post-mining eco-systems.

CSR Committee

Sustainable Development Committee, including CSR Committee, was constituted by the CIL Board of Directors in FY 2012. This Committee was renamed CSR Committee under Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility) Rules, 2014. The CSR Committee of the Board reviews, monitors and provides strategic direction to the Company's CSR and sustainability practices towards fulfilling its ESG objectives. The Committee seeks to guide the company in crafting unique models to support the creation of sustainable development programs together with environmental initiatives.

There was no Independent Director on CIL Board from 1st April'2021 to 31st October'2021. Six (6) Independent Directors were appointed to CIL Board in November'21 and CSR committee was reconstituted on 12th November 2021 comprising of 2 Independent Directors, 1 Govt. Nominee Director and 1 Functional Director. One meeting of the CSR Committee was conducted in 2021-22.

Sustainability Policies

CIL's Sustainable Development Policy lays emphasis and responsibility on Environmental, Economic and Socio-Cultural Sustainability. In this regard, CIL has adopted a comprehensive set of Board-approved Environment and Sustainability Policies, which are being implemented throughout the organization to implement its ESG strategy. These Policies aim to direct CIL's objectives toward sustainability performance, identification of material sustainability issues and advanced monitoring and mitigation of the impact along the value chain. Respective functions and responsibilities have been assigned to Corporate and Subsidiaries to improve performance within their respective sustainability dimensions. These are the primary areas for implementing CIL's practices toward the SDGs to encourage broad dialogue and cooperation among stakeholders to make mining a driver of sustainable development. CIL establishes and reviews sustainability goals on an annual basis. In doing so, CIL also addresses the changing needs of its stakeholders.

SUSTAINABLE DEVELOPMENT POLICY OF CIL



Environmental Sustainability

It is our commitment to protect and safeguard the environment and conserve biodiversity to maintain the ecological balance.



Socio-cultural Sustainability

We affirm to effect the socio-cultural betterment of the surroundings of our operations.



Economic Sustainability

We affirm to effect the economic betterment of the surroundings of our operations.



Adopt ever-evolving world-class eco-friendly technologies for mining.



Conserving natural resources by Reducing, Reusing, Recycling, Redefining and Replacing.



Neutralize the impact on the environment due to mining through afforestation, rainwater harvesting & regeneration of cultivable land and other suitable mitigative measures.



Create income Generation avenues/skill development programmes for the project-affected people.



Ensure society a better-quality life by providing basic infrastructure and management of the services like water, waste management, health care, education etc.



Organize programmes, especially for the project affected Tribal people to maintain their culture, heritage and identity.



Strive to conduct the business ethically and transparently.

Enterprise Risk Management Framework

CIL recognizes the importance of timely identification of risks and opportunities to ensure consistent organizational growth. To effectively manage the risks associated with the business, CIL has taken adequate measures to institutionalize the risk management process in the company by implementing an elaborate Enterprise Risk Management (ERM) framework in line with the Securities and Exchange Board of India (SEBI) (LODR) Regulations, 2015.

Risk Management Committee (RMC)

As part of implementing the risk management framework, CIL Board of Directors have constituted a Board-Level Risk Management sub-committee. RMC, as the owner of the Risk Management framework, has been entrusted with the responsibility to identify and review the risks and formulate action plans and strategies for risk mitigation on a short-term and long-term basis. During the reporting period, the RMC conducted two meetings to reorganize risks posed to CIL.

Management strategy at the group level. As part of CIL's risk management system, risk owners and their mitigation plan owners have been established for identifying each risk and associated mitigation strategy to ensure consistent risk monitoring and mitigation.

This committee evaluates the risk management process and assesses the progress of perceived threats, including new market issues, at periodic intervals. The Chief Risk Officer (CRO) and his team periodically meet with business and functional departments to oversee the implementation plan and conduct brainstorming sessions to identify new business opportunities. Inputs from the Steering Committee under the leadership of ERM Core Group are considered for the purpose. The execution of the governance mechanism envisaged in the risk management system, including facilitating the development of risk reduction strategies for defined priority threats, is supervised by the Chief Risk Officer (CRO) and his team under the leadership of CIL RMC. New risks are being identified and incorporated for evaluation per the direction of the CIL's RMC.

Audit Committee

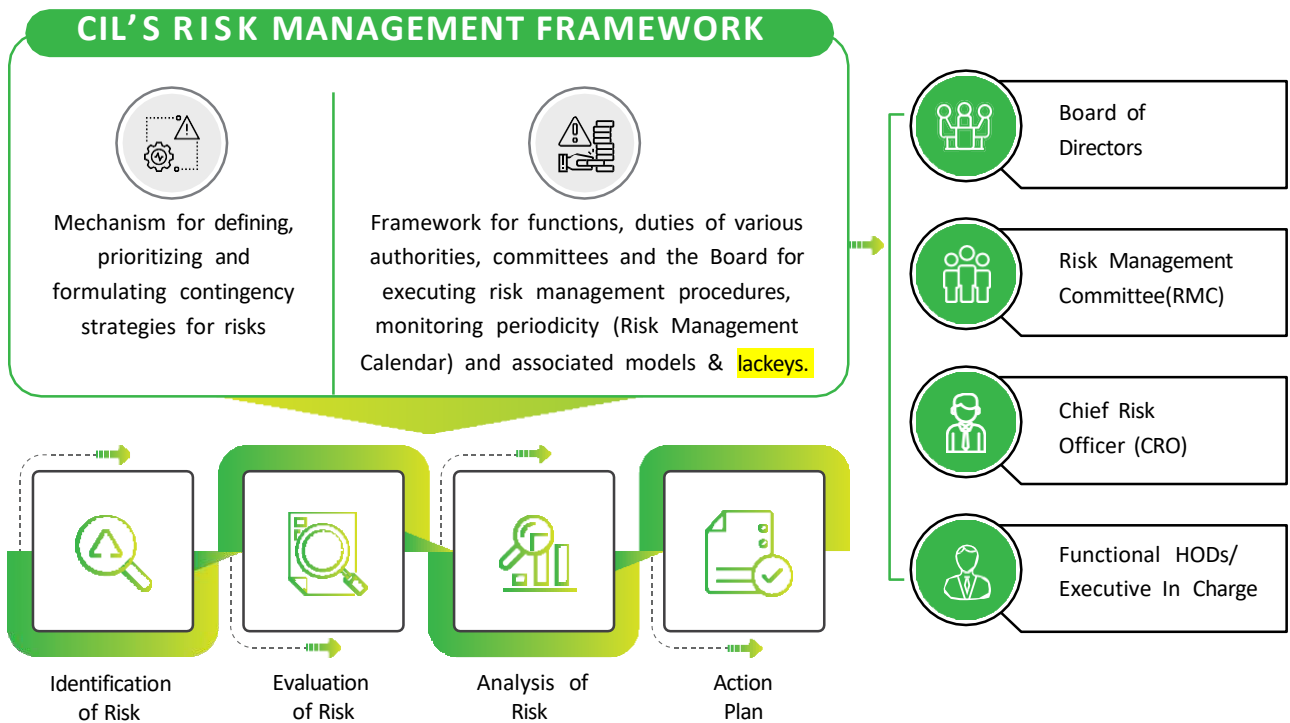
CIL has formed an Audit Committee comprising four Independent Directors, One Government Nominee Director, one whole-time Director and One permanent Invitee Director. Further, Director (Finance) is a permanent invitee to the Committee. The composition, quorum, powers, role and scope are by Section 177 of the Companies Act, 2013 and the provisions of Regulation 18 of SEBI (LODR) 2015.

The role of the Audit Committee includes overseeing the company's financial reporting process, reviewing and monitoring the auditor's independence, performance effectiveness of the audit process, evaluating internal financial controls, risk management systems and reviewing the functioning of the Whistle Blower mechanism.

The committee also reviews the management discussion and analysis of financial condition and results of operations, internal control weaknesses issued by the Statutory Auditors and internal audit reports.



Risk Management Framework



Members of Risk Management Committee:

- Dr Arun Kumar Oraon, Chairman
- Shri Makwana P Kalabhai Member
- Shri S.N. Tiwary, Member
- Shri B. Veera Reddy, Member
- Shri Anjani Kumar, CRO/ GM (NI), CIL-Member
- Shri S.K. Mehta, CFO/ GM(F) I/C, CIL-Member

The Chairman should be a member of the Board and other senior executives of the company could be members of the committee. The committee is comprised of two (2) Functional Directors, two Senior Officers of the CIL and two (2) Independent Directors.

The role and responsibilities of the Risk Management Committee:

- To formulate a detailed risk management policy which shall include:
 - Identification of internal and external risks, including financial, operational, sectoral, sustainability (particularly ESG-related), information, cyber security risks, or any other risk.
 - Measures for risk mitigation, including systems and processes for internal control of identified risks.
 - business continuity plan.
- To ensure monitoring and evaluation of associated risks

- To monitor and oversee the implementation of the risk management policy

Adequacy of risk management systems

- Period review of the risk management policy, considering the changing industry dynamics and evolving complexity
- To keep the Board of Directors informed about the nature and content of its discussions, recommendations and actions to be taken
- The appointment, removal and terms of remuneration of the Chief Risk Officer (if any).

CIL's Enterprise Risk Management (ERM) serves the twin purpose of minimizing adverse impacts and leveraging market opportunities effectively and efficiently to sustain and enhance competitive advantage.

These areas are being regularly monitored through reporting key performance indicators of identified risks and exceptions concerning risk assessment criteria. The RMC periodically evaluates the risks and deliberates on mitigating strategies. The exceptions concerning risk assessment criteria are reported to the Board of Directors.

CIL Board had approved Risk Management Charter and Risk Register to build up a strong Risk Management Culture within CIL in achieving the company's goals and objectives. As a first step, CIL has identified significant risks facing its business and categorized them as emerging and strategic risks. Subsequently, Risk Owner & Risk Mitigation Plan Owner have also been nominated for each risk identified to ensure continuous monitoring and mitigation thereof.

consultation with HoDs and under the guidance of the Risk Management Committee, had implemented the governance process envisaged in the Risk Management Framework along with formulating Risk Mitigation plans for the Prioritized Risks and RTMs (Risk That Matters) of CIL.

The potential impacts of each of these risks on the company's operations are assessed and accordingly, a mitigation plan is devised.

A Risk Management team headed by CRO, in



Emerging Risks

1. Technological transformation
2. Changes in the traditional business models and current portfolio
3. Restrictions on access to capital for industries with intensive greenhouse emissions.



Strategic Risk

1. Effect on share price due to media impact
2. Lack of necessary key skills due to lack or inadequate management of good practices towards attracting, retaining and developing talent.

Based on the above assessment, the following have been classified as the top risks for the company:

- Evacuation challenges for coal off-take
- Operational safety risks arising out of mining operations
- Technology up-gradation and equipment utilization
- Risk of unviable underground mining operations
- Competition risk from commercial mining renewables

The Management approach to various sustainability aspects is reflected in CIL's vision, mission, corporate objectives and various specific policies. The management approach/ mitigation measures for the identified risks are summarized below:



SL.	Risks	Management Approach/ Mitigation Measures taken by CIL
1	Climate Risk Assessment	<p>Mines of CIL operate in remote regions vulnerable to climate change and fragile environment. The extensive product transportation network and complex supply chain are carried out in these regions. This exposes us to climate change risks and we have assessed its impact on our operations.</p> <p>CIL implements specific measures for dealing with climate-related risks and their potential impact. As part of the climate risk management strategy, the risks have been evaluated and a mitigation strategy has been laid out for dealing with each of these risks through technological innovation, identification of new market opportunities and collaborative initiatives that address the changing needs of business and communities affected by climate change.</p> <p>As an environmentally responsible company, CIL is committed to becoming a Net Zero Energy Company and is in the process of implementing a 3 GW solar power program. CIL has already installed 9.54 MW of solar power plants.</p>
2	Resettlement & Rehabilitation (R&R)	<p>Coal mining is based on geographical factors and is site-specific. Owing to this aspect, it involves the acquisition of large tracts of land, which leads to involuntary displacement of inhabitants (Project Affected People – PAPs) who are native/residents of the area. Rehabilitation and resettlement plays a major role in CIL's long-term business goals and thus necessitated on creating a bond / cordial relationship with the local society. We are sensitive to the needs and aspirations of the PAPs and have always tried for the best possible R&R package. Our people-friendly R&R policy provides greater flexibility in resettling and rehabilitating people affected by coal mining projects. Our compensation plan is accorded as per CIL's R&R Policy-2012 and is in line with the statutory requirement. 2150 land oustees were employed at CIL during FY 2021-22 .</p>
3	Regulatory compliance	<p>CIL being a Government CPSU, regulatory compliance is mandatory and non-negotiable. All our operations comply with regulatory bodies' legal, environmental and social requisites. Before operationalizing any new/expansion project, CIL ensures that necessary clearances (including environmental and forest clearances) have been obtained.</p> <p>Further, we have well-established systems, procedures and review mechanisms to identify and comply with the laws and regulations concerning our business operations.</p>
4	Supply of quality Coal	<p>Maintaining the quality and efficiency in delivery of coal is of paramount importance to CIL. We have a robust system to ensure customers receive quality coal. We have partnered with two globally renowned Third-Party Sampling (TPS) and Testing companies (in addition to the three existing TPS agencies), COTECNA Inspection India Private Limited and SGS India Private Limited, to strengthen the sampling and analysis of coal delivered. Additionally, CIL currently has 58 coal testing laboratories across the subsidiary companies, out of which 56 laboratories are NABL accredited and the accreditation process is underway in respect of another 02 laboratories.</p> <p>According to third-party sample analysis, CIL's resolve to provide better-quality coal demonstrated a positive leap, with grade conformance improving to 66 % in FY'22 from 63 % the previous year.</p>
5	Customer satisfaction	<p>To ensure consumer satisfaction and resolve consumer complaints, particular emphasis has been given to quality management and redressal of consumer complaints. Online filing and redressal of complaints have been implemented in CIL. Zero pending grievances were carried forward from FY 2021-22 for redressal. During the reporting period, 55 fresh grievances were received. All the 55 grievances (100%) were resolved within the stipulated timeframe. The average time it takes to resolve a complaint is seven days.</p>

Precautionary approach

CIL has strong internal control system and processes for managing compliances as part of the precautionary approach to prevent non-compliance. To ensure that all checks and balances are in place and all internal control systems are in order, internal audits are

conducted by experienced firms of accountants in close coordination with the Company's Internal Audit Department. The overall framework ensures smooth and efficient business conduct by the relevant laws and regulations.



ENVIRONMENT

PERFORMANCE HIGHLIGHTS

INR 254.53 Crore

Expenditure on Environmental Activities
(FY 2021-22)

2.57 kWh/m³ Energy Consumed

Composite Production

4571.4 Million Units

Electricity Consumption

1,33,297 tCO₂

Carbon Offset

30.42 Lakh

Saplings Planted

1468.45 Ha

Land Reclaimed through
Plantation

Energy

(FY 2021-22)

7.34 kWh/t

Energy Consumption

11,92,393 tCO₂

Scope 1 Emissions

9.54 MW

Installed Solar Power Projects

37,64,291 tCO₂

Scope 2 Emissions

Coal Production through Eco-friendly Technology

(FY 2021-22)

597 MT

Coal Production from Open Cast
Mines

312 MT

Coal Production
Through Surface Miners

25.59 MT

Coal production
Through Mechanised
Underground Miners

Water

(FY 2021-22)

6047.03 Lakh m³

Total mine water discharge

10.68 Lakh people

in **727** villages benefiting from discharged
mine water

Zero Case

No water related incidents

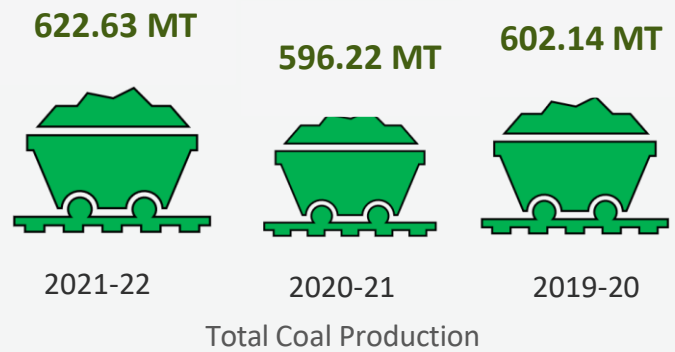
Our Commitment to Environmental Sustainability

CIL remains committed to promote sustainable development by protecting the environment through integrated project planning and design, pollution prevention/mitigation, natural resource conservation, ecology and biodiversity restoration, waste recycling/proper disposal, climate change mitigation and inclusive growth.

CIL recognizes the environment is an exhaustible resource. Therefore, it is important to use the environment and its resources judiciously. We are committed to protecting the global ecosystem to support health and wellbeing, now and in the future. CIL, over decades, has taken numerous measures and initiatives to ensure its environmental sustainability commitments across its subsidiaries are in line with the sustainability goals. CIL implemented its first 'Corporate Environmental Policy' in December 1995, which is revised at regular intervals. The Policy was last revised in 2018 which can be accessed through https://www.coalindia.in/media/documents/CIL_Corporate_Environmental_Policy_2018.pdf. The policy is adhered to by all the subsidiaries after its approval by their respective Boards. The policy is regularly monitored and revised every five years.

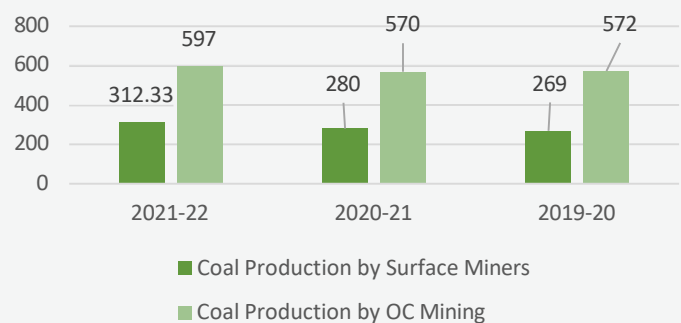
Eco-friendly Technology

With an objective to optimize resources and minimize the environmental footprint, we have implemented new technologies such as Surface Miners, Continuous Miners and Longwall Miners. These technologies ensure minimal environmental footprint and optimum coal production, minimizing the risks of contamination of soil, groundwater, minimizes emission of particulate matter and exhaust gases, subsequently increasing environmental and health aspects. We believe that with the implementation of innovative technologies, we could improve mining sector's economic and environmental performance simultaneously.

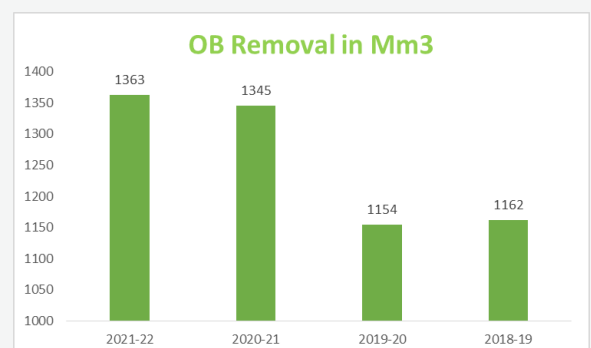


In the year 2021-22, total coal production from open cast mines was 597 MT of which 52% was through Surface Miners at 312 MT.

Coal Production by Surface Miner vis à vis Opencast Mining (in MT)



Through continuous miners, 8.90 Mt coal was produced by different subsidiaries of CIL in FY 2021-22. Action is being taken to deploy more Continuous Miners and Surface Miners in other CIL mines where geo-mining conditions permit their usage. CIL has also produced 1.71 MT coal through mechanized Longwall mining and 0.32 MT through High wall mining.



Energy Management

The energy demand of India is projected to increase manifold in the coming decades. For a country where coal accounts for 55% of the total energy generated, the effects of GHG emissions on environment cannot be overlooked. Industry leaders across the world acknowledge the importance of low carbon economic development. Reducing the environmental impact of mining activities is a key component of low-carbon economic development.

Therefore, it is vital to study mining efficiency and sustainable development strategies for the mining industry. Being an environment-conscious organization, CIL has adopted various strategies to ensure environmental sustainability across its operations.

In collaboration with CMPDI and other institutions, CIL has worked on implementing various low carbon strategies and R&D projects related to coal mine environmental management.

Coal mining is a highly energy-intensive activity that necessitates using large quantities of fuel and power. While most of the fuel used is for heavy earth moving machines (HEMMs), transportation, ventilation and pumping, a small amount is also utilized for DG sets. To lower its carbon footprint in its operational area, CIL has placed a strong emphasis on energy efficiency measures and is moving forward with several carbon-offsetting initiatives.

CIL's environment focused strategies

Extraction of coal shall be planned prudently to meet national requirement in a planned way

Use of more environmentally friendly technologies and equipment with optimal capacity and improve the existing technologies

All mine planning and design must be environmentally acceptable and comply to the environmental standards

Voluntary energy audits for corrective action to reduce carbon footprint.

Initiative towards Energy Efficiency

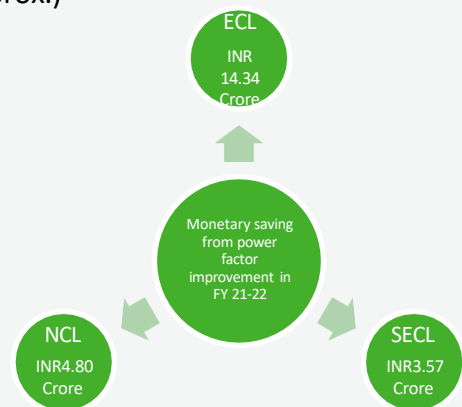
CIL remains committed towards identification and deployment of energy efficiency opportunities across its subsidiary and operations. Continuing with the achievements of last year, subsidiary companies have maintained Power Factor as high as 95% or more during 2021-22.

During FY 21-22, coal production increased by 4.4% compared to 2020-21, with an overall increase in the excavation of combined coal & OB. Electricity consumption in CIL in F.Y. 2021-22 was 4571.4 million units in comparison to 4689.67 million units in 2021-22. The total amount paid for the energy bill was INR 3557.12 Crore which was only 1.1% more than the last years energy bill despite high growth in coal production and OB removal.

GHG Emission Mitigation

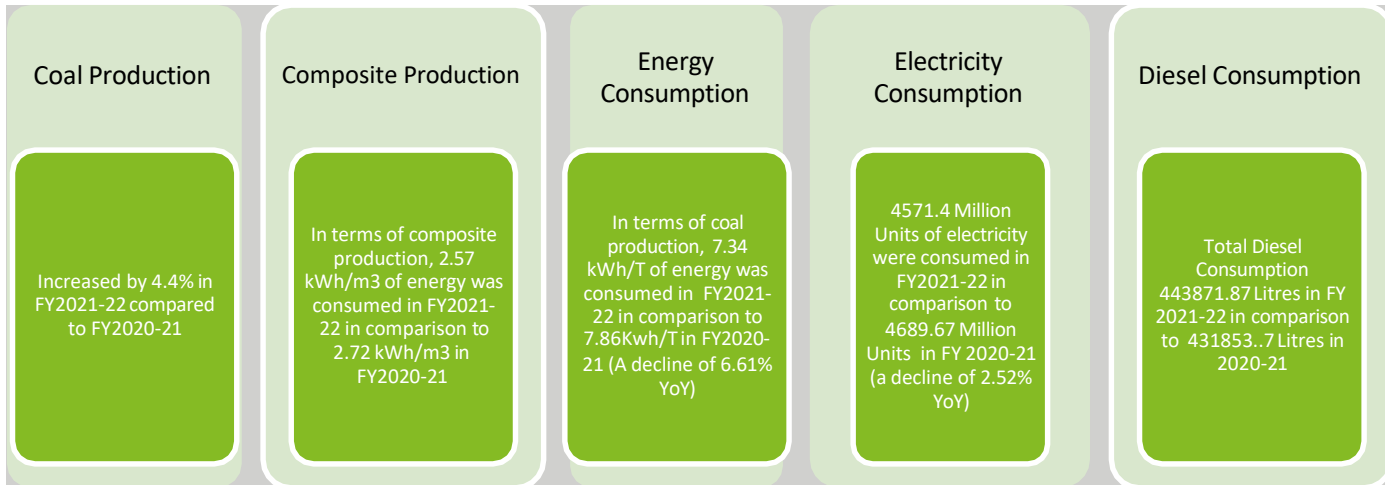
CIL across its subsidiaries has implemented various projects for Carbon reduction, including a decentralized Solar Program (rooftop and ground-mounted) at its sites.

During 2021-22 due to the implementation of energy efficiency measures, around 31.24 million electrical energy units were saved, resulting in a reduction of 27,410 Tons of CO₂ (approx.)



Estimated saving from energy conservation measures in all subsidiary mines would be around 132.72 lakh kWh per year with a reduction of INR 977 lakhs during the year in power bill resulting in a reduction of CO₂ of 10884 Tons /Year.

Solar energy generation has reduced CO₂ emissions by 12187.35 Tons during FY 2021-22



GHG Emission

Coal mining is energy-intensive and involves the use of fuel and electricity. CIL understands the impact of Green House Gasses on the environment. Therefore, we aim to provide affordable energy with a minimum carbon footprint and reduce our energy consumption by implementing modern technologies that help reduce GHG Emissions.

CIL, through the implementation of various pro-active decarbonization efforts, achieved over 113231.76 Tons of CO₂ emission offset during FY 2021-22. CIL is focusing on the following areas to achieve its short-term and long-term emission reduction targets:

- A pilot project, for replacing the massive fleet of diesel-operated HEMM equipment with liquefied natural gas (LNG), is in progress
- Introduction of 1,500 e-vehicles in all mining areas of CIL over the next five years, with more than 380 e-vehicles to be put in operation by the end of F.Y. 2023.
- Replacing energy intensive water pumps with 941 energy efficient pumps in all its mining operations in FY 22-23
- Replaced around 953 conventional air conditioners with energy efficient star-rated air conditioners in FY 2021-22. A target to replace another 2,550 plus conventional A.C. in F.Y. 22-23
- Introduction of more than 1.1 lakh LED lights in place of conventional lights to save energy in the F.Y. 21-22 and a target to replace another 62,000 plus LED lights in F.Y. 22-23
- Replacing old fans with more than 11,922 energy-efficient super fans in offices with a target for replacing another 72,000 plus old fans in the F.Y. 22-23
- In colonies, installation of around 1060 streetlights with the auto-timer to save energy and a target to replace another 2450 plus streetlights in F.Y. 22-23

The Scope 1 GHG emission is generated mainly from the combustion of fossil fuel in processes and owned vehicles by the company. The Scope 2 emissions are accounted primarily for energy purchased for our operations. The scope 1 and scope 2 emissions for the group for FY 2021-22 is presented below:

Scope 1: Direct GHG emissions

During 2021-22, our total Scope 1 emission was 11,92,393 tCO₂

Scope 2: Indirect GHG emissions

For the year 2021-22, our Scope 2 emissions were 37,64,291 tCO₂.

Sustainable Technology towards Coal Evacuation



Fig.- FMC at Kusmunda OCP, SECL

First Mile Connectivity Projects

To achieve the planned growth in coal evacuation with minimum environmental impact, CIL has deployed multi-pronged strategies like increasing coal transportation via rail and scaling up the mechanized coal transportation and loading under the 'First Mile Connectivity' projects.

Under CIL's flagship 'First Mile Connectivity (FMC) Projects', 44 Projects have been identified for implementation in two phases which will increase the mechanized coal transportation and loading system. FMC Projects will help increase mechanized evacuation from the current 151 MTPA to 622.5 MTPA.

Out of the planned 35 FMC Projects in the first phase, 6 projects have been commissioned till date with a total capacity of 82 MTPA. The total capital investment in 1st phase is INR 10,750 Crore.

The 2nd Phase has also been sanctioned and is expected to be completed by FY 25, with a total capital investment of INR 2500 Crore and a total capacity of 57 MTPA.

First Mile Connectivity Project

Target completion of all the projects is FY'24 for Phase I and FY 25 for phase II Total investment of INR 13,250 Crore for both the phases

Phase-I:

6 out of 35 planned FMC Projects commissioned with a total capacity of 82 MTPA

27 of the rest 29 are under construction, having a total capacity of 300.5 MTPA and the target completion for Projects of Phase-I is FY-24

Phase-II:

9 FMC Projects of 57 MTPA with an estimated investment of about INR 2,500 Crore will be developed and the target completion for Projects of Phase-II is FY-25

Work Oder issued for 3 projects with the capacity of 14 MPTA

Expected Outcome

- CIL expects >12% IRR
- Improvement in coal quality,
- Substantial reduction in the cost of evacuation & transportation charges
- Positive impact on the environment
- Reduction in diesel consumption

CIL, in association with CSIR- National Environmental Engineering Research Institute, conducted an assessment study for benefits of the mechanized conveyor belt and silo loading system in coal loading & transport.

The study covered the issues of Environmental, Social and Potential Economic benefits in two of the major mines under 'The First Mile Connectivity Project'. The study revealed that implementation of 16 MT coal dispatch through CHP and Silo at Lingaraj OCP will result into reduction in tipper movement and savings of INR 50.19 Crore by reduction of 58,38,309 liters diesel consumption per year. Also, a reduction in CO by 72.2%, Hydro-Carbon by 70.8%, NOx by 76.8%, PM10 by 72.3% and PM 2.5 by 71.8% was estimated.

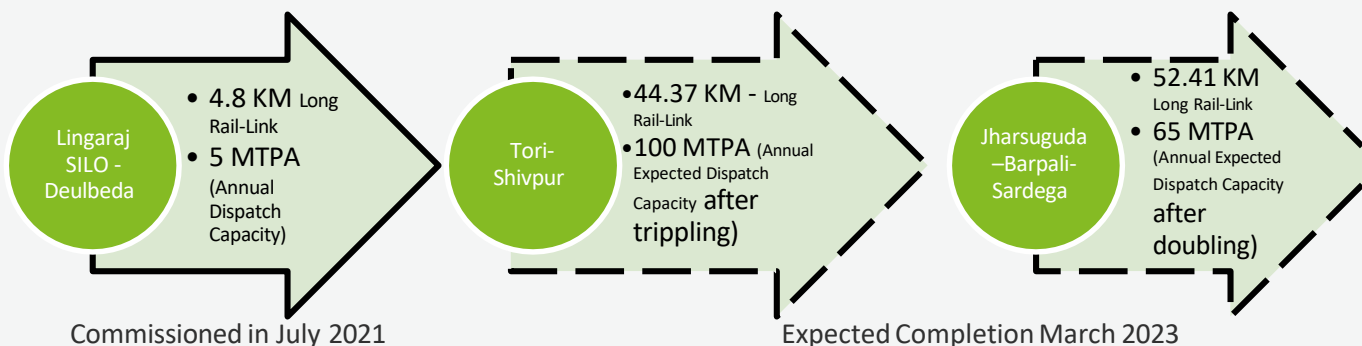
Also, a saving of 26,95,736 liters of diesel per year is estimated from 10 MTY coal dispatch through CHP & SILO in Gevra OC. The cumulative monetary saving is expected to be INR 23.08 Crore annually. Similarly, a reduction in CO by 83.7%, Hydro-Carbon by 83.3%, NOx by 85.3%, PM10 by 84.1% and PM 2.5 by 83.8% was estimated in Gevra OC

Railway lines for coal evacuation

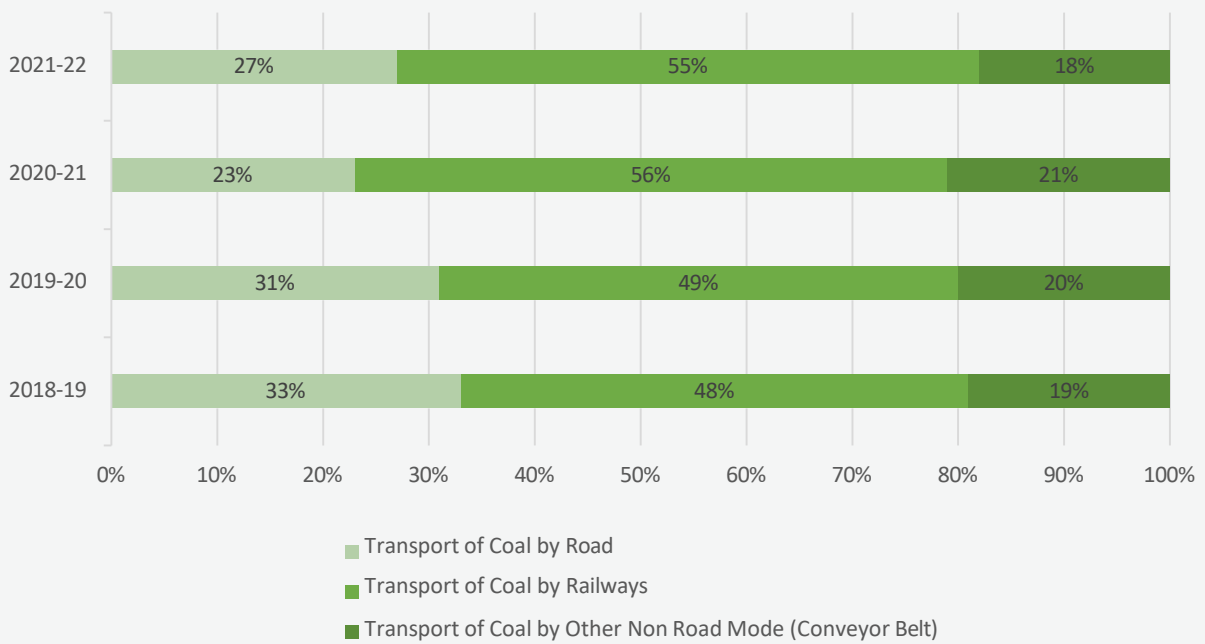
In order to have a seamless evacuation system for the projected production, an action plan to enhance and strengthen the infrastructure of coal evacuation for existing, ongoing and future projects of subsidiary companies was envisioned in the previous financial year. A total of 7 Railway Projects for evacuation of coal were identified, out of which CIL funded 3 on a deposit basis and 4 through JVs/SPVs by CIL.

Over the last three years, CIL has substantially increased its rail portfolio as a preferred mode of transport. More than 72% of our coal got transported through non-road mode (conveyor belt, MGR & railways) in the F.Y. 21-22. The multiple advantages of it were reduced traffic congestion, lesser road accidents and reduced impact on air quality post-coal production and before consumption/usage.

During 2021-22, a total quantity of 481.19 MT of coal was transported through non-road modes while 180.7 MT was dispatched through exclusive road mode



Transport of Coal by Road Vis a Vis Rail Vis a Vis Non-road mode (Conveyor Belt) - in MT

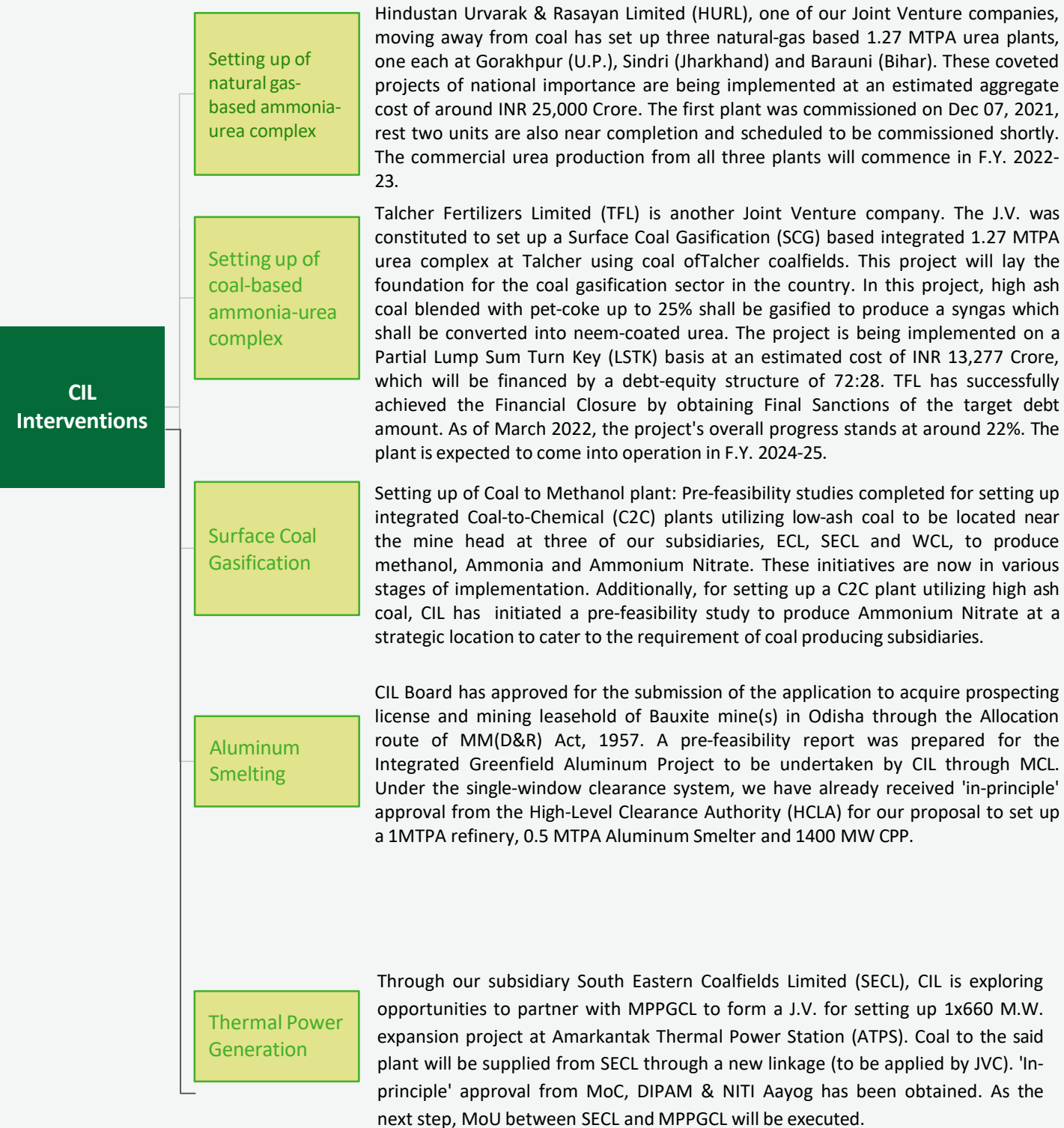


Other coal evacuation infra improvement projects by CIL

- **21 railway sidings – an estimated investment of INR 3,500 Crore**
- **33 coal trunk roads planned to be built by FY24**

Moving towards cleaner energy - Diversification of Business & Creation of New Verticals

Coal is used extensively as a fuel in most parts of the world. According to a report by World Nuclear Association, the burning of coal produces about 15 billion tons of carbon dioxide each year. To address this problem, CIL has taken various initiatives like promoting "clean coal" technologies and diversification of business towards cleaner technologies so that the coal resources can be utilized for future generations without contributing to global warming.



R & D Projects on Environment, Ecology, Conservation and Safety taken up during FY 2021-22:

- Scaling up the conversion of CO₂ to methanol and other value-added chemicals with 500 Kg CO₂/day capacity
- Indigenous Development of Monolithic Perovskite Module Manufacturing by Printing.
- Design and development of knee and spinal smart protective devices for improving the health and safety of miners.
- Development of guidelines for delineation of water-stressed areas and designing environmentally friendly water storage structures for meeting water needs in mining areas.
- Real-time energy-efficient cyber-physical intelligent system for mine slope health monitoring.
- Forensic investigation related to Geotechnical aspects to stabilize the foundation soil of expansive nature and implement suitable ground improvement technology to sustain and enhance the optimum overburden dump height.
- Design and deployment of Ventilation Fan Wind Power Recovery System as an alternate source of Electrical Energy in Underground Coal Mines.

Focus on Renewable energy

To minimize the carbon footprint from mining operations in an endeavor to achieve carbon neutrality, one of our strategies is to increase renewable energy portfolio. As a green energy source, solar power generation lists on our diversification. We are venturing to set up solar power generation projects of 3,000 MW capacity by FY'24. As of 2021-22, the total installed capacity of Solar Power Projects in CIL is 9.54 MW, of which the rooftop solar capacity added during 2021-22 stands at 4.279 MWp. A total of 40 Lakh units of solar energy had been generated from all the Solar Projects. Work has been awarded for installing a total of 240 MW capacities of ground-mounted solar plants in different subsidiaries which are under different stages of implementation.



Solar PV Manufacturing

CIL Board has approved the formation of an SPV namely 'CIL Solar PV Limited' which shall undertake the business of entire Solar PV manufacturing value chain (i.e., Ingot-Wafer-Cell-Module).



Solar Power Generation

An SPV namely 'CIL Navikarniya Urja Limited' has been approved by CIL Board to venture into the New and Renewable Energy (Non-Conventional) segment including Solar, Wind, Small Hydro, Biomass, Geo-Thermal, Hydrogen, Tidal, etc., along with other prevalent technologies/emerging technologies.

Water Management

Water security is a global priority. Managing water resources is a major challenge for the world economies including mining industries and surrounding communities.

People in the proximity of mining areas are concerned about water-related issues resulting from mining activities. New approaches toward water management are being sought across the organization to address ongoing and long-term water-related risks and challenges.

Adhering to its commitment toward preservation of bio-diversity and natural resources (water being one of them), CIL ensures preliminary assessments through Environmental Impact Assessment (EIA) and Environmental Management Plan (EMPs). Water-related issues that can potentially impact the well-being of our stakeholders, including employees, contractors and local communities from our operations, are constantly being identified. Potential identified risks that emerge from mining operations include fluctuations in the groundwater levels, water flows and water quality. These risks could also occur within the immediate area of the operation or in the surrounding catchment area.

Zero Case

No water related incidents were reported during FY 2021–22

CIL ensures that all mines have dedicated sumps with water harvesting structures and initial settling tanks for the removal of effluent waste. All opencast mines have commissioned effluent treatment plants to treat wastewater, garland drains to collect runoff water and siltation ponds to settle sediments in mine water. Acid mine drainage has only been reported in a few mines. When such a report is received, CIL takes steps to neutralize the acidic component (as per CPCB Guidelines) before using or disposing of the effluents.

CIL's Water pollution and Control measures

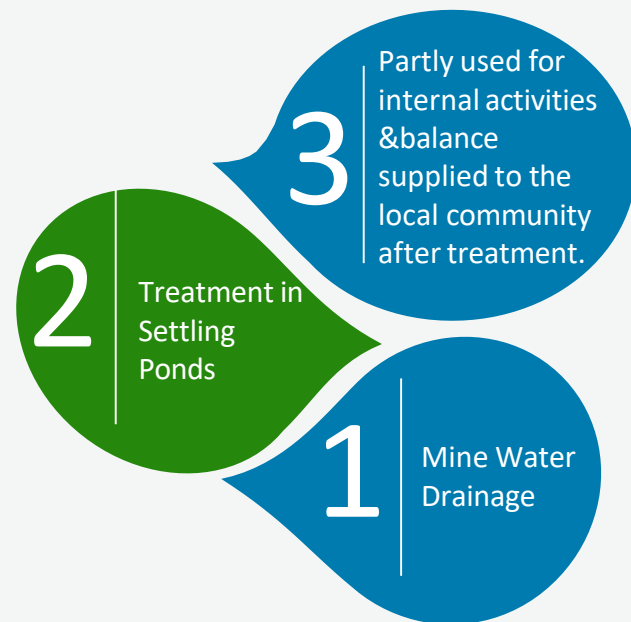


Fig. - Water from Tapin North Mine of CCL supplied for drinking water

The objective of CIL is to attempt maximum utilization of treated mine water discharge for community use. In 2021-22, out of 6047.03 Lcum average mine water discharge, 2591.92 Lcum of mine water was utilized for own use (industrial & domestic) and 2826.75 Lcum was utilized for community supply (Domestic & Irrigation). The total utilized mine water was 5418.67 Lcum which accounts for 89.61 % of total annual discharge and the remaining 10.39 % of the water was used for groundwater recharge.

Total mine water discharge- 6047.03Lcum

89.61%

10.39%

Industrial and
Domestic

Domestic and
Irrigation

Ground Water
Recharge

2591.92 Lcum

2826.75 Lcum

628.36 Lcum

10.68 Lakh people in 727 villages have been benefitted from discharged mine water



Fig. - Abandoned quarry in Rajnagar OCP, SECL



Fig. - Discharged Mine water utilized for cultivation in CCL

Pisciculture and Agriculture

As a commitment to support lives and livelihood, CIL took several initiatives. One among them is the conversion of the closed mines into pisciculture projects. Several capacity-building workshops and programs were conducted in association with state fisheries departments. CIL over the years has funded programs for the overall development of surrounding areas of the abandoned mines.

Such programs have not been limited to the abandoned mines but have expanded beyond the mine premises to the nearby villages and communities. Several initiatives like ground water recharging through rainwater harvesting, digging of ponds, developments of lagoons, de-silting existing ponds and tanks have been undertaken/ funded by CIL. Discharged mine water is used for irrigation purposes benefiting thousands of villagers.



Fig. - Pisciculture in CCL



Fig. - Pisciculture in Bishrampur OCP of SECL

Paddy cultivation on overburden

Paddy cultivation on an overburden dump was done on a trial basis by BCCL in 2014-15. Since then, the CIL subsidiary has been cultivating various crops on experimental basis dispelling the general perception of mining wasteland. CIL transformed various patches of land on overburden dumps and successfully cultivated various crops season over season.

A pilot project was conducted in Kaunda, where BCCL could harvest 3-4 Kg of rice in the first season over a patch of 10 feet by 10 feet land. The area under cultivation was increased and in 2016, 50kg of rice was harvested from a patch of 30 feet x 30 feet land. The only manure used during the cultivation was cow dung and the seedlings used were also raised at the site only. The cultivation of Rice (Dhan) was done in the year 2016 (and 2020), followed by wheat (genhu) in the year 2017 and Lemon grass in the year 2022. The crop cultivations' purpose was to see if the site is capable of average growth and cultivation. No heavy metals were detected in the soil used for harvesting, thus making harvested rice over mined out degraded land safe to consume.



Fig. Farming in OB Dump of BCCL Mine



Fig. - Kusunda ecological restoration team maintaining the site

This success of BCCL towards the enhancement of biodiversity received much recognition. Kusunda ecological restoration team has established and maintained this site for which training was provided by FRI, Dehradun. This project is being supervised and monitored by the ecological restoration team of the Environment Department, HQ, Koyla Nagar, BCCL. The whole management team of Kusunda strives to find new ways in which the degraded land can be ecologically enriched and established for other economic activities.

Land Reclamation

As part of bio-reclamation initiatives of MCL, a reclamation drive using crop cover over external OB dump on an area of 75 Ha was carried out during FY 2021-22. The grassing/cropping was carried out by planting and sprinkling red grams bamboo seeds over the OB dump of Bhubaneswari OCP. The exercise of crop cover also helped to enrich the soil and replenish the supplements to the soil, enhancing the water seepage and air circulation.



Fig. - Planting and sprinkling red grams bamboo seeds over the OB dump

Over Burden (OB) to Sand

Sand is the second most-consumed natural resource next to water. Considering the increasing demand for sand, CIL, in a novel move has started segregating sand from overburden formations. Currently, the only sources of sand are mining, dredging from water courses of rivers, or imports from various countries.

This initiative of CIL has opened new possibilities; in not only making cheaper sand available to the surrounding areas but the overall impact on the environmental pollution due to sand mining was reduced. Also, these sand segregation plants will improve the riverine ecosystem, flow, groundwater recharge potential and water quality in their courses. Currently, two OB to sand plants are operational in WCL.

The sand segregated from O.B. formations is being provided to agencies implementing housing under government schemes like Pradhan Mantri Awas Yojana (PMAY) and the like.

Seven OB to Sand project proposals have already been prepared and are under different stages of implementation.

**INR 0.74 Crore Profit
generated from Sand Sale in
FY 2022**

22,287 m³

**Sand
Generated**

About 22,287 m³ sand generated from 55,719 m³ OB in FY 2021-22.



Fig. - OB to sand plant in WCL

Waste and Effluent Management

Waste Management has emerged as one of the key challenges for industrial operations. The increasing focus on the way industries manage, dispose and reuse waste is under constant scanner from various stakeholders, NGOs and other investors. CIL recognizes the importance of waste management and continues to work on innovative ways to reduce and reuse waste in the best possible manner as a responsible organization.

One significant waste generated from our operations remains the overburden, followed by the mine water, process waste, used oil and sludge. CIL has worked out various ways to extract sand from the overburden. Similarly, the mine water, considered a waste, is being reused for industrial and domestic use (internal consumption) and the consumption of nearby communities for drinking and irrigation purposes.

Our non-hazardous waste comprises scrap material like High-Density Polyethylene (HDPE) drums, metal scrap, plastic barrels and other process wastes. During the reporting period, we disposed of all hazardous and non-hazardous waste to authorized vendors. The procedure for managing waste is as per Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2015. We transport our hazardous waste generated to the authorized vendor, where waste is disposed of through appropriate methods in line with the stipulated law of the land and required documents are submitted to the regulator State Pollution Control Board (SPCB).

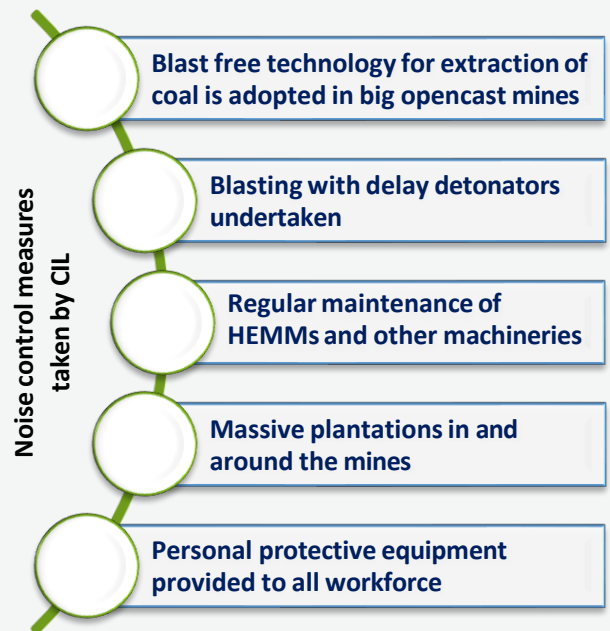
Further, keeping in mind the importance of disposing of e-waste, CIL has a dedicated e-Waste Policy framed in 2019 to dispose of e-waste efficiently and in an eco-friendly manner. The e-Waste Disposal Policy can be accessed at: https://www.coalindia.in/media/documents/CIL_Corporate_E-Waste_Policy_tFQJHH.pdf

Along with the e-waste disposal policy, CIL has also developed guidelines to manage the fly ash generated in captive thermal power plants. This can be accessed at: https://www.coalindia.in/media/documents/CIL_Fly_ash_guidelines_2019.pdf.

CIL has not had any incidence of coal or oil spillage during the year 2021-22.

Noise Management

Noise has been considered a problem in the mining industry for many years and the gradual growth in mechanization over the last few decades has increased noise levels in many sectors. Within our operational boundary, noise pollution arises due to the operation of Heavy Earth Moving Machinery (HEMM) deployed in mines, activities of Workshops, Coal Handling Plants (CHPs) and blasting operations. CIL has taken various steps to manage, control and reduce the noise pollution created due to the said activities at CIL mining sites, as mentioned below:



Waste-water Management

CIL ensures that mine water and other effluents are treated by statutory discharge standards. To achieve maximum water conservation, treated effluent is used to the extent possible. Additionally, Oil & Grease Traps remove the oil and grease from the effluents for proper disposal. Effluent treatment facilities for mine, workshop, CHP effluents, such as oil and grease traps, sedimentation ponds and storage and reuse of treated water, have been provided in all major projects. CIL has also established domestic sewage treatment plants to treat domestic effluents. CIL is currently operating over 45 sewage treatment plants and 123 Effluent Treatment plants across its operations.



Fig. - Mobile Sprinklers in operation for suppression of dust



Fig. - Fixed Fog Canon in operation for suppression of dust at the source

Air Emission - Control and Management

At regular intervals, the ambient air quality monitoring equipment tracks air pollutants at all locations. Sulphur Dioxide (SO₂), Nitrogen Oxides (NO_x), Particulate Matter (PM) and Suspended Particulate Matter (SPM) are some of the air emission parameters that are monitored. Emissions are within the norms prescribed by the regulatory authorities.

CIL uses mobile sprinklers, stationary sprinklers & fog canons on haul roads and other dust-generating sites in all its mines to effectively control dust. The blacktopping of highways, mandatory covering of coal transport vehicles, avenue plantations and afforestation of all unoccupied places are other priority areas that CIL is focusing on. CIL's subsidiaries are also installing conveyors to carry coal from mines to dispatch locations to minimize dust emissions produced during transportation.

CIL and all its subsidiaries, in line with the statutory requirements, routinely measure the ambient air quality in and around coal mines and the results are communicated to regulatory agencies. Opencast mines have also installed Continuous Ambient Air Quality Monitoring Systems (CAAQMS) connected to State Pollution Control Board (SPCB) websites for real-time monitoring of ambient air quality parameters. Additional pollution control measures are implemented to bring the air quality level within acceptable standards.



Fig. - Fixed Sprinkler in Belpahad OC, MCL



Fig. - Mobile Fog Canon in operation for suppression of dust at the source

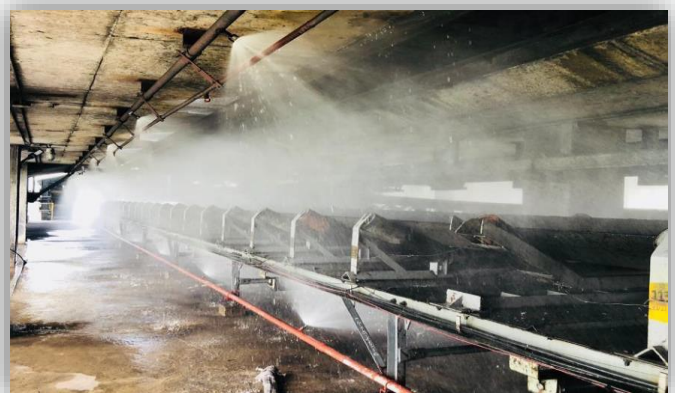


Fig. - Fixed sprinklers along belt conveyor

Biodiversity Management

Biodiversity conservation and management have become a buzzword in natural resource development, particularly in the mining industry. As people became more conscious of environmental challenges, the focus of sustainable development has shifted in recent years, particularly on environment and communities in the proximity of the mining areas. Because of the increased awareness of biodiversity conservation within the ecosystem, stakeholders such as local communities, NGOs, investors and the media are scrutinizing the mining sector's biodiversity conservation performance closely.

Long-term development requires commitment to biodiversity management and conservation. Through a coordinated and comprehensive program of impact avoidance, minimization and mitigation, CIL is committed to promote the preservation of regional biodiversity and the habitat on which it depends.

251

Environmental
Engineers

Dedicated environmental engineers looking after the environmental aspects of CIL's operations during FY 2021-22.

Management approach towards biodiversity conservation

CIL is strongly committed to ensure biodiversity protection at all locations. For all of our mines, whether greenfield or expansion, we conduct a complete environmental impact assessment (EIA) that considers pre- and post-mining operations. Environment Management Plans are prepared with the help of NABET accredited agencies and then discussed in-depth with the Expert Appraisal Committee (EAC) under the Ministry of Environment, Forest and Climate Change. EAC proposes that MoEF&CC award Environmental Clearance for the projects based on the discussions.

CIL makes sure that all operations across its subsidiaries adhere to all project terms and conditions. A compliance report is submitted to MOEF&CC and SPCB every six months to ensure compliance with the EC conditions.

CIL's goal is to meet its coal production target sustainably by completing mine closures and ensuring land usage for future generations. Environmental problems are taken into consideration in CIL's mining activities and operating choices.

In addition, we have implemented several environmental safeguard measures in and around our mining areas to control potential hazards and increase beneficial outcomes.

The following are the status/figures of CIL's environmental safeguard measures:



CIL initiative toward Biodiversity conservation

Biodiversity management and ecological restoration are two key priority areas in CIL's environmental policy. On reclaimed backfilled sites, settled overburden (OB) dumps, areas in and around mines, roadsides, townships, residential areas and suitable vacant spaces, intensive tree planting is undertaken as part of our commitment to maintain, improve and conserve biodiversity and ecosystems. Furthermore, conservation strategies are prepared and implemented in line with the environmental clearance (EC) and forest clearance (FC) requirements to safeguard flora and fauna.

CIL recognizes that some of its primary coal reserves are located on forest land and is fully committed to ensure that its actions have minimal adverse effects on the forest ecosystem and follow extant statutory provisions.

For the project involving forest land, an amount as notified by MoEF&CC/ State governments is deposited in CAMPA for proper implementation of compensatory afforestation schemes, wildlife conservation plans, etc. Wherever statutorily mandated, a Site-Specific Wildlife Conservation Plan is prepared through Expert Agency & approved by the Chief Wildlife Warden of the concerned state. These plans are implemented through state agencies.

Subsidiaries of CIL have deposited the following amount during the last three years towards CA, NPV & other payments in an Ad-hoc CAMPA account:

Year	2021-22	2020-21	2019-20
Amount in INR Crore	250.65	163.08	171.70

The objective of both regional and site-specific Wildlife Conservation Plans is to assess the present status of flora/fauna and habitat of important wildlife species in the project and its surrounding buffer zone, i.e., 10 KM. Experts and consultants assess the area for probable degradation of forests and habitats arising out of project implementation and chalk out mitigative strategies through discussion with stakeholders of the locality and forest staff. Conservation plans include habitat improvements, measures to ameliorate human-animal interface conflicts and implementation measures to facilitate the movement of fauna across planned infrastructures without causing hindrance in their movement. A list of management interventions is proposed and a budget estimate is prepared for both the project site and the impact zone which is subsequently implemented either the project proponent or Divisional Forest Officer.

Monitoring of Biological Reclamation

CIL's land reclamation performance is closely monitored by satellite surveillance. Seventy-six major open cast projects (OCPs), producing more than 5 Mm³ Coal + O.B. annually, are monitored yearly and the remaining OCPs, which produce less than 5 Mm³ Coal + O.B. annually, are monitored once every three years. In addition, CIL is conducting vegetation cover mapping through satellite surveillance every three years. Details of satellite imagery studies have also been uploaded on CIL's website.

The Satellite Surveillance study reveals that 76 major OCPs have reclaimed area of 62.53% and active mining area is limited to only 37.47 % of the total excavated area.

Plantation

CIL undertakes extensive plantation along avenues, on O.B. dumps, around mines and residential colonies to maintain the ecological balance.

Subsidiary companies of CIL have planted 30.42 Lakh saplings in approx. 1468 Ha, reflecting CIL's commitment to protecting and restoring ecosystems. Keeping native biodiversity in mind, indigenous species are planted to preserve the native ecosystem through expert agencies like State Forest Development Corporation.

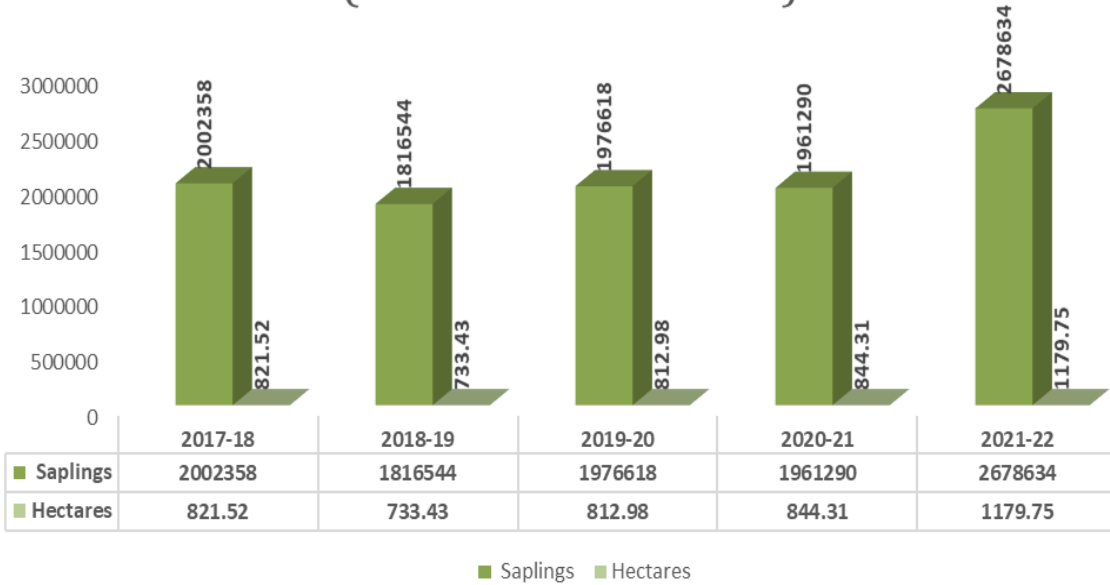
During the last five years (2017-18 to 2021-22), CIL has planted 104.35 Lakh no. of saplings over more than 4391 Ha (within the mining leasehold area).



Fig. - Deploying drones to monitor mining areas

We have deployed drones to monitor mining areas such as land reclamation, mine closure monitoring and the generation of a digital terrain model for monitoring mining operations. The drones are also used to measure in-situ excavated volume and coal stock through the DTM-to-DTM method using its LiDAR sensor.

Plantation inside mine leasehold area (2017-18 to 2021-22)



Eco Restoration and Development of Eco Parks

Reclamation of the mined-out areas and the external OB dumps is a major environmental mitigatory activity taken up by Coal India.

In all new mines reclamation of mined-out areas are being done as per the Environmental Management Plan and Mine Closure Plan which are approved by MoEF&CC. Concurrent reclamation and rehabilitation of mined-out areas (subject to technical feasibility as per geo-mining conditions) are undertaken for gainful land use.

For gainful land use, concurrent reclamation and restoration of mined-out regions are done (subject to technical feasibility and geo-mining conditions). Scientific research is carried out to determine suitable plant species for each coalfield and a sustainable restoration sequence through three-tier plantations for effective Bio-reclamation of disturbed land.

As of 31st March 2022, through its various subsidiaries, CIL has commissioned 27 Eco-restoration, Eco Parks and Eco-Tourism Projects covering an area of approx. 225 Ha, with an expenditure of more than INR 32 Crore.

As of 31st March 2022, NCL has funded the development of three Eco-Parks, Modwani Dam Eco-park (Jayant Mines), Nigahi Eco Park (Bareja Pond) and CS Azad Eco Park (Bina OC), with total funding of INR 16.60 Crore under CSR.

The parks cover an area of 23.91 Ha. The Modwani Dam & Nigahi Eco Parks are already been completed and are open to the public. Chandra Sekhar Azad Eco-Park is scheduled to be commissioned by December 2022. These Eco-Parks have started to attract migratory birds like Black Winged Stilt and many similar species are expected to make these parks their home.



Fig. - Migratory birds like Black Winged Stilt in the Eco Park

Many of the commissioned eco-Parks and eco-restoration projects of CIL have recorded footfall as high as 10,000-11,000 and are expected to double in the near future. These eco-parks, on average, provide direct & indirect employment to 20-25 local people and with increasing footfall, the indirect employment numbers shall also rise. Coal India is currently exploring possibilities of Mine-Tourism, which shall help increase the footfall in these eco-parks manifold.

Special attention was given to the tourist amenities while developing these Eco-Parks and provisions like Jetty & Boat rides, parking facilities, canteen & cafeterias and several other amenities for children were also installed in these parks. Bird watching points, hiking trails and similar other provisions have also been developed at specific locations to cater to the needs of the tourists.



Fig. - Tourist amenities in the Eco Park: Bird watching points, hiking and trailing

To promote mine tourism and create a tourism-based source of income for the local communities around the identified Eco-Tourism parks, NCL, a subsidiary of CIL, signed a MoU with Madhya Pradesh State Tourism Development Corporation (MPSTDC) in August 2021. The main objective of this collaborative initiative was to link all bio-diversity hotspots of the Singrauli region (i.e., Son-Ghariyal Sanctuary, Bagdara Sanctuary, Sanjay Dubri Tiger Reserve, Mada caves, etc.) mine tourism, village tourism, with both state and national tourism bodies. Through such initiatives, CIL endeavors to create awareness for the conservation of Biodiversity and create new job opportunities in the Singrauli region.

Since the signing of the MoU, the “Singrauli Eco-Tourism Circuit” has emerged as a new tourist attraction in Central India. On an average of 1000-1200 persons per month visit these sites of this circuit.

Not only for regular tourists, these mines are also becoming popular among students of various age groups. Prominent institutions like IITs and NIT have shown interest in organizing educational tours and trips to these Eco-Tourism Parks with visits to closed mines and surrounding reclaimed land as part of the academic curriculum.

CIL is also planning to launch a dedicated portal for Singrauli Eco-Tourism Circuit and run capacity building programs for the nearby communities and local tribes for the homestays, in association with State Forest Dept. as well as MPSTDC. The dedicated portal is expected to be launched in the second quarter of 2022.



Fig. - Educational tours and trips to the Eco-Tourism Parks



Fig. - Singrauli Eco-Tourism Circuit emerging as a new tourist attraction

Utkal Upavan Eco-Park, Lilari OCP, Lakhanpur Area Mahanadi Coalfields Limited

Success Study

(A SUBSIDIARY OF COAL INDIA LTD.)

Location: Utkal Upavan, Lilari, of Lakhanpur Area, Mahanadi Coalfields is located in Ib Valley Coalfields, Jharsuguda District, Odisha.

Connectivity

- The location is well connected by road, rail and air.
- The park is situated at Jurabaga village. It is strategically placed just about 35 km away from Jharsuguda railway station and 10 km away from Belpahar railway station.
- It is well connected by road, just 6 km away from NH 49, connecting Jharsuguda, Odisha, with Raigarh, Chattisgarh.
- Lilari Eco-Park is also well connected by air as it is 30 km away from Veer Surendra Sai Airport, Jharsuguda.
- Belpahar is the nearest town and is well approachable by an all weather road.

The foundation stone of Utkal Upavan, Lilari was laid by Hon'ble Home Minister Shri Amit Shah in the august presence of Hon'ble Minister of Coal and Parliamentary Affairs Shri Pralhad Joshi and Member of Parliament Shri Suresh Pujari on 23rd July 2020 on Vrikshyaropan Abhiyan 2020. The Eco-Park is proposed to be developed in Phases. The following activities and facilities have been commissioned in the current financial year under the Utkal Upavan Scheme.

Several tourist groups were welcomed annually generating direct employment to approx. 20-25 local people for maintenance, eco-park uptake, running canteen and others. These tourism opportunities have also opened several indirect job opportunities for the nearby communities.

The eco-park consists of the following activities:

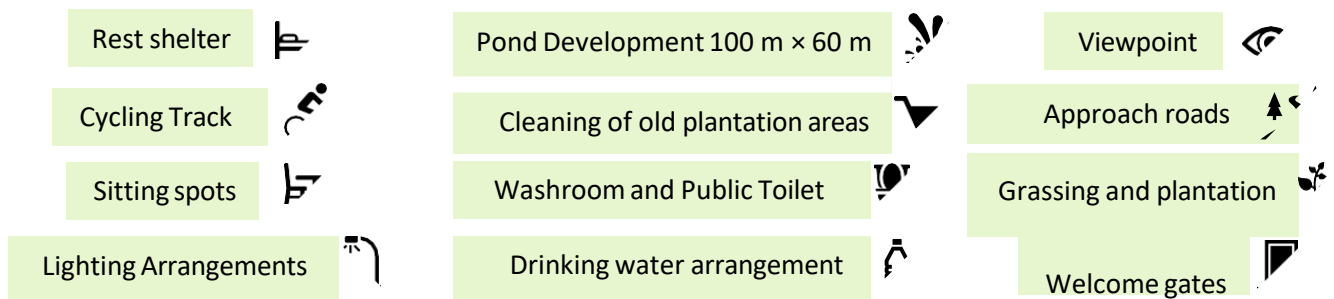


Fig. - Main Entrance Gate and tourist parking facility

Chandrasekhar Azad Eco Park at Orient UG Mine No.4 Mahanadi Coalfields Limited (A SUBSIDIARY OF COAL INDIA LTD.) Success Study

Under Vrikshyaropan Abhiyan 2021 commitment, as part of Sustainable Development, MCL laid the foundation stone for Chandrasekhar Azad Eco Park at Orient UG Mine no. 4, named in the memory of the country's well-known freedom fighter. The Eco-Park is being developed over an area of 9.5 Ha. with scope for further development to offset environmental effects of coal mining to the extent possible..

Many facilities available for the tourists include a garden with a water fountain, a museum displaying the history and culture of the nearby communities, a cafeteria operated by the local communities, provision of vehicle parking, security house, ticket booking counter, first aid station, fire fighting room with all accessories and provision of toilets facilities. Special attention is given to water management and a dedicated disposal area for waste has also been identified to ensure the sanctity of the eco-park.



Fig. - Plantation Area



Fig. - Tourist Facilitation Center, Parking area and Rest rooms

The Eco- Park once completed in all aspects will improve the ecological value of nearby areas and induce an additional income for locals. It has been estimated that on an average around 15000 people per year will visit the park which will directly employ 15 people and provide indirect employment to several others. Several other amenities will be developed in the vicinity such as souvenir shops, food stalls, cafeteria, vendors, etc. which will provide income generation opportunities. The green initiative will help improve the mining and economic conditions of the nearby community.



Fig. - Playing equipment installed in the park



Fig. - Exterior View of under-construction museum

Area and Location of the Park:

The Eco-Park is situated at Gandghora village near Brajrjnagar on the side of Jharsuguda-Raigarh National Highway-49.

Associated Mine:

Chandrashekhar Azad Eco-park has been developed at Orient UG Mine no. 4, which has a glorious past of serving the nation by producing coal for more than 50 years since its opening in 1965.

Connectivity Plan:

Gandhi Chowk connects the Eco-Park, Brajrjnagar at 1 km through NH 49 and 6km from Brajrjnagar Railway station and 18 km from Veer Surendra Sai Airport, Jharsuguda.

Just Transition for All

People and communities are at the center of the change under the "Just Transition for All" concept. To achieve India's commitments to meet the Paris Agreement through decarbonization of coal regions, MoC, in assistance of World Bank, has introduced the design and implementation of transition strategies for coal regions, in mitigating and managing impacts to direct / indirect workers, communities and providers of goods & services along a complex value chain from mine to power plant.

The assistance envisages:

- Coal Mine Closures, including new technical standards for decommissioning mines that enable post- closure re-purposing and mitigate public health & safety legacy issues.
- Strengthen policies/laws and institutional capacities at the central, state and coal region levels to ensure good social and environmental performance necessary for a Just Transition for All approach.
- Mitigation of social impacts from loss of direct and indirect jobs shifts towards longer-term reskilling and re-educating members of the remaining workforce and the broader community to access jobs of the future





SOCIAL RESPONSIBILITY

PERFORMANCE HIGHLIGHTS

2,48,550

Total Workforce

19548

Female Workforce

2,449

New Recruits

SOCIAL HIGHLIGHTS

(FY 2021-22)

INR 40,700.82 Crore

Employee Benefits Expenses

5,26,755

Training Man-days

0.096%

*Employee Turnover

INR 2,13,122

Average Salary of Male -
Executives

INR 1,70,404

Average Salary of Female -
Executives

SAFETY HIGHLIGHTS

(FY 2021-22)

INR 375.51 Crore

Spent on Healthcare & Sanitation
Related Projects

INR 48.66 Crore

Total Safety Expenditure

0.093

Injury Rate (Per MT of
Coal Production)

0.29

Total Recordable Injury
Frequency Rate (TRCFR)

0.28

Lost Time Injury Frequency
Rate (LTIFR)

0.003

Fatality Rate
(Per MT of Coal Production)

CSR HIGHLIGHTS

(FY 2021-22)

INR 583.32 Crore

Total CSR Expenditure

INR 91.58 Crore

Spent on Education-Related
Projects

*Persons resigned from CIL

Employee Management

Cultivating a high-performance culture and developing competent workforce and system capabilities are the two pillars of organizational transformation. We believe that employees are the most important stakeholders and play a key role in the organization’s success and long-term competitiveness. Our employees define our brand enabling us to meet customer expectations while contributing to the sustainable growth of the business. CIL is committed to creating a decent work environment to attract, motivate and retain the qualified professionals.

CIL’s Human Resource Strategy

Building a robust and diverse talent pipeline

Driving greater employee engagement

Enhancing individual and organizational capabilities for future readiness

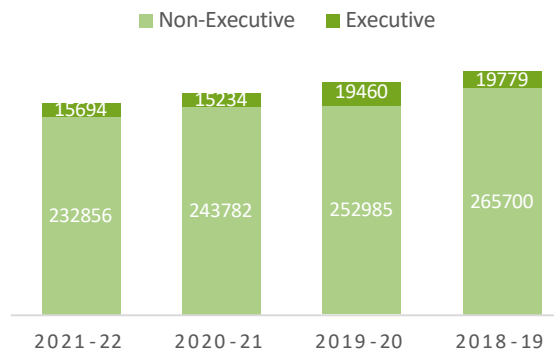
Strengthening employee relations further through progressive people practices

Human Resource (HR) Department is headed by a HR senior professional. HR is responsible for ensuring and implementing HR policies and practices. As an organization, CIL focuses on employee engagement that fosters individual dignity and respects human rights. Over the years we have progressed towards strategic workforce management, talent attraction, skill development, health, safety, employee relations and overall operational efficiency. We strive to create a modern working environment and encourage personal and professional development. We ensure overall compliance pertaining to statutory provisions governing labour practices and work ethics throughout the organization. Our employees are offered competitive remuneration which is higher than the local minimum wage standards and at par with the industry standards, irrespective of gender. Formal and informal communication channel enables employees to raise any concerns and suggestions on creating a professional working environment for optimum productivity and employee satisfaction.

Human resource is a major driving force in achieving better performance. We are dovetailing technological advances and growth of the workforce to meet the growing demands of production along with diversification into aligned and non-aligned areas.

During the reporting period, the total headcount at CIL was 2,48,550. The non-executive employees comprised 94% of the total workforce.

TOTAL WORKFORCE



Category	Subsidiary-wise Headcount as on 31 March 2022										
	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL (HQ)
Executive	2040	1905	2285	2033	2796	1781	1601	59	795	8	391
Non-Executive	50895	37010	33576	33708	41609	20082	12627	715	2153	165	316

Category	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL (HQ)
Executive.	2040	1905	2285	2033	2796	1781	1601	59	795	8	391
Non-Exe.	50895	37010	33576	33708	41609	20082	12627	715	2153	165	316

CIL and its subsidiaries also deployed 91,175 contractual employees for various activities. During 2021-22, 8,295 Apprentices were engaged in CIL and its Subsidiaries.

Activities	Contractor Workers as on 31 March 2022									
	ECL	BCCL	CCL	WCL	MCL	NCL	SECL	CMPDIL	NEC	CIL(HQ)
Mining activities	4435	4370	2043	6218	6626	12314	6369	0	182	0
Transportation of Coal	460	715	1951	1887	7378	801	2407	0	0	0
Civil Work	975	190	1870	986	1892	2503	4686	69	23	58
Watch and Ward	1409	186	0	0	4226	2110	80	597	155	72
Others	523	715	1776	1716	1973	1791	1942	269	0	227

Diversity and Equal Opportunity

We believe a diverse workforce is significant to adapt and thrive in a highly competitive business space. CIL is committed to promote diversity and inclusiveness in workplace where everyone is respected and their distinctive perspectives, skill and experience is appreciated and adequately rewarded. CIL avoids discrimination and harassment against any employee based on race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression.

We are committed to continuously improving the female-male ratio at all levels. At the end of FY 2022, we had a total of 19,618 female employees, representing 7.9% of total employees.

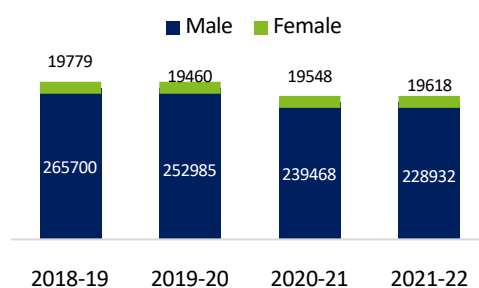
For payment of salary and wages, CIL follows the National Coal Wage Agreement (NCWA) for non-executives and specified pay scales for executive cadre employees. 93.68% of our employees are covered under the NCWA, which is finalized every five years. Our executives' employees are covered under a Presidential directive issued by the Ministry of Coal, Government of India

As of 1st Jan 2022, 425 persons of our total workforce were those with disabilities. Sixty-four new employees with disability joined CIL in FY 2021-22. We continuously provide a conducive environment for our employees for their growth and development.

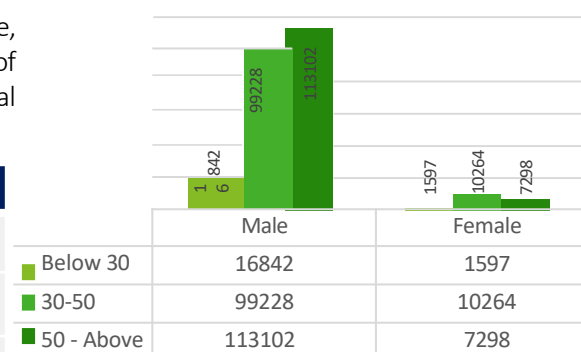
50.6 % of our male employees are below 50 years of age, whereas 61.9% of our female employees are below 50 years of age. Also, we at CIL take pride in stating that we provide equal opportunities to all our employees.

Average Monthly Salary (INR)	Male	Female
Board of Directors	416016	372645
Executives	213122	170404
Non-Executive	120686	87613

WORKFORCE BY GENDER



AGE-WISE CATEGORIZATION



Talent Attraction and Retention

We believe that providing the right set of opportunities and benefits will attract and retain the best talents in our organization. All policies and procedures, especially those related to talent management are regularly examined and strengthened by the HR department. Our HR vision 2020 reflects our key strategies in the areas of manpower planning, succession planning, training and development, organizational culture, corporate branding, IT initiatives, welfare, CSR etc. We ensure a discrimination-free workplace and endeavor to be a great place to work with.

Factors of increase	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	TOTAL
Compassionate employment	695	241	482	222	218	139	142	0	28	1	6	2174
Fresh Rectt.	254	131	354	115	177	303	1087	0	28	0	0	2449
Appoint of land losers	237	2	163	454	188	413	88	0	0	0	0	1545
Re-instatement	3	1	4	2	4	2	1	1	0	0	0	18
TOTAL INCREASE	1189	375	1003	793	587	857	1318	1	56	1	6	6186

In FY 2021-22, 6,186 total professionals were inducted into our organization. Of the new recruits in the executive category, 967 employees are below the 30-age group, 250 are within the 30-50 age group. The number of new recruits in executive cadre has increased as compared to 2020-21. In FY 2021-22, 16,672 professionals left our organization, out of which 12,599 were cases of retirement

New Hires (Executives) : Subsidiary-wise								
Categorization	2021-22		2020-21		2019-20		2018-19	
	Male	Female	Male	Female	Male	Female	Male	Female
ECL	192	25	22	0	41	8	65	18
BCCL	129	24	36	0	20	7	99	17
CCL	260	32	17	0	23	18	59	15
NCL	159	7	7	0	14	4	56	12
WCL	87	29	51	0	7	10	57	4
SECL	127	19	89	0	20	10	68	9
MCL	103	10	34	0	22	8	61	9
CMPDI	13	1	0	0	2	0	5	3
CIL (HQ)	0	0	0	0	0	0	1	0
NEC	0	0	0	0	0	0	8	2
Total	1070	147	256	0	149	65	479	89

New Hires (Executives) Age-wise Categorization												
Categorization	2021-22			2020-21			2019-20			2018-19		
	< 30 yrs.	30-50 yrs.	above 50 yrs.	< 30 yrs.	30-50 yrs.	above 50 yrs.	< 30 yrs.	30-50 yrs.	above 50 yrs.	< 30 yrs.	30-50 yrs.	above 50 yrs.
ECL	156	61	≡	≡	19	3	32	17	0	38	41	4
BCCL	111	42			25	11	7	20	0	59	47	10
CCL	250	42			13	4	0	41	0	41	32	1
NCL	149	17			7	0	10	8	0	42	20	6
WCL	91	25			43	8	1	16	0	6	51	4
SECL	110	36			77	12	11	19	0	17	54	6
MCL	88	25			29	5	14	16	0	23	41	6
CMPDI	12	2			0	0	2	0	0	7	1	0
CIL (HQ)	0	0			0	0	0	0	0	0	1	0
NEC	0	0			0	0	0	0	0	6	3	1
Total	967	250			213	43	77	137	0	239	291	38

Employee Performance Reviews



CIL has implemented an appropriate and well-balanced compensation structure for all employee categories, including fixed and variable components. Performance of all the executives below Board level up to E7 grade is assessed through a balanced Score Card based Performance Management System (PMS) called 'Performance Report for Individual Development of Executives' (PRIDE). The performance of E8 and above grade executives is assessed through a PAR-based system governed by DPE guidelines. The performance of all executives is assessed based on PMS, in which all the short-term and long-term targets are assigned through mutual discussions. Based on the account, a variable component pay called performance-related pay (PRP) is being given every year to all the executives at the Board level and below. In FY 21-22, 100% of employees underwent a performance appraisal process. During the financial year 2021-22,

- CIL has promoted/selected 275 Sr. Officer (Mining) – E2 Grade in Mining discipline through department promotion/selection from non-executive to executive cadre.
- 330 departmental candidates have been promoted/selected from Non-Executive to Executive cadre in 10 disciplines and posted at different Subsidiaries.

Attrition as on 31 March 2022

Factors of decrease	TOTAL
Retirement	12599
Resignation	240
Death	3487
Dismissal/Termination/Removal	346

Employee Relations

Being a responsible entity, guided by best corporate governance practices, we understand that the decisions taken shouldn't be detrimental for the well-being and growth of our employees. CIL is committed to adhering to all applicable labour laws & regulations and best practices in labour relations at all operating locations. All the employees are free to be part of any registered trade union or employees' association. CIL non-executive employees are associated with five trade unions- BMS, HMS, AITUC, INTUC and CITU. The representation of staff is allowed in the bipartite bodies through trade unions/associations of representative nature. Furthermore, CIL has a Welfare Board comprising Central Trade Union representatives and management representatives who frequently meet, discuss and review various welfare schemes and their implementation. There was one strike and one lockout reported in FY2021-22 with a loss of 46,940 man-days.

Employee Well-being and Welfare

Prioritizing employees' well-being and welfare is key to business growth. We offer our employees benefits and opportunities that contribute to their overall well-being. Regular health checks are carried out for the permanent employees. Employees are provided with required personal protective equipment, canteen, accommodation and transport facilities. All employees of CIL are covered under the Coal Mines Provident Fund scheme which is a contributory fund with equal contribution both by employee and company which is operated and maintained by the Coal Mines Provident Fund (CMPF) Authorities.

CIL has dedicated residential and commercial areas, sports facilities, clubs, schools and medical facilities for its employees in remote areas. CIL organizes events during festivals and special occasions for employees and their families. These facilities are extended to all sections of the society without any discrimination. For recreation of our employees and stakeholders, 218 children's parks have been established at all operating locations.

Employee Benefits:

- Benefits on account of LTA/LTC
- Life Cover Scheme
- Group, personal Accident Insurance Scheme
- Settlement Allowance
- Retired Executive Medical Benefit Scheme
- Compensation to Dependants of the deceased in mine accidents.
- Paternity leave
- Maternity Leave
- Childcare leave

Employee Benefits Expenses (INR in Crore)	2021-22	2020-21	2019-20
Compensation (Salary & Wage Incl. Allowance & Benefits)	30,587.18	28,634.74	28,812.51
Contribution to Provident & other Funds	7813.43	7,753.70	8271.56
Staff Welfare Expenses	2300.21	2,203.98	2,320.11

Success Story- Concern for People

Coal India Limited (CIL) established an exceptional example for other PSUs and organizations who believe that their actual wealth is their people's resources and their families and that saving their lives at all costs is the first and foremost job.

SECL, a subsidiary of CIL, covered the entire cost of INR 16 Crore for treating a two-year-old child of one of its coal miners suffering from Spinal Muscular Atrophy, a rare ailment (SMA). Srishti Rani, the daughter of Satish Kumar Ravi, an overman working in the Dipka Area, had SMA, a genetic condition. A person suffering from SMA loses control of muscle movement due to the loss of nerve cells in the spinal cord and brain stem. Srishti has prescribed the Zolgensma injection, which costs INR 16 Crore. She was last treated at AIIMS, Delhi.



Given the exorbitant expense of the treatment, an employee like Satish could not afford to purchase an injection at such a high rate. CIL management opted to cover the entire cost of the injection, which had to be imported, due to the situation and the urgency of the therapy required.

Employee Welfare and Security Schemes: Coal India has Scholarship Scheme, Cash Award and Certificate of Appreciation for employees' children. Every year various eligible applicants under the respective categories are awarded these scholarships, cash awards and certificates of appreciation. Medical Facilities, Co-operative Stores and Credit Societies, Banking Facilities, Post Offices, Holiday Homes and Sports Facilities are also provided for its employees.

Parental Leaves

All permanent female employees are entitled to maternity leave of 180 days as required by statutory norms. Additionally, we provide childcare leave for our female employees. The child care leave is granted for up to 730 days under the specified conditions of the policy.

Anti Sexual Harassment

The executives of CIL are covered under CDA Rules for Anti Sexual Harassment and the staff adheres to the standing order of the Government of India for Anti Sexual Harassment. Any instances of such actions are reported to the Internal Complaints Committee (ICC) set up at every subsidiary and office of CIL to redress complaints regarding sexual harassment. All women employees (permanent, contractual, temporary, trainees) are covered under this policy. During the reporting year FY2021-22, no sexual harassment complaint was reported.

Occupational Health and Safety

Our employees' health and safety is of utmost importance to us. We encourage our employees to observe all safety rules & practices and notify potential health & safety hazards in the work environment. We are dedicated to maintain a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. All employees and contractors demonstrate commitment to safety in their everyday behaviors and decisions. We ensure that all operational facilities adhere to health and safety rules and regulations. As a first step towards our commitment, we have framed a well-defined safety policy. We have established a multi-disciplinary internal safety organization (ISO) in all subsidiaries to implement the same. The Safety Head reviews the policies and practices pertaining to workplace safety regularly. Each of our operational units monitors the major & minor incidents, including near-misses and corrective & preventive actions about health and safety. Employees undergo initial and periodic fire prevention and management training and drills with the operational areas to enhance their safety consciousness and emergency responses. CIL maintains a well-established Rescue Organization at strategic locations spreading across different Subsidiaries to cater to emergencies on a 24X7 basis.

Safety Monitoring System in CIL

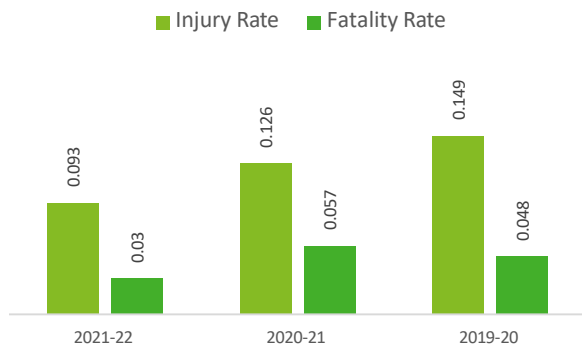
Mine	Workman inspectors: as per the Mines Rule 1955
	Safety Committee: constituted as per the Mines Rule – 1955
	Safety Officer & Competent Officials as per statute
Area	Tri-partite Safety Committee
	Area Safety Officer
Subsidiary HQ	Tri-partite Safety Committee & Bi-partite safety committee
	Internal Safety Organization (ISO)
CIL HQ: Corporate Level	CIL Board of Directors
	CIL Safety Board
	CMDs Meet.
	Corporate level ISO.
At National Level	Standing Committee on Safety in Coal Mines
	National Conference on Safety in Mines.
	Various Parliamentary Standing Committees

We have constituted Safety Committee in each mine comprising management and workers' representatives to mitigate the risk of workplace injuries and illnesses. Safety Committee meets regularly to review the status of safety and working conditions. Institutional mechanisms have been developed to identify health and safety-related incidents, implement corrective/preventive actions and deliver health and safety awareness training. Safety audits were conducted in all 301 producing mines in FY 2021-22.

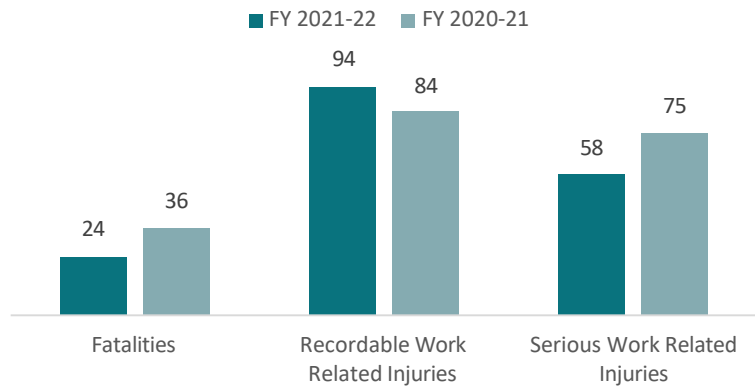
Apart from compliance with statutory requirements, CIL pursues the following measures for enhancing safety standards in mines:

- ✓ Scientific design and planning of all mines.
- ✓ Deployment of trained and skilled manpower for ensuring safety in all mining operations
- ✓ Provision for adequate supervision through competent supervisory staff and mine officials
- ✓ Safety Audit of mines conducted through multi-disciplinary Safety Audit teams.
- ✓ Display Video Clips or Animation films on various Mine Safety Procedures,
- ✓ Scientific studies on OB dumps & benches and SCAMP in underground mines.
- ✓ Control measures of Safety Management Plans (SMPs) are being complied with.
- ✓ All mining operations are performed as per Standard Operating Procedures (SOPs).
- ✓ Special Safety drives are conducted to improve safety and enhance safety awareness.
- ✓ Regular coordination meetings with ISOs for assessing the safety status of mines.
- ✓ R&D activities through collaboration with Scientific & Educational Institutes and CMPDI.
- ✓ Ensuring workers' participation in every forum for monitoring safety in mines.
- ✓ Regular health check-ups of employees and provide medical infrastructure

Accident Statistics (Per MT of Coal Production)



Work Related Injuries



26 %

Reduction in the Injury Rate

47 %

Reduction in the Fatality Rate

Safety at Workplace

During 2021-22 in a testimony of CIL's commitment to safety, lowest number of fatalities were reported since the company's inception. 24 no. of fatalities (14 departmental employees and 10 Contractual Workers) were reported in various incidents during FY2021-22. However, CIL is cognizant that each life is valuable and it pursues safety with all the importance that it deserves.

In each instance a thorough investigation is conducted to identify the safety lapses and share lessons learned across our operations to prevent a recurrence of such incidents.

A thorough investigation was conducted for all the reported incidents across the various mine locations to identify the safety lapses and share lessons learned across our operations to prevent a repeat of similar incidents.

In FY 2021-22, CIL recorded 152 operational injuries, a decrease of 4.4% from 159 in FY 2020-21. Although we saw an increase of 11.9% in recordable work-related injuries, we managed to reduce the serious work-related injuries by 22.6% year on year. Our total Lost Time Injury Frequency Rate (LTIFR) decreased by 10.7% to 0.25 (FY 2020-21: 0.28). At the same time, our total recordable injury frequency rate (TRCFR) also decreased by 17% to 0.29 (FY 2020-21: 0.35). This decrease in numbers signifies a year-on-year improvement in our safety standards and our strong emphasis on the safety and security of our employees.

Various initiatives are taken continuously at all levels to translate the vision of "Zero Harm Potential (ZHP)" into a reality. Few of the measures implemented at the site include developing a code of practice for HEMM Operators, Maintenance Crew & others, implementation of eco-friendly surface miners for blast-free mining and avoidance of associated risks, installation of Automatic Fire Detection & Suppression System (AFDSS), installation of indigenous built solar power based real-time dump monitoring device and slope stability radar for giving early warning in case of movement slopes of mine and OB dump and GPS based Operator Independent Truck Dispatch System (OITDS) in large OCPs for tracking movement of HEMMs inside OC mine.

Apart from key initiatives, we also undertake measures to prevent accidents, work-related illnesses and occupational diseases. Accident investigation, emergency response, ergonomics, hazard identification and risk assessment, wellness and continual workplace inspections are core aspects of our safety program. Our operational locations underwent regular external and internal safety audits during the reporting period. Adequate funds have been allocated for safety which does not suffer for want of funds. CIL, in FY 22, has spent over INR 48.66 Crore for safety precautionary measures and safety preparedness.

In line with our policy of compassionate employment for employees who passed away before retirement, CIL has provided jobs to 2174 dependents' family members, including 14 dependents of the employees who lost life in mine-related accidents. Special relief (ex-gratia) of Rupees Fifteen Lakh has also been provided to the families of employees, including contractual employees who lost life in mine-related accidents. The special ex-gratia was in addition to statutory compensation.

Learning and Development

Learning and development are an integral part of our business culture. Our highly competent and productive workforce is one of our most significant assets. Therefore, we significantly invest in training our employees to equip them with the requisite skills and capacity. Our approach to human capital development is in tandem with the Government of India's initiatives such as the Skill India Mission and Atmanirbhar Bharat Mission.

The Human Resource Development Department is responsible for identifying the training needs and conducting training sessions. Our training programs range from classroom sessions to online learnings and external training and focus on leadership development, health & safety, mine safety, ERP management, new-hire training, functional training, refresher training and knowledge transfer. We believe in creating an engaged workforce capable of excelling in their current roles and equipping them with skills for future roles.

Our primary objective is to develop leadership skills linked to our business strategy and priorities among all employees. Our operational managers have the skills to engage with their teams and motivate individuals to perform at their best.

In the reporting period, the average training hours per Employee (executives and non-executives) was 16.95 hours. Thirty-four thousand four hundred twenty-seven contract employees were trained on different need-based skills.

Indicators	2021-22	2020-21	2019-20
Number of permanent employees (executives and non-executives) trained	61,268	55,203	80,379
Number of contract employees trained	34,427	33,365	37,764
Training man-days – Permanent Employees	5,26,755	4,43,084	6,55,136
Average Training Hours per Employee	16.95	13.7	19.2

In addition to in-house training, employees were trained at reputed training institutes, mainly through virtual mode, within the country in their respective operations fields to supplement in-house training efforts. During 2021-22, 61,268 employees were trained in-house; out of this, 13,292 were executives and 47,976 were non-executives. In addition, 3,240 employees were sent outside for training, of which 3101 were executives and 139 were non-executives. During the FY 21-22, more than 5,26,755 training person-days were achieved for executives and non-executives, an increase of 18% from the previous FY that stood at 4,43,084 training person-days. Only three foreign training were conducted in FY 21-22 due to Government restrictions.

In FY22, we invested in learning and development, focusing on Environment Health & Safety (EHS), leadership and technical and personal skills. For the second year in a row due to the COVID-19 pandemic, there has been a decrease in several training imparted. However, we recorded an increase of 24% or 3.25 hours worth of training per employee though we lagged behind in our average per employee training hours due to the pandemic situation. We continue to monitor the improving COVID-19 situation in India and follow the various guidelines issued by the Government of India in this regard. We at CIL believe continuous learning and development of employees will support the business strategy, providing employees with the necessary skills, knowledge and behaviours to meet the business objectives.

Special Initiatives:

- Sponsorship Scheme for 1 year Executive MBA in IIMs has been made operational. Executives have been sponsored in this scheme.
- MoU signed with premier management institutes for organizing training programs at IIM-Calcutta(E5-E8) for 240 executives, IIM-Lucknow(E4-E5) for 250 executives and IIM-Indore(E4-E6) for 500 executives, Batches have already commenced
- MDP for Senior Executives and a unique program for women executives was done by IIM, Sambalpur and arranged by HRD, MCL. 59 executives have been trained in association with IIM, Sambalpur.
- Franklin Covey trained 89 executives of E7 & E8 grades at CCL

Engaging with Communities

Corporate Social Responsibility as an instrument of societal service assumes greater importance in Coal India than it does for any other Corporate. Unlike other industries mining sector is always on the move. Land acquisition, displacement, rehabilitation and resettlement are necessary and eternal processes in coal mines. Considering such events, CIL keeps interacting with the community offering their land for their country's energy needs.

CIL and its subsidiaries focus mainly on basic infrastructure services such as Healthcare, Education, Sanitation, Water Supply, etc., in peripheral areas. This helps provide a conducive environment for the local people to become productive members of the economy.

The focus of CSR activities in CIL's subsidiaries is on the areas that fall within a radius of 25 km (in and around the mines/project sites). The CSR interventions are decided based on detailed discussions with the community and their local leaders or representatives or the district authorities and the need assessment of the community's requirements.

The CSR initiatives of Coal India emphasize the community's most vulnerable members and aim to increase their ability, knowledge and sense of action to make decisions that will benefit them economically, environmentally and socially. Moreover, requests from public representatives or the district authorities are taken into consideration for areas that need some development intervention.

The community around the mining area is primarily rural and around the head offices of CIL and our subsidiaries are predominantly urban. The primary needs of these communities include resources, health, education and other basic amenities. Still, the main challenge is that the infrastructure and the socio-economic development are not up to the desired levels.

Mining activities of any kind impact the community's surroundings in a particular manner, which applies to CIL's coal mining activities too. However, CIL, through its various policies such as Welfare, Rehabilitation, CSR and environmental initiatives, tries to minimize this effect on the local communities and the surrounding ecosystem. Mining is commenced only after ascertaining its impact on the community and social fabric. Efforts are made to mitigate the harmful impacts of mining. CSR is one of the tools to provide a more significant share of benefits to the local community from the revenue generated by mining activities. Impact assessment of CSR projects is also undertaken to measure their effectiveness in meeting the community's needs and to better align CSR strategy to the company's mission and vision.

CIL focuses on sustainable development and aims to achieve the following Sustainable Development Goals through its CSR activities.



Expenditure on Community Infrastructure/Services (INR Crore)	
CSR Projects Type	Expenditure
Nutrition, Health & Sanitation	393.89
Education & Livelihood	91.58
Empowerment, Welfare & Social Inclusion	0.94
Environmental Sustainability	14.68
Promotion of Art & Culture and Conservation of National Heritage	1.80
Welfare of Armed Forces	0.39
Promotion of Sports	10.09
Contribution to National Relief Funds	2.50
Contribution to Technology Incubators, Research Institutions	0.76
Rural Development	56.86
Slum Area Development	0.00
Disaster Management & Relief	9.83
Total	583.32

CSR interventions of FY2021-22

Some of the major CSR activities undertaken by CIL and investment for these CSR activities are as follows:

Major CSR Initiatives in FY 21-22		
S. No.	Sector	Brief of the initiative
1	Disaster management	Rehabilitation and livelihood development of flood-affected people in Majuli, Assam
2	Healthcare	The flagship project of Thalassemia Bal Sewa Yojana ran successfully in FY 2021-22 with a total CSR spend of INR 3.21 Crore during the year on cure and better management of Thalassemia and Aplastic anemia of eligible patients.
3	Healthcare	An amount of INR 26.00 Crore has been spent on the construction of the 7th Floor of National Cancer Hospital, Nagpur
4	Healthcare	A CSR expenditure of INR 10.00 Crore has been made for Linear Accelerator Radio Therapy Unit to enhance the affordable cancer treatment facility at Saroj Gupta Cancer Centre & Research Institute in Kolkata.
5	Healthcare	A CSR expenditure of INR 10.00 Crore has been made on setting up Oxygen Plants at 3 Government Hospitals in Nagpur
6	Healthcare	An amount of INR 2.50 Crore has been spent on developing health infrastructure by upgrading medical equipment at the Institute of Neurosciences, Kolkata.
7	Healthcare	INR 2.14 Crore has been spent for establishing oxygen plants at District Hospital, East Singhbhum and Simdega in Jharkhand
8	Healthcare	A multi-speciality diagnosis and health care service center is being constructed at Faridabad, Haryana, where an amount of INR 1.35 Crore has been spent.
9	Healthcare	As a part of the COVID response, Oxygen concentrators, COVID Cold Chain Equipment, ICU-equipped ambulances, Health camps, CT Scan machines and Ventilators have been provided in different hospitals all over India with a total expenditure of INR 4.85 Crore
10	Rural development	INR 52.00 lakhs have been spent on setting up of "Gou" development and organic farming research and training institute at Kaujalagi Gokak Taluk, Belagavi, Karnataka
11	Education	An amount of INR 7.50 Crore has been spent on an ongoing construction project of a school building damaged during a flood at Dharwad and Bagalkot, Karnataka.
12	Education	INR 55.50 lakhs has been spent on the construction of a G+4 school building at a school for underprivileged students at Mayapur, West Bengal
13	Education	INR 55.05 lakhs has been spent on the construction of Krishi Vigyan Kendra at Medak, Telangana
14	Education	INR 47.01 lakhs has been spent on the construction of the hostel Facility at Vidya Bharti School, Hoshangabad
15	Education	INR 6.41 lakhs has been spent on setting up Ekal Vidyalayas in the Aspirational Districts of Narayanpur (Chattisgarh), East Singhbhum, West Singhbhum and Simdega (Jharkhand).
16	Eradicating hunger and malnutrition	During the third wave of COVID, relief measures through fresh and hygienic cooked, packed food were distributed outside Kolkata hospitals and areas of Delhi NCR, where more than 5000 packets per day were distributed with a total CSR spending of INR 1.01 Crore
17	Social Welfare, Women Empowerment and Welfare of Differently Aabled	A total CSR spent of INR 74.00 lakhs was made on several activities like renovation of Old Age Home, procurement and handing over of utility equipment in the home for old age and orphanage, empowerment of women living as a live-in couple of a tribe of Jharkhand, Rehabilitation of Children with disabilities in Bhopal and school for specially-abled at Dhanbad, Jharkhand.
18	Disaster Management	A contribution of INR 2.50 Crore has been made to the PM CARES Fund.
19	Healthcare	Mission Praana Vayu: CIL and subsidiaries have set up 31 oxygen plants in 28 hospitals (24 govt. hospitals & 4 company hospitals). The plants have a total capacity of 35,200 LPM and are capable of supplying oxygen to 5,040 beds.



Nutrition, Health & Sanitation

Ensuring that those who can't afford food get the bare minimum level of nutrition. Better healthcare facilities and less incidence of disease-induced mortality. Improved sanitation facilities and more coverage of toilets hence making the villages Open Defecation Free (ODF). Better availability of safe drinking water and less incidence of water-borne diseases.



Contribution to National Relief Funds

CIL has contributed INR 2.5 Crore to Prime Minister Citizen Assistance and Relief in Emergency Situations (PM-CARES) Fund in FY 2021-22



Environmental Sustainability

The responsibility is to conserve natural resources and protect global ecosystems by promoting current and future health and well-being.



Slum Area Development

To provide basic facilities in slum areas and improve the residents' living standards.



Promotion of Art & Culture and Conservation of National Heritage

Protection of heritage safeguards the country's vibrant cultural ethos.



Promotion of Sports

To identify and promote sports talents in the remotest areas of the nation.



Education & Livelihood

Better education facilities and hence a better chance to grow as productive citizens of the country and have a good standard of living in the future. Skill training in various disciplines related to plastic engineering will help the youth get jobs and hence a better living standard.



Empowerment, Welfare & Social Inclusion

Various underprivileged women will be able to self-sustain with the training and rehabilitation provided to them. Better treatment and educational/training facilities for differently-abled people will make them better equipped to be in the mainstream. Providing senior citizens facilities for living a dignified life.



Welfare of Armed Forces

Contribution to armed forces flag day fund and other similar corpora to ensure a better life for armed forces veterans and war widows.



Rural Development

Holistic development of rural areas encompassing various facets of people's lives.



Contribution to medical infrastructure development

A significant amount is spent across CIL from CSR funds for the development of medical infrastructure all over India



Disaster Management & Relief

To support relief and rehabilitation activities during and post disasters.



Others

Other activities beneficial to the community at large

Note: All the engagements are Pro bono

Success Study

CIL's healing touch for a new life:

Thalassemia is an inherited blood disorder that causes a body to have less hemoglobin than normal. It is a rare burdensome disease requiring lifelong repeated blood transfusion and other expensive medical interventions for survival. Aplastic Anemia is a condition that occurs when the body stops producing enough new blood cells.

It is estimated that more than 10,000 Thalassemia children are born annually in India. Similarly, 9400 people are diagnosed with Aplastic Anemia every year. These diseases pose an emotional, psychological and economic burden on the affected families, especially those from rural and poor backgrounds, besides placing a tremendous burden on healthcare services.

Hematopoietic Stem Cell Transplantation (HSCT), a permanent cure for these ailments lies in Stem Cell Transplants, also known as Bone Marrow Transplantation (BMT). Further, it is found that the treatment is more successful if BMT is done at an early age.

Considering the challenges stated above, Coal India Limited has come up with the unique CSR initiative "Thalassemia Bal Sewa Yojana" of supporting the treatment of children affected by these two diseases. The overall guidance for the scheme is provided by the Ministry of Health & Family Welfare, Govt. of India.

CIL is the first PSU to take up such a unique CSR project which supports the curative treatment of orphan genetic diseases like Thalassemia & Aplastic Anemia. Under the project, assistance up to INR 10 Lakh is provided for Bone Marrow transplants on eligible patients in nine prominent hospitals across the country. Till now, more than 192 successful transplants have been done.

We have eligibility criteria, where every request is reviewed based on age, family income and matching donor. For thalassemia patients, the age and family income has been capped at 12 years and Rs 5 lakh per annum respectively. On the other hand, Aplastic Anemia patient's age has been capped at 18 years old with a family income of Rs 8 lakh per annum. In both cases, Aplastic Anemia & Thalassemia, the donor must be a related person.

There are specific other clinical requirements for the transfusion that the doctors and medical departments have laid down to ensure the safety and health of the donor & patient. The following are the clinical requirements:

For Thalassemia:

- Patient should have transfusion-dependent Thalassemia
- Patient should have 100% HLA (Human Leukocyte Antigen) matched related donor.
- Such patients must be other than Class III B patients, liver size of the patient to be less than 5 cms below the coastal margin.

For Aplastic Anemia:

- Patient should have severe Aplastic Anemia as documented by a bone marrow examination.
- Full 6/6 HLA matched related donor.
- Necessary tests for ruling out inherited bone marrow failure syndromes are to be done.



Beneficiaries: 192 families

Project Cost: INR Approx. 40 Crore

Testimony from the family of Beneficiaries:



Elisa Arora

"My entire family is very happy because now my daughter will not have to face the pain of getting pricked by needles for transfusion every month. For us, Coal India Limited & Ministry of Health and Family Welfare, Govt. of India are the messengers of God."

-Father



Akhilesh Singh

"We are very happy that my son is ex-thalassemic now. He is doing well and is on a regular diet. I express my gratitude towards Coal India for their financial assistance."

-Father



Lavanya Mehta

"It's been 2 years that my daughter Lavanya had gone through B.M.T. & doing good. She no longer needs a blood transfusion. My entire family is very happy and we truly feel that it changed our life."

-Father



Sbrikant Sahani

"Times were tough, especially with finances. We tried hard to arrange funds from different sources but every time we faced failure. Coal India's project came as a ray of hope in our lives. Now my son is in perfect health. The generous help will forever live in our hearts and minds"

-Father

CCDP - Utthan

Success Study

Rural development is another vertical where Coal India implements many high-impact projects through various subsidiaries. MCL, a subsidiary of CL, in its command area, under the Comprehensive Community Development Programme - is implementing projects like the development of Anganwadis, Aahar Mandals (promotion of low-cost, perennial nutrition-based farming in tribal areas) benefitting 200 marginalized farmers, Utthan – Quality of life project for 6000 tribal households, encompassing development of livestock, Wadi-improved agriculture, rural piped water supply project worth INR 126 Crore with 3.5 lakh potential beneficiaries, tanker water supply covering 100 peripheral settlements and poultry projects benefitting tribal women.

CCDP – Utthan was established to provide opportunities for gainful self-employment for poor rural families, particularly the most vulnerable and to ensure their long-term survival. Various sectors, including cattle breeding, goat breeding, poultry farming, capacity building and agriculture, were identified and studied for their relevance to tribal people. Based on the findings of the foundational work, a broad scope of work was developed around the identified sectors for community upliftment.

Scope of work:

The project covers the following components-

- Cattle development Programme through breeding services.
- Goat development programme
- Backyard poultry farming
- Fodder development programme.
- Agro-Horti* (WADI**) Development Programme
- Awareness Creation & Capacity Building Programme

Beneficiaries:

6174 families

Project Cost:

INR 20.29
Crore

The project will last for five and a half years, starting in 2018-19. The first six months were spent preparing and since then, the project has been under implementation.

*Agro-Horti Forestry involves

Selection, plantation and care of one or more species of fruit trees in Wadi plots

Plantation of many multipurpose tree species along the boundary of plots

Cultivation of food grains, vegetables, or flowers between fruit trees, at least till the fruit trees reach maturity

**Wadi: is a Gujarati word that means small orchard, a tree-based farming system consisting of a combination of fruit trees with forestry trees on the periphery of the land holding.

One cluster in each identified district has been established, covering various villages 10-15 km from the cluster office. Each cluster has five cattle development centers and one center entrusted with other activities. Families in 40 villages in Angul, Jharsuguda, Sambalpur and Sundargarh have benefited from the programs. Now, these rural households have long-term livelihood options to improve their economic condition.

Project components



Cattle Development Programme through Breeding Services

Breed up-gradation of local/nondescriptive cattle through artificial insemination (AI). Breed-able cows and buffaloes are operated in each cluster: infertility camp, Dairy training and Synchronisation camp.

Impact:

- a) Development of interest in dairy farming
Increased milk production
- b) Upliftment of economic status
- c) Enhancement of nutritional status of family members



Fodder Development Programme

Cultivation of fodder crop. Seed and planting material are supplied to multiply the cultivation of fodder crops and perennial grass. The program is implemented on the land of farmers participating in the cattle development program.

Impact:

- a) Production of good quality fodder for the nutritional requirements of cattle
- b) Technology intervention in fodder development



Goat Development Programme

Breeding buck distribution, Development of goat husbandry practices, Vaccination, health camps, Goat housing

Impact:

- a) An increase in flock size
- b) Higher price realization on selling goat
- c) Early weight gain of goats
- d) Increase in the income of farmers



Agro-Horti (WADI) Development Programme

Plantation and aftercare of fruit and forest trees, Cultivation of suitable intercrop, e.g., flower, vegetable, Post plantation care, Improved Agri practices, Pest management, Soil conservation

Impact:

- a) Boost in socio-economic status
- b) Improvement in family nutritional values
- c) Better environment of the surroundings



Backyard Poultry Farming

Poultry feed support, Procurement & distribution, vaccination & primary health care

Impact:

Alternative income generation for a vulnerable group



Awareness Creation & Capacity Building Programme

Working on bringing changes in behavioral aspects concerning safe drinking water, health awareness, Clean kitchen, sanitation and use of toilets.

Community Marriages

Success Study



Fig. - Community marriages for couples living together under the Dhuku custom

Dhuku, or living together, is a standard practice in the Khunti district and several other districts across Jharkhand. Both men and women enjoy equal rights in tribal societies, including the opportunity to choose a life mate. A woman can have a live-in relationship (known as a Dhuku marriage) with her male partner without getting married. A complicated network of socio-legal-economic pressure forces many destitute tribal women with little or no education to live with their male partners and give birth to children outside marriage. Due to a lack of societal acknowledgement of their relationship, these women (known as Dhukni in Jharkhand) generally lack legal rights to property and other assets.

There have been occasions where a family's three generations were never married because they lacked the financial means to marry and give a village feast. The villagers forbid a grandson's marriage since his grandfather refused to give a wedding feast and instead chose to enter a live-in relationship.

Dhuku marriage is forced, not voluntary and tribals have been denied fundamental social recognition and respect for decades due to poverty. Taking the view of this CIL and its Ranchi-based subsidiary, the Central Mine Planning and Design Institute (CMPDI), NGO Nimitta and various district administrations organized community marriages for couples living together under the Dhuku custom, with 263 couples marrying according to their religious traditions.

Impact:

- Right to acquire properties in joint names
- Right to live with dignity and self-respect
- Right to Residence
- Right to property and other assets

CIL supported **263**
couples to get married

We at Coal India sincerely believe economic deprivation is the root cause of social discrimination. We expect this small contribution to bring meaningful changes in the lives of women covered under the project. The intervention does not end with marriage; in collaboration with Nimitta, CIL is also working on programs to provide skill training to the couples to enable their economic empowerment.

[Image Source: https://www.thehindu.com/news/national/other-states/live-in-to-legal-community-weddings-empower-women-in-jharkhand/article65329678.ece](https://www.thehindu.com/news/national/other-states/live-in-to-legal-community-weddings-empower-women-in-jharkhand/article65329678.ece)

Dusk to Dawn : Lighting Up streets of 127 villages through 2518 Solar Street Lights

Paschim Bardhaman district is a predominantly urban mining-industrial district in West Bengal. The district's headquarters is Asansol and falls within the command area of ECL. As a socially responsible corporate, ECL, a CIL subsidiary, through this initiative in the district, has made a positive impact by enhancing the safety of the villagers, especially women and children residing in the adjoining villages. The project is one of the largest high-investment, high-impact rural development projects of CIL under CSR. Eastern Coalfields Limited is always committed to delivering sustainable CSR projects to bring a better outcome to the nearby society and environment. Recently, the Company has undertaken various sustainable CSR projects at its nearby localities.

Before undertaking the CSR project, a need assessment study was conducted at 127 villages with the consultation of local administration. In the study, it was found that there are no provisions for streetlights in these villages. Snake Bites, Theft and anti-social activities were common in the streets of these villages. It was difficult for women and children to access the road during evening hours. The need was further endorsed by the request letter received from the Gram Panchayats to ECL for illuminating the roads through the installation of streetlights.

127 Villages
Covered

INR 3.12
Crore Spent

2518 Street
lights installed

Studies for project
replication
initiated

The said CSR initiative has covered 127 villages in West Bengal's Paschim Bardhaman District, with approximately 2518 solar streetlights installed. We have gone one step further and considered the budget for the upkeep of the installed streetlights. The total project cost, including the maintenance plan, is estimated to be INR 3.12 Crore.

The streetlight project illuminated the village roads, increasing working hours for daily wage earners, providing safety for women and children, lowering the percentage of road accidents at night, especially during rainy seasons and reaping various other benefits. Installing streetlights has increased trade and commerce in the community, as shopkeepers are now open until late. Theft and anti-social behaviour are now less prevalent than when the streets were dark.

More villages are being identified and the project is being replicated so that such rural development initiatives can also benefit remote villages near the ECL mine.



Fig. - Installed streetlights in 127 villages in West Bengal's Paschim Bardhaman District

Singrauli Women Small Holders Poultry Project

The 'Singrauli Women Small Holders Poultry Project' is a poultry farm project in which 584 units of poultry farms have been established as one entity, i.e., Singrauli Women Poultry Producers Company Limited. Each unit is attached to a family the headwomen owns and takes care of the poultry farm for chicken production. This project has enabled each unit to produce approximately 500 chickens every month with earnings of INR 3000- INR 3500 per month.

The project was started in March 2015. The total cost of this project is INR 8.75 Crore targeting the construction of 750 Poultry farms till FY 2022-23, out of which 584 units are operational and functional, benefitting 584 tribal families till FY 2020-21. In the first phase, 500 units were established till FY 2019-20 and the project was scaled up to 250 units in FY 2019-20.

Presently 584 units have been constructed, while 166 beneficiaries have been identified for inclusion. It is operational in 16 villages of Singrauli district namely: Dummatola, Kanhud, Bachnar, Laliyabodar, Viktha, Bagaiyya, Ajgudh, Birkuniya, Thengarwa, Barihwa, Mainihwa, Gwardehi, Sirgudi, Supakoni, badgad and Rahrethwa. The project is self-sustainable and does not require any outside financial support for the business's operation.

584 Tribal
families Covered

166 Beneficiaries
Identified

INR 8.75 Crore
Projected Cost

**INR 36000/- to
INR 42000/-** Per
Annum Earning



Impact of the Project:

- i. Beneficiary can earn at least INR 36000.00 to INR 42000.00 per annum depending on the number of chickens, weight of the chickens, etc., which will enhance their standard of living.
- ii. Earlier, most of the time the beneficiary women were consumed in wood picking/cutting in the nearby forest, which provided meagre and irregular income. Now, these women can devote more time to household work and caring for children and provide better health and educational facilities to their family members.
- iii. It has empowered the tribe women by making them self-reliant as they become the owners of these poultry farms.
- iv. Inspired by women's hard work, male family members have also started contributing to family upliftment and many have also left the habit of drinking.
- v. After the completion of the project, the women beneficiaries have gained confidence and are more competent to support their family needs.
- vi. More and more families of the communities are interested in joining this project after seeing the beneficiary families' lifestyle change.
- vii. The community is aware of the benefits of regular employment and is also trying to get such benefits by trying other means of employment.



Fig. - Poultry farm for chicken production

Research & Development

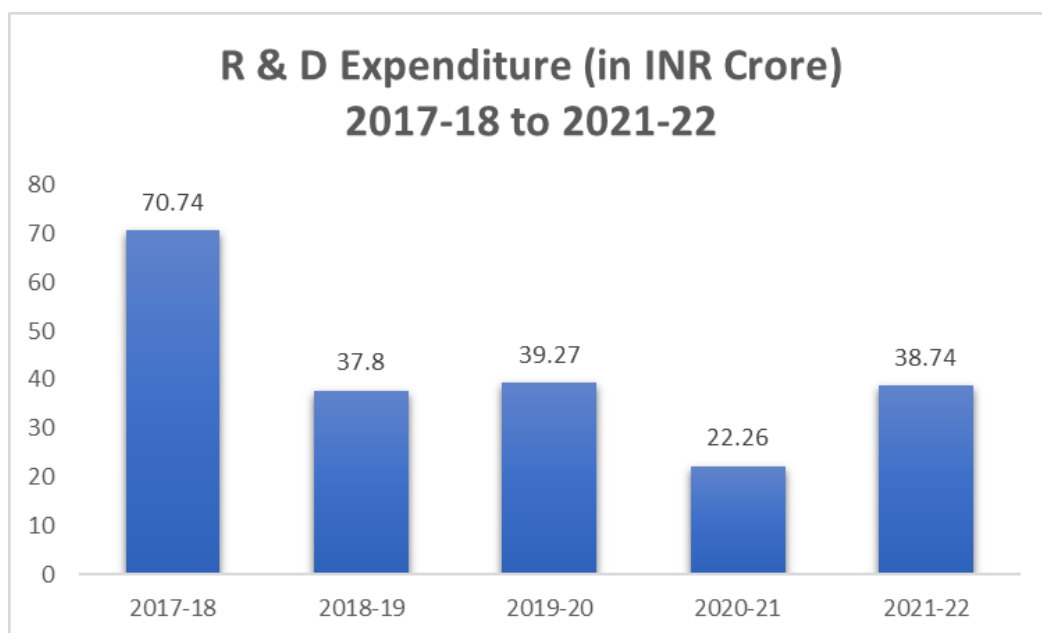
The Central Mine Planning & Design Institute Limited (CMPDI), a wholly-owned subsidiary of Coal India Limited (CIL) acts as the Nodal agency for coordination of research activities in CIL. In 1972, a collaborative study group with Polish professionals created and presented CMPDI as a comprehensive planning set-up under one roof for the whole Indian mining industry, which was then functioning on a rudimentary planning system. This was also when the Indian coal industry was nationalized to support the high expansion of the energy sector essential for the country's rapid industrial growth in the future years. On 1st November 1975, CMAL was merged to form Coal India Limited and CMPDI attained the status of a public limited company under CIL with a declared scope of its business under its Memorandum of Association broadly in line with its original proposal.

The Government of India, through its Coal Science & Technology (S&T) Plan and Coal India Limited (CIL), through its R&D Board, have been promoting R&D activities in the coal and lignite sectors for improvement in production, productivity, safety, quality, coal beneficiation & utilization, environmental & ecological protection, clean coal technology, waste to wealth, innovation and indigenization (under the Make in India concept) and allied fields. The Ministry of Coal and the CIL R&D Board spent significant money each year to research the above topics.

The R&D projects are covered under five thematic areas viz. improvement in production, productivity & safety in coal mines, coal beneficiation, coal utilization, protection of environment & ecology and clean coal technology. The role of CMPDI involves in identification of 'Thrust Areas' for research activities, identification of agencies that can take up the research work in the identified fields, processing the proposals for Government approval, preparation of budget estimates, disbursement of the fund, monitoring the progress & implementation of the projects, etc.

During its meeting on March 24, 2008, the CIL Board entrusted extensive powers to the CIL R&D Board and the R&D Board's Apex Committee to strengthen CIL's R&D basis in command areas. The Apex Committee has the authority to sanction individual R&D projects up to a value of INR 5.0 Crore with a limit of INR 25.0 Crore per annum when all projects are considered together. In contrast, the CIL R&D Board has the authority to approve individual R&D projects up to INR 50 Crore.

Eight research projects have been completed in FY 21-22, whereas several other projects continue to be worked upon. INR 38.74 Crore was spent on various research and development projects.



Rehabilitation and Resettlement

Coal mining is based on geographical factors and is site-specific. By this aspect, it involves the acquisition of large tracts of land, which leads to the involuntary displacement of inhabitants (Project Affected People – PAPs) who are native/residents of the area. Our rehabilitation strategy outlines the requirements for our open-cut operations to integrate rehabilitation into their planning processes. The CIL's R&R Policy 2012 guides how to implement the rehabilitation by setting out in greater detail our expectations about concurrent rehabilitation. Our compensation plan is accorded as per CIL's R&R Policy-2012 and is in line with the statutory requirement.

The CIL's R&R Policy 2012 is designed to be integrated into our crucial business planning processes – Resource Development Plans, Life of Asset Planning and the Sustainable Mining Plan – to reduce our disturbance footprint and generate value for us and our stakeholders. Our robust R&R policy provides greater flexibility in resetting and rehabilitating coal mining projects.

We require operations to develop and implement five-year rehabilitation plans that outline targets, monitoring, maintenance and management programs to drive towards relinquishment. Additionally, we include rehabilitation performance – reshaping and seeding completion against targets – as a performance measure on the chief executive's technology and sustainability scorecards. In line with our commitment to the various displaced people, 1545 land oustees were employed at CIL during FY 2021-22.

Looking forward

Strategic focus of the Company

Coal India's future is sound and secure for next three decades, at least, with coal continuing to be the country's main engine of growth in the energy sector. Beyond that, coal's percentage share in the energy basket may shrink with renewables and cleaner energy sources making inroads but in volume terms coal's contribution will be higher.

The ever-expanding demand for energy, as we are currently witnessing globally, brings to the fore the importance of coal. Many countries which have migrated away coal are relooking to trace back their path toward coal.

In India, CIL will continue to retain its pivotal role due to coal's abundance, availability and affordability. Expunging an energy fuel from the system that meets around 55% of the primary commercial energy requirement of the country without alternative options, may upset the entire energy balance. It has to be a just transition - from fossil fuel to new and renewables.

However, CIL is keen on commitment in minimizing the carbon footprint of its operations and taking care of environment. The company would also continue to fulfill societal aspirations through its CSR initiatives. In an effort to become a net zero entity CIL is aiming at installing 3,000 MW Solar Projects by FY 24. Work orders for 240 MW have been awarded in FY'22. These would be scaled up sizably in the coming years.

Adoption of environment-friendly technologies, increased mechanization of operations, diversification into clean coal technologies, and improvement in safety standards would remain the focus areas.

Adapting digitization and automation of processes is not a choice but a need to compete in the market, increase transparency, and cut down operational costs. In CIL, we look at digitization across three verticals – capital equipment, supply chain, and operations. We are going in for fully automated and environment-friendly coal loading by setting up Coal Handling Plants and Silos. CIL has implemented a host of digital initiatives to make internal processes IT driven.

CIL looks forward to retain its energy leadership through increased production, quantitative and qualitative supplies, at the same time, being a socially and environmentally responsible corporate citizen.



Section A: General Disclosures

1	Corporate Identity Number (CIN) of the Listed Entity	L23109WB1973GOI028844
2	Name of the organization	COAL INDIA LIMITED
3	Year of incorporation	1975
4	Registered office address	Coal Bhawan, Premises 04-MAR, Action Area 1A, Newtown Rajarhat Kolkata-700156
5	Corporate address	NA
6	E-mail	cgmenv.cil@coalindia.in
7	Telephone	033-23245555
8	Website	www.coalindia.in
9	Reporting period for the information provided	2021-2022
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange and National Stock Exchange
11	Paid-up Capital	61627283270
12	Provide the contact point for questions regarding the report or its contents	Environment Division
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	CIL and its wholly-owned subsidiaries in India are included in this year's BRSR study. CIL manages 84 mining sites throughout eight (8) Indian provinces, with 318 mines (141 underground, 158 opencast and 19 mixed mines), 13 operational coal washeries and other CIL-managed facilities such as workshops, hospitals and training institutes.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.coalindia.in/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Governance, leadership and oversight									
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 ISO 14001:2015 ISO 50001:2011								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on Sustainability-related issues? (Yes / No). If yes, provide details.	<p>The Directors and senior management of CIL monitor various aspects of social, environmental, governance and economic responsibilities of the Corporation on a continuous basis. The Board of Directors reviews the CIL's business responsibility performance on an annual basis. Several other committees are in place that report to the Board of directors on the various issues entrusted to these respective committees. However, pertaining to the decision-making on sustainability-related issues following committees are in place in CIL</p> <p>(i) the Corporate Social Responsibility Committee (ii) Risk Management Committee</p>								

Principle 6 (3): Provide details of the following disclosures related to water, in the following format:

CIL WATER QUALITY MONITORING DATA (Data of 2 largest mine of each Subsidiary)								
Annual average of 24-Hourly sapling value in work zone								
Sl No.	Subs	Name of (Large Capacity) Mines	Location	Water Quality Monitoring in mines				
				TSS in mg/l	pH	Oil & Grease in mg/l	COD	Heavy Metal Contamination Status
Environmental standard vide MoEF, Govt. of India, Gazette Notification No. GSR 742 (E) dated 25.09.2000.				100	5.5-9.0	10	250	If present above permissible limit, name the metal
1	ECL	Rajmahal OC	OCP Discharge effluent	17.46	7.4	BDL	23.3	NA
		Sonepur Bazari OC	Sonepur Bazari OC	9.91	7.2	BDL	20.34	NA
2	BCCL	AKWMCOC	Mine Discharge of Chotudih	44	8.05	<2.0	24	NA
		NTST jeena gora Colliery	Mine Discharge of Jeenagora	49	7.93	<2.0	16	NA
3	CCL	Ashok OC	Mine water	28.8	7.25	<2	24	NA
		Amrapali OC	Mine water	45	7.5	<2	35	NA
4	WCL	Penganga OC	Mine water discharge point	25.13	7.7	BDL	39.83	NA
		Umrer OC	Mine water discharge point	26.87	7.72	BDL	36.35	NA
5	SECL	Kusmunda OC	DETP Kusmunda	25.45	7.44	BDL	19.50	NA
		Gevra OC	Mine Sump Water	21.20	7.50	BDL	10.00	NA
6	NCL	Dudhichua OC	DW2- Outlet of ETP	67.1	7.48	6.75	60.57	NA
		Jayant OC	JYW4- Outlet of C-ETP	69.56	6.64	6.73	72.08	NA
7	MCL	Bhubaneswari OC	Mine Water	11	7.59	<4.00	44.5	NA
		Lakhanpur OC	Mine Sump Water	45.58	6.89	4.00	36.20	NA

Principle 6 (5): Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

CIL AIR QUALITY MONITORING DATA (Report of 2 largest mine of each Subsidiary)							
Annual average of 24-Hourly sapling value in work zone							
Sl No.	Subs	Name of (Large Capacity) Mines	Location	Air Quality Monitoring in mines			
Environmental standard vide MoEF &CC, Govt. of India, Gazette Notification No. GSR 742 (E) dated 25.09.2000 for Annual Average				SO ² in µg/m ³	NO _x in µg/m ³	SPM µg/m ³	PM ¹⁰ in µg/m ³
				80	80	600/ 500*	300
1	ECL	Rajmahal OC	Mine Dispatch Building	BDL	17.74	#PM2.5 =45	189.95
		Sonepur Bazari OC	Dalurband colliery office	BDL	17.23	#PM2.5 =45.15	156.44
2	BCCL	AKWMC OC	Govindpur/ Ramkanali	15	26	#PM2.5 =53	92
		NTST jeena gora Colliery	Jeenagora	11	23	#PM2.5 =53	94
3	CCL	Ashok OC	Barwa Tola	<25	<6	132	58
		Amrapali OC	Site office	<25	<6	270	145
4	WCL	Penganga OC	Manager Office	12	20	203	130
		Umrer OC	Manager Office	11	24	262	162
5	SECL	Kusmunda OC	Workshop No. 3 KOCP	34.66	37.125	462.72	207.44
		Gevra OC	Dy. GM Office	32.99	33.12	553.84	264.59
6	NCL	Dudhichua OC	DA3- GM Office	31.75	36.75	280.25	162.75
		Jayant OC	JYA1- Jayant CETP	26.75	27	310.5	183.5
7	MCL	Bhubaneswari OC	NE of mine	24.09	24.15	206.94	119.68
		Lakhanpur OC	Near Lilari Pump house	13	21.94	180.2	113.208
* SPM= 500 µg/m ³ , for Mines commissioned after 25.09.2000.							
# As per EC condition of the mines of ECL & BCCL , PM 2.5 is monitored and permissible limit is 60 µg/m ³							

Principle 6 (11): Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

SN	Sub	Name of Mine	Letter No.	Date of EC letter	Weblink
1	CCL	Amrapali OC	J-11015/109/2003-IA(M)	10.05.2021	https://www.centralcoalfields.in/pdfs/subts/envrmt/19_05_2021_EC_Amrपालi_OCP.pdf
2	CCL	North Urimari OC	J-11015/307/2005-IA-II(M)	18.02.2022	http://164.100.213.216/E-Sign/Esign/ECL_AUTH_191B43_IA_JH_CMIN_182314_2020.pdf
3	MCL	Kulda OC	J-11015/10/1995-IA(M)	14.02.2022	https://www.mahanadicoal.in/Environment/pdf/EC/Kulda%2019.6%20Mty%20EC.pdf
4	MCL	Garjanbahal OC Expn	J-11015/159/2015-IA-II(M)	14.02.2022	https://www.mahanadicoal.in/Environment/pdf/EC/Garjanbahal%2015.6%20Mty%20EC.pdf
5	SECL	Gevra OC	J-11015/85/2010-IA.II(M)	10.05.2021	http://www.secl-cil.in/writereaddata/EC%20GEVRA%2049.pdf
6	SECL	Amadand OC	J-11015/46/2002-IA.II(M)	18.02.2022	http://www.secl-cil.in/writereaddata/EC_AmadandOCP4MTY.pdf
7	SECL	Kanchan OC	J-11015/574/2007-IA(M)	18.11.2021	http://www.secl-cil.in/writereaddata/kanchan_oc.pdf
8	WCL	Makardhokra-I OC	J-11015/54/2006-IA-II (M)	20.05.2021	http://103.59.142.228:8081/wclweb/12027_1621576604198.pdf
9	WCL	Makardhokra-I OC	J-11015/54/2006-IA-II(M)	21.03.2022	http://103.59.142.250:8080/website_250521/sites/default/files/userfiles/MAKARDHOKARA-I_OC.pdf
10	WCL	Mugoli Nirguda Deep OC	J-11015/299/2010-IA-II(M)	11.01.2022	http://103.59.142.250:8080/website_250521/sites/default/files/userfiles/Exp_Mugoli_Nirguda_Extn_Deep%20OCP.pdf

Principle 8 Indicator (2): Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs) as per PR	No of PAFs covered by R&R					% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In lakhs INR)*				
					2019-20	2020-21	2021-22	2022-23 (till date)	Total		2019-20	2020-21	2021-22	2022-23 (till date)	Total
1	Piparwar	JHARKHAND	Chatra	423	97	4	0	32	133	31.44%	370.42	16.93	0	0	387.35
2	Ashoka			650	0	32	23	0	55	8.46%	0	175.33	24.12	0	199.45
3	Purnadih			578	10	32	2	0	44	7.61%	43.87	8.447	6	0	58.317
4	Magadh		Chatra	1132	(21 houses* demolished)	0	(160 houses* demolished)	0	0	0.00%	34.78	0	75.64	29.63	140.05
5	Birsa		Ramgarh	545	4	60	74	11	149	27.34%	6	222.67	605.16	0	833.83
6	Topa			433	26	10	4	0	40	9.24%	83.75	489.22	8.1	0	581.07
7	Karma		131	4	5	2	0	11	8.40%	15.2	1.2	0	0	16.4	
8	Tetariakhar		Latehar	185	0	30	0	0	30	16.22%	0	123.69	0	0	123.69
9	Parej		Hazaribagh	330	0	0	0	25	25	7.58%	0	0	0	230.23	230.23

Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR Lakhs)
1	Chattisgarh	Narayanpur (CIL)	1.61
		Korba (SECL)	700.40
		Bastar (SECL)	28.77
2	Madhya Pradesh	Vidisha (SECL)	69.05
		Singrauli (NCL)	6802.49
3	Uttar Pradesh	Sonbhadra (NCL)	2555.43
4	Odisha	Nuapada (MCL)	37.11
		Balangir (MCL)	92.51
5	Jharkhand	Godda (ECL)	757.44
		Dumka (ECL)	162.94
		Simdega (CIL)	189.88
		East Singhbhum (CIL)	27.60
		West Singhbhum (CIL)	1.60
		Bokaro (CCL)	382.34
		Chatra (CCL)	241.05
		Giridih (CCL)	79.10
		Hazaribagh (CCL)	64.60
		Latehar (CCL)	196.80
		Palamu (CCL)	169.14
		Ramgarh (CCL)	197.02
		Ranchi (CCL)	900.82
		PAN Jharkhand in multiple aspirational districts by CCL	121.58
Total			13779.28

Principle 8 Leadership Indicator (6)

Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	CIL and subsidiaries undertake CSR projects in themes as per Schedule VII of Companies Act 2013. The major themes of CSR activities in FY 21-22 were: 1. Healthcare 2. Drinking Water & Sanitation 3. Education 4. Skill Development & Livelihood Enhancement 5. Environmental Sustainability & Conservation 6. Rural Development	<p>As per CSR policy of CIL, subsidiaries of CIL spend at least 80% of CSR fund of every year within a radius of 25 kms. of their mines/establishments. The rest 20% fund is spent in the states where these subsidiaries are operating. CIL (HQ) spends CSR funds all over India including the areas covered by subsidiary companies.</p> <p>An estimated 3.56 Crore population resides within the 25 kms. radius area in the operational districts of CIL's subsidiaries. This population is benefitted directly/indirectly by CSR activities of CIL's subsidiaries. For example, a water supply project or a road construction project undertaken for a villages benefits whole of the population of that village. As explained already, the CSR activities are majorly aimed at basic services such as Healthcare, Drinking Water, Sanitation & Education etc.</p> <p>In addition, the projects undertaken by subsidiaries in their states of operations and by CIL (HQ) all over India benefits society at large.</p>	<p>Operational districts of CIL's subsidiaries are home to significant population of vulnerable & marginalised sections such as the Scheduled Castes (SCs) and Scheduled Tribes (STs). An estimated 1.26 Crore (35.4% of total) population of SCs and STs reside within the 25 kms. radius area in the operational districts of CIL's subsidiaries. This population gets directly/indirectly benefitted by CSR activities.</p> <p>In addition, other marginalised groups such as women, differently abled persons, senior citizens etc. are also benefitted by the CSR activities focused on their upliftment.</p>



List of Abbreviations

ACM	Asset Closure Management
AFDSS	Automatic Fire Detection and Suppression System
AI	Artificial Insemination
AITUC	All India Trade Union Congress
AMRUT	Atal Mission for Rejuvenation and Urban Transformation
APS	Accountability Principles Standard
ARD	Acid Rock Drainage
ASSOCHAM	The Associated Chambers of Commerce & Industry of India
ATPS	Amarkantak Thermal Power Station
AVA	Audio-Visual Alarm
BCCL	Bharat Coking Coal Limited
BEML	Bharat Earth Movers Limited
BETI	Basic Excavation Training Institute
BMS	Bhartiya Mazdoor Sangh
BMT	Bone Marrow Transplantation
BRR	Business Responsibility Report
BRSR	Business Responsibility And Sustainability Report
BSC	Balanced Score Card
BT	Billion tonne
C2C	Coal-To-Chemical
CA	Compensatory Afforestation
CAAQMS	Continuous Ambient Air Quality Monitoring Station
CAGR	Compound Annual Growth Rate
CAMPA	Compensatory Afforestation Fund Management & Planning Authority
CCDP	Comprehensive Community Development Program
CCI	Competition Commission of India
CCL	Central Coalfields Limited
CCO	Coal Controller's Organization
CDA	Conduct Discipline and Appeal Rules
CDM	Clean Development Mechanism
CETI	Central Excavation Training Institute
CHPs	Coal Handling Plants
CIAL	Coal India Africana Limitada
CIL	Coal India Limited
CIPP	Code of Integrity for Public Procurement
CISF	Central Industrial Security Force
CISPA	Coal India Sports Promotion Association
CITU	Centre Of Indian Trade Unions
CM	Chief Minister
CMPDIL	Central Mine Planning and Design Institute Limited
CMR	Coal Mines Regulation
CO	Carbon Monoxide
CO2	Carbon Dioxide
COVID 19	Coronavirus Disease 2019
CPCB	Central Pollution Control Board
CPGRAMS	Centralized Public Grievance Redressal and Monitoring System
CPSE	Central Public Sector Enterprise
CPSU	Central Public Sector Undertaking
CR	Crore
CRO	Chief Risk Officer
CSR	Corporate Social Responsibility
CSR&SD	Corporate Social Responsibility & Sustainability Development
CTL	Coal to Liquid
CVC	Central Vigilance Commission
CVO	Chief Vigilance Officer
CWS	Central Workshop



List of Abbreviations

DC/DRC	Data Centre and Disaster Recovery Centre
DCC	Dankuni Coal Complex
DDoS	Distributed Denial-Of-Service
DDUGJY	Deen Dayal Upadhyaya Gram Jyoti Yojana
DETP	Domestic Effluent Treatment Plant
DG Sets	Diesel Generator Sets
DGMS	Directorate General of Mines Safety
DIN	Director Identification Number
DIPAM	Department Of Investment And Public Asset Management
DMA	Disclosure on Management Approach
DPE	Department Of Public Enterprises
DTM	Digital Terrain Model
EAC	Expert Appraisal Committee
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortization
EC	Environmental Clearance
ECL	Eastern Coalfields Limited
EESL	Energy Efficiency Services Limited
EHS	Environment, Health And Safety
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
EMS	Environment Management System
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
ETF	Exchange Traded Fund
ETMS	Environmental Tele Monitoring System
ETP	Effluent Treatment Plant
FBC	Fluidized Bed Combustion
FC	Forest Clearance
FICCI	Federation of Indian Chambers of Commerce and Industry
FMC	First Mile Connectivity
FRI	Forest Research Institute
FSA	Fuel Supply Agreement
FY	Fiscal Year
GAIL	Gas Authority Of India Limited
GHG	Green House Gas
GoI	Government of India
GPS	Global Positioning System
GRI	Global Reporting Initiative
GST	Goods and Services Tax
GW	Giga Watt
Ha	Hectare
HCLA	High-Level Clearance Authority
HDPE	High-Density Polyethylene
HEMMs	Heavy Earth Moving Machines
HLA	Human Leukocyte Antigen
HMS	Hind Mazdoor Sabha
HQ	Headquarter
HSCT	Hematopoietic Stem Cell Transplantation
HURL	Hindustan Urvarak and Rasayan Limited
IBP	Indo Burma Petroleum Company Ltd
ICC	Internal Complaints Committee
ICERT	Indian Computer Emergency Centre Response Team
IEA	International Energy Agency
IICM	Indian Institute of Coal Management
INR	Indian Rupee
INTUC	Indian National Trade Union Congress



List of Abbreviations

IOCL-IBP	Indian Oil Corporation Limited
ISO	International Organization for Standardization
JBCCI	Joint Bipartite Committee for The Coal Industry
JV	Joint Venture
KPIs	Key Performance Indicators
KVAR	Kilovolt Ampere Reactive
kWh	Kilowatt hour
kWh/te	Kilowatt Hour per Tonne
kWp	Kilowatt Peak
LCOE	Levelized Cost of Electricity
LED	Light Emitting Diode
LiDAR	Light Detection And Ranging,
LNG	Liquefied Natural Gas
LODR	Listing Obligations And Disclosure Requirements
LSTK	Lump Sum Turn Key
LTA/LTC	Leave Travel Allowance/Leave Travel Concession
LTC	Low Temperature Carbonization
LTIFR	Lost Time Injury Frequency Rate
MCA	Ministry Of Corporate Affairs
MCL	Mahanadi Coalfields Limited
MCP	Mine Closure Plan
MDTP	Mine Discharge Treatment Plant
MeitY	Ministry Of Electronics And Information Technology
mm	Millimeter
MMD&R	Mines and Mineral (Development and Regulation)
MoC	Ministry of Coal
MoEF&CC	Ministry of Environment, Forest and Climate Change
MoL&E	Ministry of Labour and Employment
MoU	Memorandum of Understanding
MPPGCL	Madhya Pradesh Power Generating Company Limited
MPSTDC	Madhya Pradesh Tourism Development Corporation
MRS	Mine Rescue Station
MT	Million tonne
MTPA	Million Tons Per Annum
MTY	Million Tons Peryear
MU	Million Units
MVTR	Mine Vocational Training Rules
MWp	Megawatt Peak
NABET	National Accreditation Board for Education and Training
NCCC	National Coal Consumer Council
NCL	Northern Coalfields Limited
NCWA	National Coal Wage Agreement
NEC	North Eastern Coalfields
NEERI	National Environmental Engineering Research Institute
NGO	Non-Governmental Organization
NGRBC	National Guidelines on Responsible Business Conduct
NIT	Notice Inviting Tender
NLW	Non Linked Washery
NMDC	National Mineral Development Corporation
NOX	Nitrogen Oxides
NPV	Net Present Value
NSDC	National Skill Development Corporation
NTPC	National Thermal Power Corporation Limited
NT-ST	North Tisra-South Tisra
OB	Overburden
OCP	Open Cast Project



List of Abbreviations

ODF	Open Defecation Free
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Management System
OITDS	Operator Independent Truck Dispatch System
OSS	Open-Source Software
PAPs/PAFs	Project Affected Persons/ Project Affected Families
PAT	Profit After Tax
PBT	Profit Before Tax
PHMPs	Principle Hazards Management Plans
PM	Particulate Matter
PM CARES	Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund
PMAY	Pradhan Mantri Awas Yojana
PMS	Performance Management System
PRIDE	Performance Report for Individual Development of Executives
PRP	Performance Related Pay
R&D	Research and Development
R&D	Research And Development
R&R	Rehabilitation and Resettlement
RCCC	Regional Coal Consumer Council
RCF	Rashtriyachemicals And Fertilizers Limited
RFCTLARR Act, 2013	The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013
BITES	Rail India Technical And Economic Service.
RMC	Risk Management Committee
RMR	Rock Mass Rating
RTM	Risk That Matter
SASB	Sustainability Accounting Standards Board
SC	Scheduled Caste
SCG	Surface Coal Gasification
SCOPE	Standing Conference Of Public Enterprise
SDG	Sustainable Development Goal
SDP	Sustainable Development Policy
SEBI	Securities and Exchange Board of India
SECI	Solar Energy Corporation of India
SECL	South Eastern Coalfields Limited
SEP	Stakeholder Engagement Plan
SHGs	Self Help Groups
SMPs	Safety Management Plans
SMS	Safety Management System
SOPs	Standard Operating Procedures
SOX	Sulphur Oxide
SPCB	State Pollution Control Board
spm	Suspended Particulate Matter
SPVs	Special Private Vehicles
ST	Scheduled Tribe
STP	Sewage Treatment Plant
STQC	Standardisation Testing And Quality Certification
tCO2	Tonne Carbon Dioxide
TFL	Talcher Fertilizers Limited
TPS	Third-Partysampling
TRIFR	Total Recordable Injury Frequency Rate
TSP	Tribal Sub Plan
UN SDGs	United Nations Sustainable Development Goals
WAF	Web Application Firewall
WASH	Water Access Sanitation & Hygiene
WCL	Western Coalfields Limited
WIPS	Women in Public Sector
ZHP	Zero Harm Potential
MPF	Mines Provident Fund

Sl.	Disclosure	Sections	Page Number
General Disclosure 1			
I.	Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	Annexure 1	Page 89
2	Name of the Listed Entity	About us Annexure 1	Page 08 Page 89
3	Year of incorporation	Annexure 1	Page 89
4	Registered office address	About us Annexure 1	Page 08 Page 89
5	Corporate address	About us Annexure 1	Page 08 Page 89
6	E-mail	Preface Annexure 1	Page 04 Page 89
7	Telephone	Preface Annexure 1	Page 04 Page 89
8	Website	Annexure 1	Page 89
9	Financial year for which reporting is being done	Preface Annexure 1	Page 04 Page 89
10	Name of the Stock Exchange(s) where shares are listed	About us Annexure 1	Page 08 Page 89
11	Paid-up Capital	About us Annexure 1	Page 08 Page 89
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Annexure 1	Page 89
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	About us Annexure 1	Page 08 Page 89
II.	Products/services		
14	Details of business activities (accounting for 90% of the turnover):	Product Bucket	Page 12
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):	Product Bucket	Page 12
III.	Operations		
16	Number of locations where plants and/or operations/offices of the entity are situated:	Map For Headquarters & Operations Etc	Page 09
17	Markets served by the entity:		Page 08
	a. Number of locations	About us	
	b. What is the contribution of exports as a percentage of the total turnover of the entity?		
	c. A brief on types of customers	About us	Page 08
IV.	Employees		
18	Details as at the end of Financial Year:		
a.	Employees and workers (including differently abled):	Company Highlights Employee Management	Page 13 Page 67
b.	Differently abled Employees and workers	Diversity and Equal Opportunity	Page 68
19	Participation/Inclusion/Representation of women	Diversity and Equal Opportunity	Page 68
20	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)	Diversity and Equal Opportunity	Page 68
V.	Holding, Subsidiary and Associate Companies (including joint ventures)		
21	Names of holding / subsidiary / associate companies / joint ventures	About us	Page 08
VI.	CSR Details		
22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Company Highlights Engaging with Stakeholders CCDP-Uthan	Page 13 Page 16-24 Page 81
	(ii) Turnover (in INR)	Company Highlights	Page 13
	(iii) Net worth (in INR)	Company Highlights	Page 13
VII.	Transparency and Disclosures Compliances		
23	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:	Public Grievance Redressal Mechanism	Page 31
24	Overview of the entity's material responsible business conduct issues	Engaging with Stakeholders	Page 16 -24

Sl.	Disclosure	Sections	Page Number
General Disclosure 2			
Policy and management processes			
1.a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Annexure 2	Page 90
b	Has the policy been approved by the Board? (Yes/No)	Annexure 2	Page 90
c	Web Link of the Policies, if available	Annexure 2	Page 90
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Annexure 2	Page 90
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Climate Risk Assessment Focus on Renewable energy Preface Our USP Looking forward	Page 38 Page 48 Page 04 Page 10 Page 88
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Reported	
Governance, leadership and oversight			
7	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Message From Leadership	Page 03
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Governance	Page 28
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Governance Sustainability Governance Structure	Page 28 Page 33
10	Details of Review of NGRBCs by the Company: '-Performance against above policies and follow up action -Compliance with statutory requirements of relevance to the principles, and, the rectification of any non-compliances	Complied	
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes	
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated.	Not Applicable	
Principle 1			
1	Percentage coverage by training and awareness programs on any of the Principles during the financial year: Board of Directors, KMPs, Employees other than BODs and KMPs, Workers	Company Highlights Ethics and Integrity Learning and Development Occupational Health and Safety	Page 13 Page 29 Page 75 Page 73
2	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format	Annual Report	
3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.	Not covered.	
4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Ethics and Integrity	Page 29
5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption	Vigilance Mechanism	Page 30
6	Details of complaints with regard to conflict of interest: Directors, KMPs	Vigilance Mechanism	Page 30
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest	Vigilance Mechanism	Page 30

Sl.	Disclosure	Sections	Page Number
Principle 1 – Leadership Indicator			
1	Awareness programs conducted for value chain partners on any of the Principles during the financial year: -Total Number of Awareness programs held -Topics/ principles covered under the training -Percentage of value chain partners covered under such programs	Not Report	
2	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.	Vigilance Mechanism	Page 30
Principle 2			
1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively	Research & Development	Page 86
2a	Does the entity have procedures in place for sustainable sourcing?	Sustainability policies Sustainable Development Policy of CIL Energy Management	Page 33 Page 34 Page 42
b	If yes, what percentage of inputs were sourced sustainably?	Not Report	
3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste	Waste and Effluents Management	Page 54
4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Not Applicable	
Principle 2 – Leadership Indicator			
1	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format	Not Applicable	
2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.	Not Applicable	
3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).	Not Applicable	
4	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed, as per the following format	Not Applicable	
5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.	Not Applicable	

Sl.	Disclosure	Sections	Page Number
Principle 3			
1a.	Details of measures for the well-being of employees	Occupational Health and Safety Employee Relations Employee Well-being and Welfare Employee welfare and security schemes Parental Leaves Anti Sexual Harassment	Page 73 Page 71 Page 71 Page 72 Page 72 Page 72
b	Details of measures for the well-being of workers	Occupational Health and Safety Employee Relations Employee Well-being and Welfare Employee welfare and security schemes Parental Leaves Anti Sexual Harassment	Page 73 Page 71 Page 71 Page 72 Page 72 Page 72
2	Details of retirement benefits, for Current FY and Previous Financial Year	Employee Well-being and Welfare	Page 71
3.	Accessibility of workplaces	All workplaces (offices) of CIL are designed and maintained as Disabled-friendly places. This includes the provision of washrooms for handicapped people, ramps, etc.	
4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy	Diversity and Equal Opportunity	Page 68
5	Return to work and Retention rates of permanent employees and workers that took parental leave	Talent Attraction and Retention	Page 69
6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.	Grievance Redressal Management System Public Grievance Redressal Mechanism	Page 24 Page 31
7	Membership of employees and worker in association(s) or Unions recognised by the listed entity	Employee Relations	Page 71
8	Details of training given to employees and workers:	Code of conduct Performance Highlights Talent Attraction and retention Learning and Development Occupational Health and safety	Page 29 Page 66 Page 69 Page 75 Page 73
9	Details of performance and career development reviews of employees and worker:	Employee performance reviews	Page 70
10	Health and safety management system:	Occupational Health and safety	Page 73
a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Occupational Health and safety	Page 73
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Occupational Health and safety	Page 73
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Occupational Health and safety	Page 73
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Occupational Health and safety	Page 73

S No.	Disclosure	Sections	Page Number
11	Details of safety related incidents, in the following format		
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Occupational Health and Safety	Page 73
	Total recordable work-related injuries	Occupational Health and Safety	Page 73
	No. of fatalities	Occupational Health and Safety	Page 73
	High consequence work-related injury or ill-health (excluding fatalities)	Occupational Health and Safety	Page 73
12	Describe the measures taken by the entity to ensure a safe and healthy work place	Occupational Health and Safety	Page 73
13	Number of Complaints on the following made by employees and workers:	Grievance Redressal Management System Public Grievance Redressal Mechanism Human Rights	Page 24 page 31 Page 32
	Working Conditions	Grievance Redressal Management System Public Grievance Redressal Mechanism Human Rights	Page 24 page 31 Page 32
	Health & Safety	Grievance Redressal Management System Public Grievance Redressal Mechanism Human Rights	Page 24 page 31 Page 32
14	Assessments for the year:		
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	Human Rights Precautionary approach Occupational Health and Safety	Page 32 Page 38 Page 73
	- Health and safety practices		
	- Working Conditions		
15	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions	Human Rights Occupational Health and Safety	Page 32 Page 73
Principle 3 – Leadership			
1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	Safety at Workplace	Page 74
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	Safety at Workplace	Page 74
3	Provide the number of employees/workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:	Occupational Health and Safety	Page 73
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?	Employee Well-being and Welfare	Page 71
5	Details on assessment of value chain partners: -Health and safety practices -Working Conditions	Not Reported	
6	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners	Occupational Health and Safety	Page 73

S No.	Disclosure	Sections	Page Number
Principle 4			
1	Describe the processes for identifying key stakeholder groups of the entity.	Engaging with Stakeholders	Page 17
2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.	Key Stakeholders	Page 17-19
Principle 4 – Leadership			
1	Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board	Engaging with Stakeholders Materiality Assessment	Page 17 Page 19-20
2	Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.	Engaging with Stakeholders Materiality Assessment	Page 17 Page 19-20
3	Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups	Engaging with Stakeholders Materiality Assessment	Page 17 Page 19-20
Principle 5			
1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format	Human Rights Learning and Development	Page 32 Page 75
2	Details of minimum wages paid to employees and workers, in the following format	Performance Highlights Diversity and Equal Opportunity	Page 66 Page 68
3	Details of remuneration/salary/wages, in the following format:	Diversity and Equal Opportunity	Page 68
4	Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)	Yes (details of committee)	Page 29
5	Describe the internal mechanisms in place to redress grievances related to human rights issues	Public Grievance Redressal Mechanism	Page 31
6	Number of Complaints on the following made by employees and workers:	Grievance Redressal Management System Public Grievance Redressal Mechanism	Page 24 Page 31
7	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	Code of Conduct Whistle Blower Policy Audit Committee	Page 29 Page 31 Page 35
8	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes	
9	Assessments for the year		
	Child labour	Human Rights	Page 32
	Forced/involuntary labour	Human Rights	Page 32
	Sexual harassment	Human Rights	Page 32
	Discrimination at workplace	Diversity and Equal Opportunity	Page 68
	Wages	Diversity and Equal Opportunity	Page 68
10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above	Not Applicable	

S No.	Disclosure	Sections	Page Number
Principle 5 – Leadership			
1	Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints	Not Reported	
2	Details of the scope and coverage of any Human rights due-diligence conducted.	Not Reported	
3	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes	
4	Details on assessment of value chain partners	Not Reported	
	Sexual Harassment		
	Discrimination at workplace		
	Child Labour		
	Forced Labour/Involuntary Labour		
	Wages Others – please specify		
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	Not Reported	
Principle 6			
1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:	Performance Highlights	Page 40
2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any	Not Applicable	
3	Provide details of the following disclosures related to water, in the following format:	Performance Highlights Water Management	Page 40 Page 49
4	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation		
5	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:	Air Emission - Control And Management Annexure 4	Page 55 Page 92
6	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format	Performance Highlights GHG Emission	Page 40 Page 43
7	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	GHG Emission	Page 43
8	Provide details related to waste management by the entity, in the following format	Waste And Effluents Management	Page 54
9	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	Waste And Effluents Management	Page 54
10	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format	Eco Restoration And Development Of Eco Parks Case Study	Page 58-59 Page 60
11	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year	Management Approach Towards Biodiversity Conservation	Page 56
12	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format	Air Emission - Control And Management Annexure 4	Page 55 Page 92

S No.	Disclosure	Sections	Page Number
Principle 6 – Leadership			
1	Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format	Performance Highlights	Page 40
2	Provide the following details related to water discharged:	Water Management	Page 49
3	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):	Water Management	Page 50
4	Please provide details of total Scope 3 emissions & its intensity, in the following format:	Not Reported	
5	With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.	Biodiversity Management	Page 56
6	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:	Eco-friendly Technology Waste and Effluents Management	Page 41 Page 54
7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link	Risk Management Committee (RMC)	Page 34
8	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.	Sustainability Policies Risk Management Committee (RMC)	Page 33 Page 34
9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Not Reported	
Principle 7			
1	a. Number of affiliations with trade and industry chambers/ associations.	Memberships and Associations	Page 11
	b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to	Memberships and Associations	Page 11
2	Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.	Not Applicable	
Principle 7 – Leadership			
1	Details of public policy positions advocated by the entity	Not Covered	

Sl.	Disclosure	Sections	Page Number
Principle 8			
1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.	Not Applicable	
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:	Resettlement & Rehabilitation Resettlement & Rehabilitation Annexure 5	Page 38 Page 87 Page 93
3	Describe the mechanisms to receive and redress grievances of the community.	Public Grievance Redressal Mechanism	Page 31
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers	Not Applicable	
Principle 8 – Leadership Indicator			
1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):	Not Applicable	
2	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):	Not Applicable	
3. (a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	Not Applicable	
(b)	From which marginalized /vulnerable groups do you procure?	Not Applicable	
(c)	What percentage of total procurement (by value) does it constitute?	Not Applicable	
4	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge	Not Applicable	
5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.	Not Applicable	
6	Details of beneficiaries of CSR Projects	<ul style="list-style-type: none"> • CSR Committee • Engaging with Communities • Dusk to Dawn 	<ul style="list-style-type: none"> • Page 33 • Page 76 • Page 84
Principle 9			
1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	Customer satisfaction	Page 38
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: -Environmental and social parameters relevant to the product -Safe and responsible usage - Recycling and/or safe disposal	Not Applicable	
3	Number of consumer complaints in respect of the following	Grievance Redressal Management System	Page 24
	Data privacy	Public Grievance Redressal Mechanism	Page 31
	Advertising		
	Cyber-security		
	Delivery of essential services		
	Restrictive Trade Practices		
	Unfair Trade Practices		
	Other		
4	Details of instances of product recalls on account of safety issues: Voluntary recalls Forced recalls	Not Applicable	
5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy	Yes	
6	Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	Grievance Redressal Management System Public Grievance Redressal Mechanism	Page 24 Page 31

Principle 9 Leadership Indicators

Sl.	Disclosure	Sections	Page Number
1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Our policies - An integral part of our governance structure Our product basket	Page 30 Page 12
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	Regular Meetings are organized in CIL to educate the consumers about the safe and responsible usage of coal and related products.	
3	Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.	Not Applicable	
4	Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.	Yes	
	Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	Yes	
5	Provide the following information relating to data breaches:	Not Applicable	
a	Number of instances of data breaches along-with impact	Not Applicable	
b	Percentage of data breaches involving personally identifiable information of customers	Not Applicable	