



A  
Maharatna  
Company



# SUSTAINABILITY REPORT

## 2020-21

# Our Vision, Mission & Values



## Vision



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

## 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*

## Values



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



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## List of Abbreviations

<b>ACM</b>	Asset Closure Management
<b>AFDSS</b>	Automatic Fire Detection and Suppression System
<b>AMRUT</b>	Atal Mission for Rejuvenation and Urban Transformation
<b>APS</b>	Accountability Principles Standard
<b>ARD</b>	Acid Rock Drainage
<b>ASSOCHAM</b>	The Associated Chambers of Commerce & Industry of India
<b>AVA</b>	Audio-Visual Alarm
<b>BCCL</b>	Bharat Coking Coal Limited
<b>BETI</b>	Basic Excavation Training Institute
<b>BSC</b>	Balanced Score Card
<b>BT</b>	Billion tonne
<b>CA</b>	Compensatory Afforestation
<b>CAAQMS</b>	Continuous Ambient Air Quality Monitoring Station
<b>CAGR</b>	Compound Annual Growth Rate
<b>CAMPA</b>	Compensatory Afforestation Fund Management & Planning Authority
<b>CCI</b>	Competition Commission of India
<b>CCL</b>	Central Coalfields Limited
<b>CCO</b>	Coal Controller's Organization
<b>CDM</b>	Clean Development Mechanism
<b>CETI</b>	Central Excavation Training Institute
<b>CHPs</b>	Coal Handling Plants
<b>CIAL</b>	Coal India Africana Limitada
<b>CIL</b>	Coal India Limited
<b>CIPP</b>	Code of Integrity for Public Procurement
<b>CISF</b>	Central Industrial Security Force
<b>CISPA</b>	Coal India Sports Promotion Association
<b>CM</b>	Chief Minister
<b>CMPDIL</b>	Central Mine Planning and Design Institute Limited
<b>CMR</b>	Coal Mines Regulation
<b>COVID 19</b>	Coronavirus Disease 2019
<b>CPSE</b>	Central Public Sector Enterprise
<b>CR</b>	Crore
<b>CRO</b>	Chief Risk Officer
<b>CSR</b>	Corporate Social Responsibility
<b>CSR&amp;SD</b>	Corporate Social Responsibility & Sustainability Development





<b>CTL</b>	Coal to Liquid
<b>CVC</b>	Central Vigilance Commission
<b>CVO</b>	Chief Vigilance Officer
<b>CWS</b>	Central Workshop
<b>DCC</b>	Dankuni Coal Complex
<b>DC/DRC</b>	Data Centre and Disaster Recovery Centre
<b>DDUGJY</b>	Deen Dayal Upadhyaya Gram Jyoti Yojana
<b>DETP</b>	Domestic Effluent Treatment Plant
<b>DGMS</b>	Directorate General of Mines Safety
<b>DG Sets</b>	Diesel Generator Sets
<b>DIN</b>	Director Identification Number
<b>EBITDA</b>	Earnings Before Interest, Tax, Depreciation and Amortization
<b>EC</b>	Environmental Clearance
<b>ECL</b>	Eastern Coalfields Limited
<b>EESL</b>	Energy Efficiency Services Limited
<b>EIA</b>	Environmental Impact Assessment
<b>EMP</b>	Environmental Management Plan
<b>EMS</b>	Environment Management System
<b>ERM</b>	Enterprise Risk Management
<b>ESG</b>	Environmental, Social and Governance
<b>ETF</b>	Exchange Traded Fund
<b>ETMS</b>	Environmental Tele Monitoring System
<b>ETP</b>	Effluent Treatment Plant
<b>FICCI</b>	Federation of Indian Chambers of Commerce and Industry
<b>FRI</b>	Forest Research Institute
<b>FSA</b>	Fuel Supply Agreement
<b>GHG</b>	Green House Gas
<b>GoI</b>	Government of India
<b>GPS</b>	Global Positioning System
<b>GST</b>	Goods and Services Tax
<b>Ha</b>	Hectare
<b>HEMMs</b>	Heavy Earth Moving Machines
<b>HQ</b>	Headquarter
<b>HURL</b>	Hindustan Urvarak and Rasayan Limited
<b>ICC</b>	Internal Complaints Committee
<b>ICERT</b>	Indian Computer Emergency Centre Response Team
<b>IICM</b>	Indian Institute of Coal Management
<b>INR</b>	Indian Rupee

<b>ISO</b>	International Organization for Standardization
<b>JBCCI</b>	Joint Bipartite Committee for The Coal Industry
<b>JV</b>	Joint Venture
<b>KVAR</b>	Kilovolt Ampere Reactive
<b>kWh</b>	Kilowatt hour
<b>kWh/te</b>	Kilowatt Hour per Tonne
<b>kWp</b>	Kilowatt Peak
<b>LCOE</b>	Levelized Cost of Electricity
<b>LED</b>	Light Emitting Diode
<b>LTA/LTC</b>	Leave Travel Allowance/Leave Travel Concession
<b>LTC</b>	Low Temperature Carbonization
<b>MCL</b>	Mahanadi Coalfields Limited
<b>MCP</b>	Mine Closure Plan
<b>MDTP</b>	Mine Discharge Treatment Plant
<b>mm</b>	Millimeter
<b>MoC</b>	Ministry of Coal
<b>MoEF&amp;CC</b>	Ministry of Environment, Forest and Climate Change
<b>MoL&amp;E</b>	Ministry of Labour and Employment
<b>MoU</b>	Memorandum of Understanding
<b>MRS</b>	Mine Rescue Station
<b>MT</b>	Million tonne
<b>MU</b>	Million Units
<b>MVTR</b>	Mine Vocational Training Rules
<b>MWp</b>	Megawatt Peak
<b>NCCC</b>	National Coal Consumer Council
<b>NCL</b>	Northern Coalfields Limited
<b>NCWA</b>	National Coal Wage Agreement
<b>NEC</b>	North Eastern Coalfields
<b>NEERI</b>	National Environmental Engineering Research Institute
<b>NGO</b>	Non-Governmental Organization
<b>NIT</b>	Notice Inviting Tender
<b>NPV</b>	Net Present Value
<b>NSDC</b>	National Skill Development Corporation
<b>NT-ST</b>	North Tisra-South Tisra
<b>OB</b>	Overburden
<b>OCF</b>	Open Cast Project
<b>OHSAS</b>	Occupational Health and Safety Management System



<b>OHS</b>	Occupational Health and Safety
<b>OSS</b>	Open-Source Software
<b>PAPs/PAFs</b>	Project Affected Persons/ Project Affected Families
<b>PHMPs</b>	Principal Hazards Management Plans
<b>PM CARES</b>	Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund
<b>PMS</b>	Performance Management System
<b>PRIDE</b>	Performance Report for Individual Development of Executives
<b>PRP</b>	Performance Related Pay
<b>RCCC</b>	Regional Coal Consumer Council
<b>R&amp;D</b>	Research and Development
<b>RFCTLARR Act, 2013</b>	The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013
<b>R&amp;R</b>	Rehabilitation and Resettlement
<b>RMC</b>	Risk Management Committee
<b>RMR</b>	Rock Mass Rating
<b>SC</b>	Scheduled Caste
<b>SCG</b>	Surface Coal Gasification
<b>SDG</b>	Sustainable Development Goal
<b>SDP</b>	Sustainable Development Policy
<b>SEBI</b>	Securities and Exchange Board of India
<b>SECI</b>	Solar Energy Corporation of India
<b>SECL</b>	South Eastern Coalfields Limited
<b>SHGs</b>	Self Help Groups
<b>SMPs</b>	Safety Management Plans
<b>SMS</b>	Safety Management System
<b>SOPs</b>	Standard Operating Procedures
<b>SPCB</b>	State Pollution Control Board
<b>ST</b>	Scheduled Tribe
<b>STP</b>	Sewage Treatment Plant
<b>tCO<sub>2</sub></b>	Tonne Carbon Dioxide
<b>TFL</b>	Talcher Fertilizers Limited
<b>TSP</b>	Tribal Sub Plan
<b>UN SDGs</b>	United Nations Sustainable Development Goals
<b>WASH</b>	Water Access Sanitation & Hygiene
<b>WCL</b>	Western Coalfields Limited
<b>WIPS</b>	Women in Public Sector
<b>ZHM</b>	Zero Harm Potential



# About the Report: Mine to Market Sustainability

## Report Context: Transparency for Sustainability

10<sup>th</sup> Annual Sustainability Report, 2020 - 21 of Coal India Limited (CIL) has ushered in a whole new context as far as our evolution in terms of sustainability goes. CIL has based its future role in this regard on coexisting in a more focused and active way with the environment around us. Accordingly, the corporate vision has been aligned with transparency. CIL has embarked on a path where disclosure of sustainability performance to all stakeholders will help in attaining a bond with the stakeholders.

## Scope and Boundary: Covering all Exits

The scope of this year's sustainability report covers CIL and its fully owned subsidiaries in India, which includes 85 mining areas spread over eight (8) provincial states of India having 345 mines (151 are underground, 172 opencast and 22 mixed mines), 13 operational coal washeries and other establishments managed by CIL including workshops, hospitals, training institutes etc.

## Content of the Report

The content of this report under is for the period of 1st April 2020 - 31st March 2021. As mandated by SEBI, Reg.-34(2)(f) of Listing Obligation and Disclosure Requirements (LODR), 2015, top 1,000 listed companies, in terms of market capitalization has to prepare Business Responsibility Report (BRR) describing the initiatives taken by the company in terms of Environmental, Social and Governance perspective. Those companies who are preparing Sustainability Report based on internationally accepted reporting frameworks need not prepare separate report but furnish their stakeholders 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 BRR has also been included in this report from Page-92.

The report entails three distinct sections to depict CIL's role in enhancing sustainability and impacting the triple bottom line of People, Planet and Profit. You will find insights on the material aspects identified at a company level and our varied attempts to manage these aspects in an effective manner. Also, this report contains factual data based on the progress of the long term goals and targets that were set in the last reporting period. For these material aspects, we have attempted to project our targets for the coming year as well. The reported data has been reviewed for completeness and accuracy at the operations level. There are no specific restatements of the previous reported information. The information in the report will be assured by 3<sup>rd</sup> Party external Agency after its approval of CIL Board.

CIL believes in the continual improvement of the Sustainability Reporting process and would value your suggestions and feedback on the report. You may send/email your feedback, comments or suggestions or for any further details to:

**Shankar C S**

**General Manager (Environment)**

Environment Division,

Coal Bhawan, Premises No. 4, MAR,

Plot No: AF III, [Action Area 1A](#),

[New Town](#), Rajarhat, Kolkata,

West Bengal, PIN- 700156

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Dear Stakeholders,

It gives me immense pleasure to present the 10<sup>th</sup> Annual Sustainability Report of CIL for the FY 2020-21.

In the backdrop of India's energy dependency on fossil fuel, our focus is to operate by laying emphasis on environment, economy and socio-cultural sustainability. We, being the single largest coal producer in the world, feel privileged to acknowledge our stakeholders about the goals we have achieved in sustainability agenda.

The pandemic is not over.. We also lost the precious lives of our friend in this pandemic. My heartfelt condolence to the family members of the departed souls.

The outbreak of COVID-19 pandemic and imposition of subsequent lockdown resulted in subdued demand of coal by power and non-power sector during FY2020-21. It adversely affected our coal production & offtake. CIL has produced 596.22 Mt of coal, achieved PBT of Rs. 18,009.24 Crore and PAT of Rs. 12,702.17 Crore during FY 2020-21.

Keeping an eye to be a net zero energy company, CIL has incorporated a new vertical named CIL Navi Karniya Urja Limited for development of non-conventional/clean & renewable energy. One step forward, a vertical, CIL Solar PV Limited, has also been added in CIL for development of solar photovoltaic module.

CIL also focuses on the areas that represent key challenges and opportunities, i.e. Community Development, Employee Welfare, Mine Water Utilization, Biodiversity Conservation, Energy Efficiency, and Land Reclamation. The subsidiaries of CIL have planted more than 19.89 lakh saplings during 2020-21 in an area covering over 862 hectares. CIL always strives to conserve the natural resources for future generations by restoring the mined-out areas through effective water and overburden management, biodiversity, eco parks, eco-restoration, afforestation and eco-friendly mine closure.

We believe in 'Mining with a humane touch'. Our social initiatives are focused on environmental sustainability, and activities designed to improve community health, women empowerment, drinking water facilities, sustainable livelihood, education, sanitation, skill development as well as promotion of sports and games. Our new CSR Policy has also been implemented from 8<sup>th</sup> April, 2021.

Our effortless initiative to combat the pandemic COVID-19 is still continuing. The subsidiaries of CIL have donated additional Rs. 91.25 Crore to the State Disaster Management Authorities and Chief Minister's Relief Funds. For treatment of the COVID affected people, infrastructures have been developed for 905 beds in the state of Odisha, Chhatisgarh, Karnataka and Jharkhand.

We ensure the safety and health of our employees in priority basis. We are effectively extending our focus to identify and address the root cause of serious mine accidents and are working towards improving the safety performance of our employees. CIL aspires to integrate sustainability further into the business processes of the organization to create greater value for all the stakeholders.

I appreciate the efforts of our coalminers and stakeholders for their consistent support towards achieving holistic and sustainable development that we envision for our esteemed company.

Sd/-  
(Pramod Agrawal)





## Coal Mining – Industry Outlook

Coal is the most important and abundant fossil fuel in India which accounts for 55% of country's energy needs. However, the significance of coal varies across the world with Asia leading the consumption, both in absolute terms and as a proportion of total primary energy consumption. In Asia, China and India are the two key coal producers and consumers.

Going forward, while various estimates predict fall in share of coal in the energy basket, none has predicted a complete substitution. In Indian context, this seems more unlikely unless there is paradigm shift in nuclear and/ or renewable energy generation sources and storage technologies (both in terms of capacity and prices).

Indian coal mining sector is dominated by Coal India Limited and the scenario is unlikely to change in the immediate future. Even after opening up of the coal sector to private commercial mining by GoI, the proportion of coal supply from CIL is likely to dominate the Indian market.

Some of the defining features of Indian coal mining sector are dominance of opencast method for production, relatively small sized mines, medium to low mechanization and high labour intensity underground mines. Government and CIL are focused on making coal mining in India safer and technically advanced. There is also a clear trend towards increased mechanization including introduction of larger equipment in CIL mines. These inputs are important to ensure long term sustainability of Indian coal mining and minimizing the environmental impact.

There are a number of other initiatives that the government has taken over last few years to minimize the environmental impact of coal mining like afforestation, mechanised dispatch of coal etc. and ensuring greater sharing of benefits across the society including creation of District Mineral Foundation (DMF) for generating financial resources to be invested in the mineral rich areas.

Sustainable Development Cells (SDC) have been created in MoC, CIL and its subsidiary companies for focusing on environment mitigation measures in a systematic manner and for providing better environment to people working and residing in the vicinity of the mine. This will also help in improving the overall image of coal sector in the country. The main role of this dedicated cell is for generating new ideas, preparing guidelines, monitoring and evaluating different environmental mitigation measures.

### Coal India Limited - An overview

Coal India Limited (CIL), a Maharatna Central Public Sector Enterprise and Government of India Undertaking, is the largest coal producer in the world with production of 596.22 MT in 2020-21. Maharatna status is conferred by the Government of India to selected state owned enterprises for more autonomy and to empower them to expand their operations and emerge as global giants. Since 1975, the Company has made significant contribution to energize entire India and in carrying out socio-economic development across the country. With headquarters at Kolkata, West Bengal, CIL has significant footprints all over India. CIL is producing about 83% of the entire coal output of the country and caters to bulk of the coal requirement of the Power, Cement and Steel sectors of the country and also fertilizer, brick kilns and other similar industries.

# Coal India at a glance

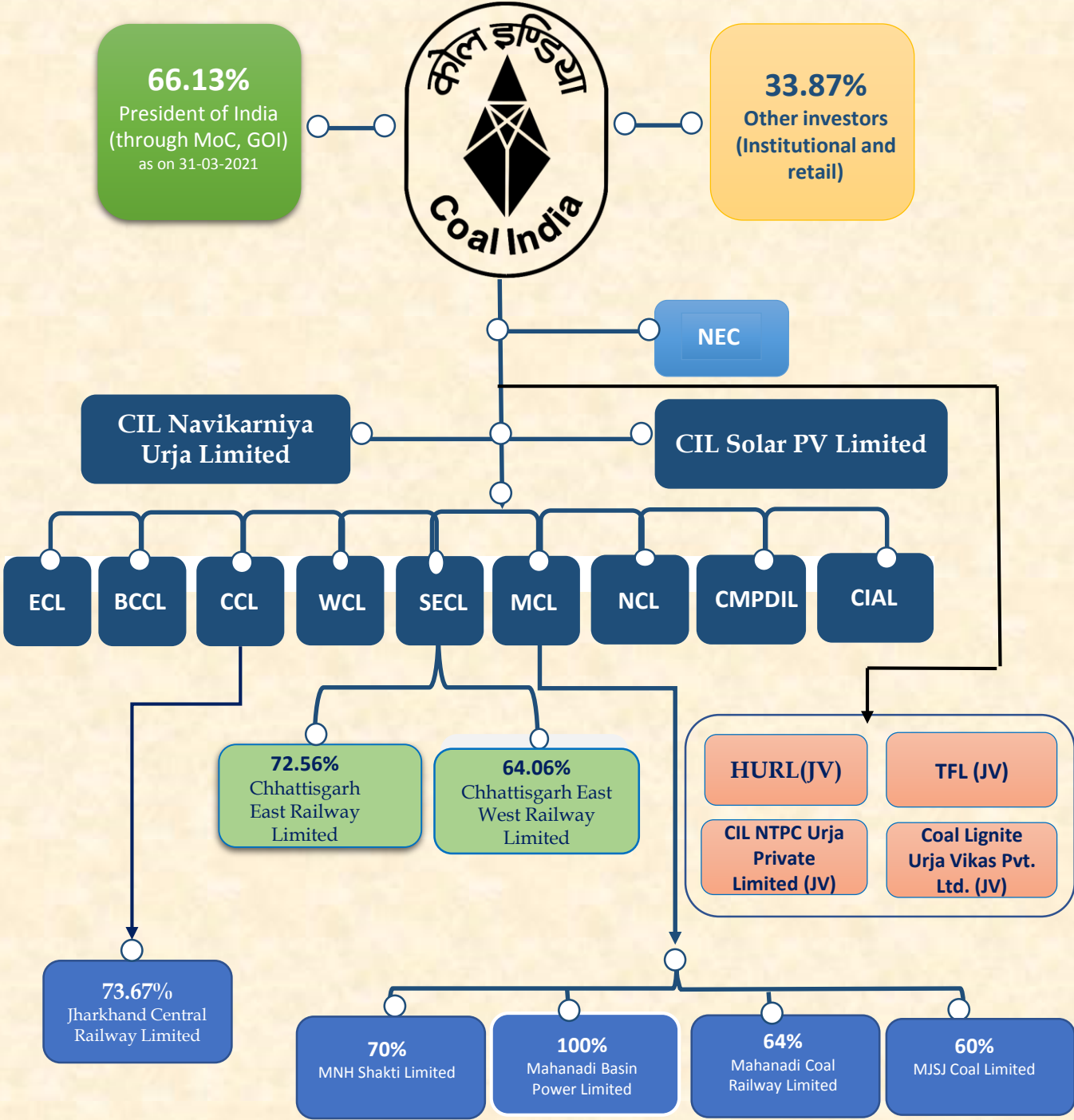


Fig.1 - Structure of Coal India

CIAL- Coal India Africana Limitada | NEC- North Eastern Coalfields | SECL- South Eastern Coalfields Limited | BCCL- Bharat Coking Coal Limited | CCL- Central Coalfields Limited | ECL- Eastern Coalfields Limited | WCL- Western Coalfields Limited | NCL- Northern Coalfields Limited | MCL- Mahanadi Coalfields Limited | CMPDI-Central Mine Planning and Design Institute Limited | HURL- Hindustan Urvarak & Rasayan Limited | TFL - Talcher Fertilizers Limited





### **Coking Coal**

**Description:** When heated in the absence of air, forms coke

**Uses:** Steel Making and Metallurgical Industries



### **Semi Coking Coal**

**Description:** Blended with coking coal in adequate proportion to make coke

**Uses:** As blend-able coal in Steel making, Merchant Coke Manufacturing and other Metallurgical Industries



### **NLW Coking Coal**

**Description:** With high ash content

**Uses:** Power utilities and non-core sector consumers



### **Non Coking Coal**

**Description:** Coal without coking properties

**Uses:** Thermal grade coal for Power utilities, Cement, Fertilizer, Glass, Ceramic, Paper, Chemical and Brick manufacturing, and other heating purposes



### **Washed & Beneficiated Coal**

**Description:** Coal after washing and beneficiation

**Uses:** Manufacturing of hard coke for Steel Making and Power Generation



### **Middlings**

**Description:** By-product of the three stage coal washing/beneficiation process

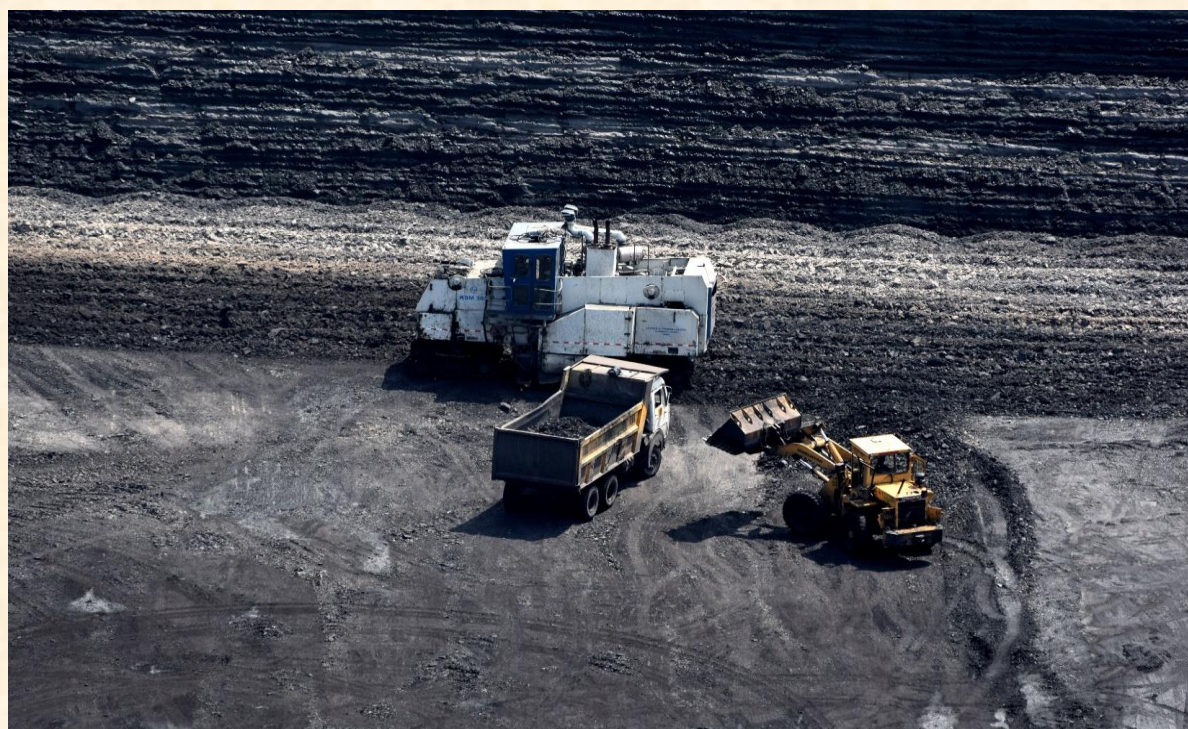
**Uses:** Power generation, Brick Manufacturing Units, and Cement Plants



### **Rejects**

**Description:** Products of coal beneficiation process after separation of cleans and/or middlings

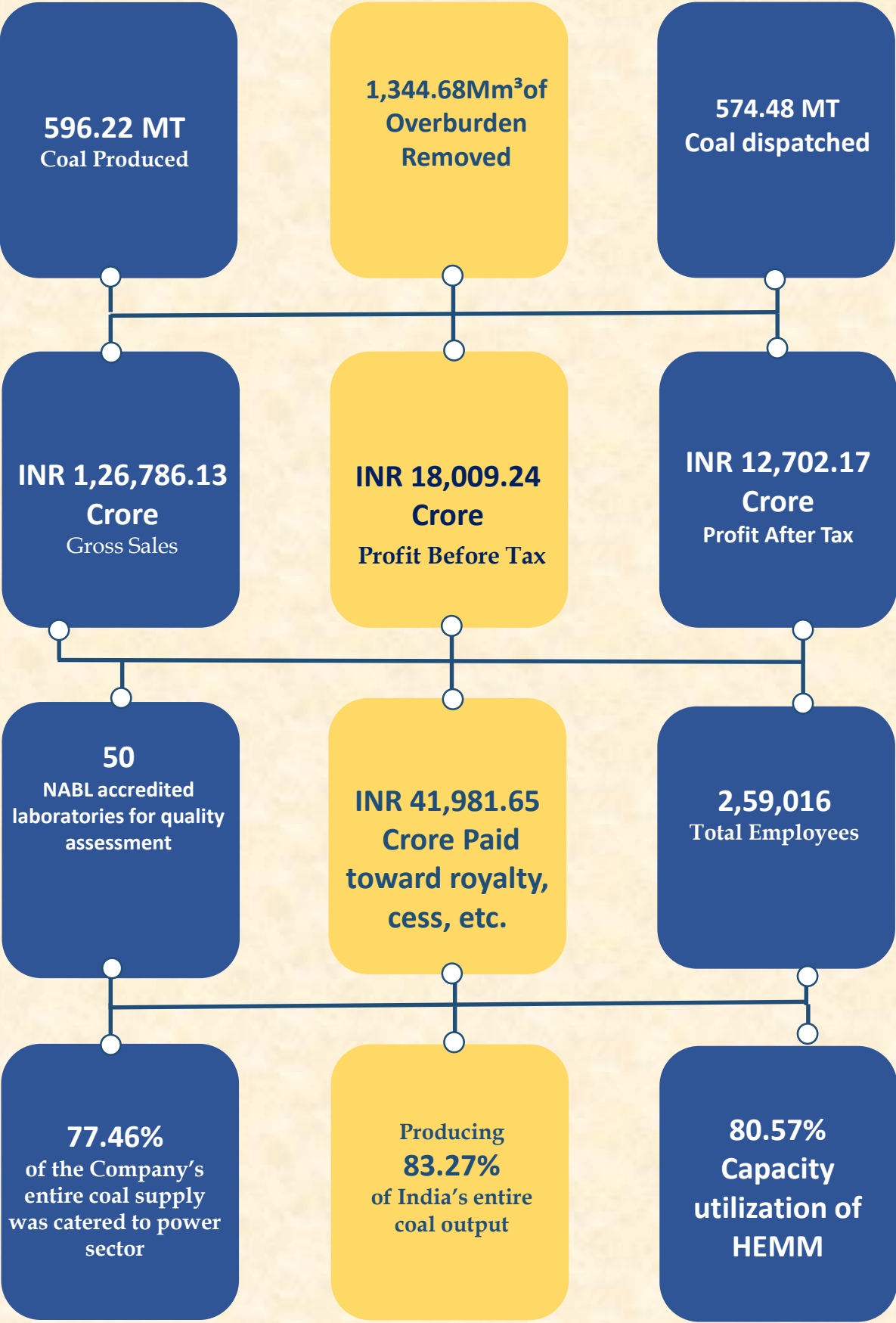
**Uses:** In Fluidized Bed Combustion (FBC) boilers for Power Generation, Road repairs, Briquette (domestic fuel) Making, Land filling, and more.



**Fig. 2 - Coal extraction in Basundhara OCP of MCL**



# Performance Snapshot - Production & Profit: 2020-21



## Performance Snapshot - Production & Profit



The outbreak of COVID-19 pandemic and imposition of subsequent lockdown resulted in subdued demand of coal by power and non-power sector during FY21 which adversely affected coal production & offtake of CIL. Coal production was regulated due to high pit head coal stock, sufficient coal stock at power houses end and less offtake.

Production and Profits		
Performance Indicators	2020-21	2019-20
Physical Performance		
Coal Production (Mt)	596.22	602.14
Overburden Removal(Mm <sup>3</sup> )	1344.68	1154.33
Coal Off-take ( Mt)	574.48	581.93
Dispatch of Coal & Coal Products (Mt)	573.60	582.48
Financial Performance		
Item	2020-21	2019-20
Sales (Gross) (Rs. Cr)	1,26,786.13	1,34,979.13
Profit Before Tax (Rs. Cr)	18,009.24	24,071.32
Profit After Tax (Rs. Cr)	12,702.17	16,700.34

## Performance Snapshot- Environment: 2020-21

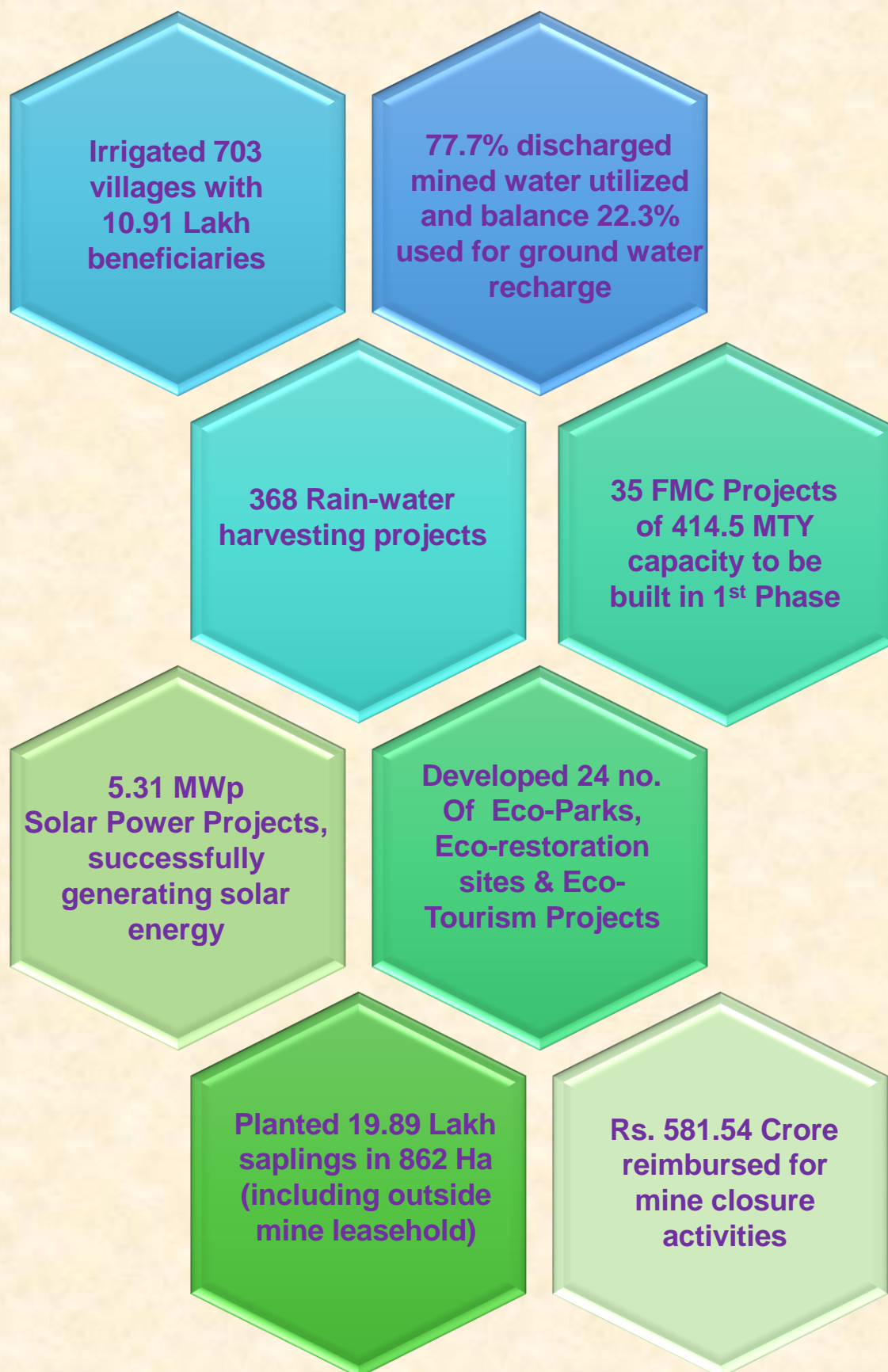






Fig. 3 - Plantation drive in Dudhichua Project of NCL



Fig. 4 - Plants coming out of Seed ball in OB dump in Lakhanpur OCP of MCL

## Performance Snapshot - Environment

Performance indicators	Parameters	2020-21	2019-20
Increasing the number of ISO certified units	ISO: 14001	3 Subsidiaries & CIL HQ	3 Subsidiaries & CIL HQ
	ISO: 9001	3 Subsidiaries, CIL HQ, CMPDI HQ & its 7 RIs	3 Subsidiaries, CIL HQ, CMPDI HQ & its 7 RIs
	OHSAS: 18001	3 Subsidiaries	3 Subsidiaries
	ISO: 50001	CIL(HQ)	CIL(HQ)
	ISO 37001:2016	CMPDI HQ	--
Energy Consumption and Renewables	Specific power consumption in terms of total excavation(kwh/CuM)	2.78	2.91
	Specific power consumption in terms of coal production(kWh/te)	7.86	7.40
	Diesel consumption in OCPS in KL	4,31,853.7	4,06,591.36
	LED Lights fitted (new+ replacement)	98,522	1,43,000
	Capacity of Solar Power Plants (MW)	5.31	4.85
Mine Closure Plan	Amount disbursed from Escrow fund for mine closure activities Expenses (Rs. Cr)	581.54	606.59
Mine Water Utilisation	No. of villages irrigated	703	590
	No. of beneficiaries (in Lakh)	10.91	7.48
Continuous R&D	Investment in R&D Expenses (Rs. Cr)	27.52	39.27
Tree plantation & ecological restoration	Trees Planted(in Lakh)	19.89	19.76
	Area Covered (in Ha)	862	812
	No. of Eco Parks( Total)	24	23
	Environment & Tree Plantation Expenses (Rs. Cr)	159.62	156.98



## Vriksharopan Abhiyan-2020

CIL (HQ) along with its Subsidiaries celebrated Vriksharopan Abhiyan(VA)-2020 on 23.07.2020. Hon'ble Home Minister GoI, Shri Amit Shah and Hon'ble Minister of Coal, Mines and Parliamentary affairs Shri. Pralhad Joshi arranged the function. About 10,000 persons witnessed the programme physically observing social distancing norms and about 40,000 persons participated through webinar, Youtube etc, which includes about 450 prominent persons along with 10 nos. of MP and 9 Nos. of MLAs in different subsidiaries of CIL.

During celebration of this occasion, more than 1.86 lakh saplings were planted over 75 Ha land area and around 2.38 lakh saplings were distributed at 93 locations across 31 Districts of 8 states.

In the virtual event through webinar, Hon'ble Minister of Home GoI, Shri Amit Shah inaugurated Parasnath Udhyan, an eco-tourism project of BCCL along with foundation stone laying ceremony of 3 eco- tourism project namely Kayakalp Vatika in Piparwar Area CCL, Lilari Eco-park in Lakhanpur Area MCL and Chander Shekhar Azad Eco-Park, in Bina project NCL.



Fig. 5 -Plantation in Gevra OCP of SECL during Vriksharopan Abhiyan-2020





**Fig. 6 -Plantation site of Krishnashila Project of NCL for Vriksharopan Abhiyan**



**Fig. 7 - Vrikksharopan Abhiyan in Block - B Project, NCL**



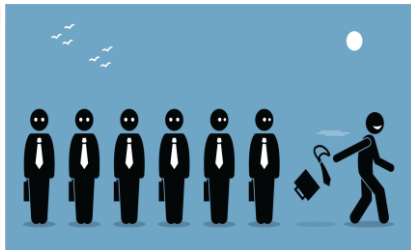
## Performance Snapshot- Social: 2020-21



Total Workforce of  
**2,59,016**



Female employees strength  
**19,535@7.54%**



Employee Turnover  
**0.11%**



**88,568** no. of Persons  
Trained



**Rs. 553. 85 Crore**  
spent in CSR Activities



**Rs 2,169.94 Crore**  
spent of Employee Welfare



Health



Safety

**Rs. 69.66 Crore**  
spent for Safety & Rescue  
Activities

## Performance Snapshot - Social

Performance Indicators	2020-21	2019-20
<b>Trainings provided to executives and non- executive employees</b>	55,203	80,379
<b>Training man-days</b>	4,43,084	6,55,136
<b>Focus on Gender Diversity</b>	<b>Female employees constitutes 7.54% of the total strength</b>	<b>Female employees constitutes 7.15% of the total strength</b>
<b>Hiring of fresh talent</b>	<b>256 Fresh recruitment done in different disciplines</b>	<b>214 Fresh recruitment done in different disciplines</b>
<b>CSR Expenditure in Rs Crore</b> (in the field of water conservation, women empowerment & child education, rural development, health, sports, environment, sanitation and skill development)	553. 85	587. 84
<b>No. of Fatalities</b>	34	29
<b>No. of Serious bodily injury</b>	75	90

## Support during Covid-19

### Contribution to COVID-19 related funds

- Rs. 20 cr. to Disaster Management Authority, West Bengal by CIL
- Rs. 20 cr. to Disaster Management Authority, Maharashtra by CIL
- Rs. 10 cr. to Disaster Management Authority, Chhattisgarh by SECL
- Rs. 20 cr. to Disaster Management Authority, Jharkhand by CCL
- Rs. 20 cr. to Madhya Pradesh CM Relief Fund by NCL
- Rs. 1.25 cr. in total to 3 districts in Maharashtra and 2 in Madhya Pradesh by WCL

### Distribution of COVID-19 related consumables

- More than 71,000 food packets on Shramik Special Trains
- Around 2 lakh cooked food/dry ration packets in peripheral areas
- More than 25,000 lt. of sanitizer in peripheral areas
- More than 8.2 lakh masks in peripheral areas
- More than 1.35 lakh hand gloves and 3000 PPEs in peripheral areas

### Vaccination to Health workers and those above 45 years of age with co-morbidities :

- No of employees vaccinated (above 45 years of age)- 9069
- No of dependents of employees vaccinated (above 45 years of age)- 1539
- No of contractual employees vaccinated (above 45 years of age)- 222

Vaccination drives are being continued in all the Subsidiaries of CIL.





**Fig. 8 - Food distribution during Covid by BCCL in Dhanbad area**



**Fig. 9 - SUM Covid Hospital set up at Bhubaneswar by MCL**





**Fig. 10- COVID hospital at Talcher, MCL**



**Fig. 11 - Donation of Cold Chain Equipment by CIL for COVID Vaccine Transport to Govt. of West Bengal**



### Infrastructure Creation to combat COVID-19

S. No.	Company	Details of infrastructure created	Location
1	MCL	525 bedded COVID hospital (500 general & 25 ICU beds). Bed addition is planned.	Bhubaneswar, Odisha
2	MCL	150 bedded COVID hospital (144 general & 6 ICU beds) and 50 bedded COVID care centre	Lakhanpur, Odisha
3	MCL	6 quarantine centers at HQ and different areas of MCL	Odisha
3	BCCL	Hospitals earmarked as dedicated COVID hospitals: <ul style="list-style-type: none"> <li>Central Hospital, Dhanbad (L - 3 with 30 new ICU beds)</li> <li>Regional Hospital, Bhuli (L - 2)</li> <li>Regional Hospitals at Baghmara and Jealgora (L - 1)</li> </ul>	Dhanbad, Jharkhand
4	SECL	Govt. hospitals converted into 100 bedded COVID treatments centre with RT-PCR lab	Ambikapur and Bilaspur, Chattisgarh
5	CIL	100 beds of Karnataka Inst. Of Medical Sciences (KIMS) converted into ICU beds	Dharwad, Karnataka

### Equipment support for COVID-19 treatment

S. No.	Company	Details of equipment support provided	Location
1	CIL	COVID Cold Chain Equipment for Vaccine transport <ul style="list-style-type: none"> <li>West Bengal: 73 Ice Lined Refrigerators (Small), 70 Deep Freezers (Small) &amp; 24 Deep Freezers (Large)</li> <li>Meghalaya: 7 Ice Lined Refrigerators (Small), 3 Deep Freezers (Small) &amp; 10 Deep Freezers (Large)</li> <li>2 refrigerated trucks (1 each for West Bengal and GMSD, Kolkata) - Procurement is in progress</li> </ul>	West Bengal, Meghalaya and GMSD, Kolkata
2	SECL	COVID Cold Chain Equipment for Vaccine transport <ul style="list-style-type: none"> <li>25 Ice Lined Refrigerators (Small)</li> <li>6 Ice Lined Refrigerators (Large)</li> <li>13 Deep Freezers (Small)</li> <li>1 Deep Freezer (Large)</li> <li>1 Walk In Freezer</li> </ul>	Chattisgarh
3	SECL	60 TRUE-NAT RT-PCR Testing machines	Chattisgarh
4	NCL	50 Ambulances	Uttar Pradesh

SEBI (LODR) Regulations 2015 stipulates that a list of core skills of expertise of the Board of Directors is required for effective functioning of the business. CIL is governed by a Board of Directors who assume responsibility for effective, ethical and prudent management that can deliver the long term success for the company. The responsibilities of the Board include zeroing in on the company's strategic aims, providing the relevant leadership to put them into effect, supervising the management of business and reporting to the shareholders on their stewardship. CIL Board reviews the company's social, environmental and economic performances the composition, annual calendar for meetings and performance of all the sub-committees of the Board. During 2020-21, nineteen (19) Board Meetings were held to deliberate various issues.

### **Appointment of the Board of Directors**

CIL is a government company (as described in section 2, sub-section 45 of the Companies Act, 2013) and the President of India, appoints Functional Directors and nominates a Chairman cum Managing Director (CMD). The DPE guidelines are followed for the recruitment of all Functional Directors.

### **Composition of the Board**

As of 31<sup>st</sup> March 2021, CIL Board of Directors comprised of CMD, three Functional Directors, One Functional Director holding as additional charge and two Non-Executive Directors (all nominated by the GoI)

### **Sub-committees of the Board of Directors**

The CIL Board operates through various committees that are assigned with specific roles and responsibilities. The various committees include Audit Committee, Nomination and Remuneration Committee, Share Transfer Committee, Risk Management Committee, Corporate Social Responsibility Committee and Stakeholder Relationship Committee, etc.

### **Age limit & Tenure of Directors**

The age limit of 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 date of superannuation of incumbent or till further orders from GoI whichever is earlier. As on 31<sup>st</sup> March 2021, all the Directors of CIL are below the age of 60 years. None of the Directors on the Board hold Directorship in more than 10 public companies. In addition, none of them is a member of more than seven committees or Chairman of more than five committees of all public corporations where he or she is a Director.

As of 31<sup>st</sup> March 2021, the Directors have made necessary disclosures regarding their committee positions in other public companies.

Government nominee Directors representing Ministry of Coal retire from the Board on ceasing to be officials of the Ministry. GoI appoints Independent Directors. Non-executive Independent Directors fulfil the conditions of independence specified in Section 149 of the Companies Act, 2013 and Regulation 16 (b) of Listing Regulations, 2015.

### **Performance & Evaluation of Board of Directors**

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 Directors on completion of the first year of their appointment in order to decide on their continuance or otherwise for the balance period of the tenure. The performance evaluation is done in accordance with the Framework and is communicated by Board to the Ministry as well. The Framework is available on [CIL's Corporate website](#).



## Board of Directors (As on 31<sup>st</sup> March, 2021)



**Expertise:**

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

### **SHRI PRAMOD AGRAWAL**

**Chairman**

DIN:00279727



#### **SHRI BINAY DAYAL**

**Director(Technical)**

DIN:07367625

Expertise: Executive Leadership, Governance, Financial Acumen, Sectoral/Domain knowledge, Project Formulation & Management, Strategy & Risk Management, Occupational Health, Safety & Environment



#### **SHRI SANJIV SONI**

**Director(Finance)**

DIN:08173548

Expertise: Executive Leadership, Governance, Financial Acumen, Strategy & Risk Management



#### **SHRI S N TIWARY**

**Director(Marketing) & Director(P&IR), (Addl Charge)**

DIN:O7911O4O

Expertise: Executive Leadership, Governance, Financial Acumen, Marketing, Strategy & Risk Management



#### **SHRI V K TIWARI**

**Govt. Nominee Director**

DIN:03575641

Additional Secretary, MoC  
Expertise: Executive Leadership, Governance, Financial Acumen, Marketing, HRM, Strategy & Risk Management, Occupational Health, Safety & Environment



#### **Smt YATINDER PRASAD**

**Govt. Nominee Director**

DIN: 08564506

Joint Secretary & Financial Advisor, MoC  
Expertise: Executive Leadership, Governance, Financial Acumen, Strategy & Risk Management

**Fig. 12- Board of Directors of CIL**

### Capacity Building of the Board of Directors

The Board is fully briefed on all business-related matters, associated risks, new initiatives of the Company. The Board is also briefed on the provisions of Companies Act 2013, SEBI (LODR) Regulations, 2015 and Prevention of Insider Trading Code of CIL etc. As and when training programmes are conducted by recognized institutes on corporate governance, the Company sponsors the Board members to attend the training programmes to make them familiarize with recent developments. Details of training programmes attended by Independent Directors are disclosed on our company's website.

### CSR Committee

Sustainable Development Committee including CSR Committee was constituted by CIL Board of Directors in its 282<sup>nd</sup> meeting held on 16-04-2012. This Committee was renamed as CSR Committee in pursuant to Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility) Rules, 2014. In addition to CSR activities, this committee will also look after Sustainable Development. This committee was reconstituted in 410<sup>th</sup> Board meeting held on 2<sup>nd</sup> Sep'20 comprising of 2 Independent, 1 Govt. Nominee and 2 Functional Directors. From 6<sup>th</sup> Sep'20, the committee could not be re-constituted as there was no Independent Directors in CIL Board

During the year 2020-21, five (5) CSR committee meetings were held. The Corporate Social Responsibility Committee consisted of following members and their attendance is as follows:

Sl. No.	Name of Director	Designation / Nature of Directorship	Number of meetings of CSR committee attended during the year
1	Sh. B L Gajipara	Independent Director and Chairman of the committee (from 25.11.19 till 05.09.20)	5
2	Sh. V K Thakral	Independent Director (from 25.11.19 till 05.09.20)	5
3	Smt. Reena Sinha Puri	Govt. nominee Director (from 19.12.19 till 28.05.20)	1
4	Ms. Yatinder Prasad	Govt. nominee Director (from 02.09.2020)	1
5	Sh. Binay Dayal	Director (Technical) (from 28.10.17)	1
6	Sh. R P Srivastava	Director (P& IR) (from 31.01.18 till 31.01.21)	5

## Code of Conduct

CIL has adopted a Code of Conduct to maintain high standards of business practice. CIL's philosophy is to always strive for sustainable business achieving economic growth, social equity and environmental balance through collaborative action, transparency and public reporting. The code of conduct is applicable to Board Members as well as to Senior Members. It mandates CIL to be fair and not to discriminate on the basis of race, gender, religion and upholds values of equality, tolerance and respect for others. The code touches all aspects of ethical risk even as it sets standards of ethical and legal behavior by providing guidance on ethical issues. It also provides reporting mechanisms for known or suspected unethical conduct and helps foster a culture of honesty and accountability.

All the Members of the Board and Senior Management have affirmed compliance of Code of Conduct for the FY ended on 31/03/2021.

## Human Rights

As a responsible Corporate Entity, CIL recognizes the importance of children's rights and have a clear stance on the issue of child labour. As per The Mines Act, 1952, employment of persons below 18 years of age in a mine is prohibited. CIL follows proper checks and audits as per the Act. And ensures that no children get employed in our coal mines. CIL is fully committed to abide by the rules on Human Rights across our operations and this reflects in our dealing with all our 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 ensure the compliance of various applicable labour 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 Labour (Prohibition and Regulation) Act - 1986 and the Contract Labour (Regulation & Abolition) Act-1970. CIL ensures that the contractor's workers are treated fairly as per the law. The contractors are advised to pay the wages to its workers through bank and settle the issues in accordance with the law.

## Industry Association

CIL is member of The Bengal Chamber of Commerce, Indian Chamber of Commerce, SCOPE, FICCI and ASSOCHAM. CIL has engagement with people and industrial associations on myriad forums that have also given us the platform for effective image building. In the sphere of mining activities, CIL has forged linkage with industry associations through these forums and engaged in discussions and to gain insights regarding corporate projection. This has greatly enhanced our business approach and added value to the shaping of our core vision. CIL has spent Rs. 22.63 Crores in advertisement and publicity during the reporting period.





# Vigilance (Anti-Corruption)

The Vigilance Division within Coal India limited is an integral part of the management. The Vigilance Division of CIL is the nodal section for handling all vigilance matters of CIL and it believes that through best practices, adequate controls and transparency in place, decisions taken will be professional, effective and consistent, leading to corporate excellence. The Vigilance Division at Coal India is headed by a CVO, CIL. The role of CVO is effective vigilance administration and CVO 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.

The Corruption Risk Mitigation Policy of CIL is available in CIL's corporate website at [http://archive.coalindia.in/DesktopModules/DocumentList/documents/Corruption\\_Risk\\_Mitigation\\_Policy\\_23072016.pdf](http://archive.coalindia.in/DesktopModules/DocumentList/documents/Corruption_Risk_Mitigation_Policy_23072016.pdf).

## Incidents of Corruption and Actions taken

Punitive actions were initiated on 409 officials during the year 2020-21. The range of actions taken varies from simple warning to as severe as dismissal depending on the severity of the charges.

## Public Grievance Disposal at CIL

Coal India Limited uses 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 resolved by using CPGRAMS, Grievances received online on CPGRAMS from the President's Secretariat, Prime Minister's Office, Ministries Office, Directorate of Public Grievances, Ministry of Coal 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.

In CPGRAMS portal, a total of 168 pending grievances were carried forward from 2019-20 for redressal and 3,524 no. of fresh online grievances were received in 2020-21. In total, 3580 no. of cases were resolved in CIL during 2020-21 and remaining 112 have been carried forward to 2021-22 for redressal. The average time of disposal of the grievances was 15 days during the reporting period.

During 2020-'21, CIL Vigilance Division received 722 complaints including those forwarded by MoC, CBI and CVC out of which 718 have been disposed.

## Awards & Recognition

Coal India Limited was awarded Second Prize in the Corporate Office category for the best execution of Official Language Implementation in 2020-21



## Whistle Blower Policy

To safeguard for protection of employees from reprisal or victimization, CIL has established the "Whistle Blower Policy" as per Regulation 22 of LODR, 2015. CIL revised the policy and the same was approved in 390<sup>th</sup> Board meeting held on 13<sup>th</sup> August, 2019 with the objective to build and strengthen a culture of transparency and trust in the organization and to provide employees with a framework/procedure for responsible and secure reporting of improper activities. CIL had provided ample opportunities to encourage Directors and employees to become whistle blowers (Directors and employees who voluntarily and confidentially want to bring the unethical practices, actual or suspected fraudulent transactions in the organization to the notice of competent authority for the greater interest of the organization and the nation). It has also ensured a very robust mechanism within the same framework to protect them (whistle blowers) from any kind of harm. It is hereby affirmed that no personnel has been denied access to the Audit committee.

## Electronic Surveillance



**GPS/GPRS based vehicles for coal transport**



**Operator independent truck dispatch system**



**Installation of boom barriers**



**Geo fencing of mining areas**



**Wide area networking for connecting all establishments with HQ**



**Installation of CCTV at vulnerable points**

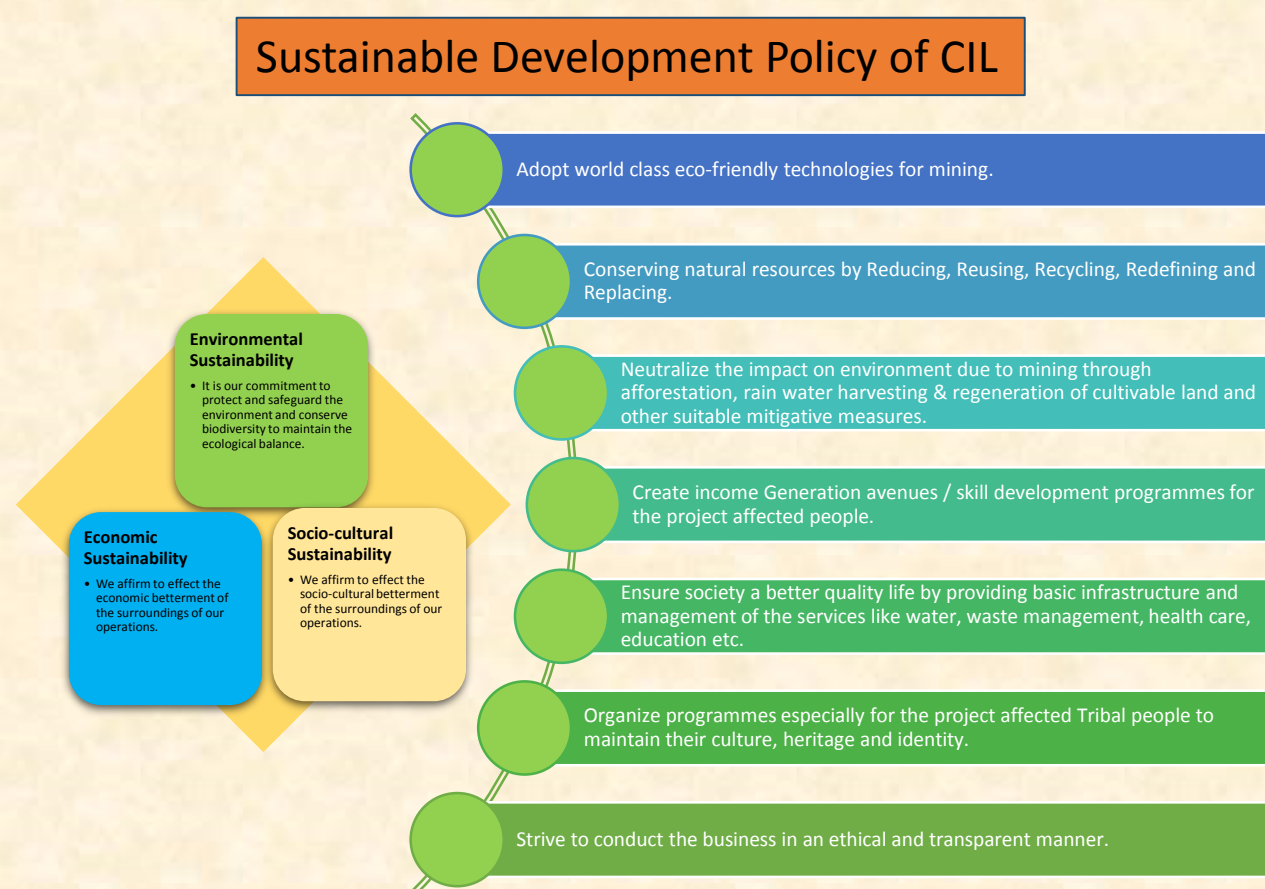
## Sustainability Management in CIL

CIL believes in working in line with the principles of sustainability while striving to achieve long-term business success on a viable basis. A key aspect of our sustainable management approach involves deploying sustainable mining practices, ensuring safety and health of the employees and creating value for community. CIL places a special focus on the lasting and effective establishment of a culture of integrity, discipline and respect.

CIL leverages business opportunities to minimize risk and address social and business challenges. Increasingly, CIL is making efforts to improve the sustainability performance and further develop the strategy for its implementation.

Efforts are also undertaken to reduce the environmental impact of mining and minimize the footprint of the activities throughout the mining cycle, including working to reclaim post – mining eco-systems.

CIL's Sustainability Policy lays emphasis and responsibility on Environmental, Economic and Socio-Cultural Sustainability. Respective functions and responsibility at Corporate and Subsidiaries have been earmarked to improve the performance in their sustainability dimensions. These form the core areas for implementing CIL's practices towards SDGs to stimulate wide dialogue and cooperation among stakeholders to make mining a driver of sustainable development. Sustainability targets are set and reviewed annually in CIL. By doing so, CIL also resolves the changing requirements of its stakeholders



Additionally, CIL also has an exclusive policy for Corporate Social Responsibility that is aligned with the Companies Act, 2013 in order to measure our triple bottom line i.e. People, Planet & Profit. CSR policy acts as a strategic tool and guidance for integrating business processes with the social processes for the overall development of the society.

## Materiality and Stakeholder Engagement

CIL's ESG strategy is shaped by material priorities that can impact long-term success as well as on its ability to create and preserve economic, environmental and social values.

We conduct a comprehensive materiality assessment exercise to evaluate and prioritize our material topics. The assessment is undertaken in accordance with GRI Standards. The process is centered at intersection of organizational relevance and stakeholder priority. Insights from ongoing stakeholder engagement at CIL are leveraged to gauge the views and perceptions of various stakeholders. A stakeholder survey is also undertaken to effectively capture our key internal and external stakeholders' expectations and identify issues that impact them. In addition, guidance from top management at CIL helps determine material aspects aligned with Company's overall business goals and objectives. This exercise is complemented by an annual review of key risks and opportunities for CIL, emerging global trends in the sector and leading industry practices.



The identified material issues are subsequently mapped on a matrix to prioritize the economic, environmental and social topics, based on their significance to both stakeholders and organization. The materiality map helps facilitate informed decision-making in our efforts to integrate sustainability within business strategy.

CIL understands that stakeholder engagement helps in continuous business improvement and strengthens relationship with them. CIL's mission is to create value for all its stakeholders by understanding and addressing their concerns, as well as fulfilling their needs to the extent possible. CIL has a structured stakeholder engagement framework for engaging with different stakeholders, which includes identifying key focus areas and developing strategies to address them.



## Stakeholder Engagement

CIL maintains a transparent and constructive interaction with all stakeholders who play a vital role in the sustainable growth of the company. CIL considers that it is necessary to identify and believe in extensive engagements with all of its stakeholders throughout the year to understand their prioritized concerns & needs and address their issues in a consistent & transparent manner. The expectations and the concerns of stakeholders & the extent to which the relevant issues are addressed, play a vital role in influencing the sustainable growth of an organization.














CIL has stakeholder engagement policies in line. These policies are intended to strengthen the mechanisms of engagement with stakeholders. CIL has a structured framework which is based on the welfare and long-term relationships with key stakeholders. CIL believes that stakeholder engagement is an integral part of enriching and enduring partnerships. CIL has institutionalized these processes based on transparency and accountability.

## Stakeholders of CIL



## Mode of engagement and key interests of our stakeholders

Stakeholder	Mode of Engagement	Frequency	Key areas of interest
 Government agencies and regulators	Performance reports Board meetings Compliance reports Inspections	Annual and quarterly At least once a month Annual Continuous process	<ul style="list-style-type: none"> <li>◆ Regulatory requirements</li> <li>◆ Compliance with national and local regulations</li> </ul>
 Employees	Corporate-level industrial relation meetings with union leaders (IBCCI) Trainings and seminars Safety Fortnight Vigilance Awareness Week	Continuous process Continuous process Annual Annual	<ul style="list-style-type: none"> <li>◆ Job satisfaction</li> <li>◆ Wages and welfare</li> <li>◆ Learning and development</li> <li>◆ Health and wellness</li> </ul>
 Investors	Regular meetings and other interactions	Continuous process	<ul style="list-style-type: none"> <li>◆ Reputation</li> <li>◆ Financial performance</li> <li>◆ Business strategy</li> <li>◆ Operational performance</li> <li>◆ ESG initiatives</li> </ul>
 Landowners	Public hearing as a part of statutory compliance Project meetings	As and when basis Continuous process	Rehabilitation and Resettlement (R&R)/Environmental clearance, Forest land clearance
 Local communities	Sustainable development initiatives CSR activities	Continuous process Continuous process	<ul style="list-style-type: none"> <li>◆ Livelihood options and job opportunities</li> </ul>
 Knowledge partners and R&D associates	Trainings	Continuous process	<ul style="list-style-type: none"> <li>◆ Research and development of new technology</li> </ul>
 Customers	National Carbon Capture Centre (NCCC) meeting with industry representatives and ministries Regional Coal Consumers Council (RCCC) meetings with customers Meetings between customers and the marketing team Online filing and redressal of complaints	Annually Annually Continuous process Continuous process	<ul style="list-style-type: none"> <li>◆ Customer satisfaction that includes quality of coal, delivery time etc.</li> <li>◆ Grievances</li> </ul>
 Suppliers	Interactive meetings and sessions during tenders Vendors meeting regularly	As and when basis At least once a quarter	<ul style="list-style-type: none"> <li>◆ Notice Inviting Tender (NIT) conditions</li> <li>◆ Purchasing policy</li> <li>◆ Quality of items</li> </ul>
 NGOs	Direct engagement, public forums like panel discussions etc.	As and when basis	<ul style="list-style-type: none"> <li>◆ Impact of mining activities on local community</li> <li>◆ CSR activities</li> </ul>
 Media	Press conference, press releases, interviews	As and when basis	<ul style="list-style-type: none"> <li>◆ Impacts of mining activities on community and country</li> </ul>

Material Topic	Description	Business Impact
Environmental Stewardship		
Energy & Climate Change	Achieving energy efficiency and reducing our carbon footprint; identification and management of climate related risks	
Water Use and Management	Improving water use efficiency to address water scarcity; wastewater treatment and reuse	
Waste & Hazardous Materials Management	Managing solid waste including safe treatment and disposal; overburden waste management	
Biodiversity & Land Management	Protecting biodiversity ; reducing impact of operations on landscapes; restoration of ecosystems; land reclamation	
Community & Employee Stewardship		
Local Community Development	Corporate social responsibility; promoting education, good health, skill development and local employment opportunities	
Community Engagement & Human Rights	Minimizing impact of operations on communities; Rehabilitation and Resettlement; protecting human rights of employees, contractors and communities	
Health & Safety	Promoting health and safety of employees, contractors, transporters and communities	
Employee Diversity & Inclusion	Promoting gender diversity and equal opportunities	
Operational Excellence		
Business Ethics & Transparency	Ensuring anti-corruption and anti-bribery and highest degree of ethical business practices	
Mechanization of Mines	Keeping pace with latest technological advancements in the sector through innovation	
 Cost Efficiency	 Revenue Generation	 Risk Management

The material issues are further assessed to identify high-priority aspects that have significant potential to impact our business and require greater intervention. We assess the impact of these material issues on our business performance in terms of revenue generation, cost efficiency and risk management. These issues form our strategic ESG objectives, which are monitored through long-term targets

During our interaction with stakeholders some of the key areas of interest identified were customers' satisfaction, quality of product, brand of the company, business performance, wages and welfare etc. Table n Page-33 provides a holistic view of our different categories of stakeholders along with the mode of interaction for each stakeholder group and the level of interaction to address their main areas of interest.



## Risk Management

CIL has a robust risk management system in place consisting of (i) a mechanism for defining, prioritizing and formulating contingency strategies for risks and (ii) a framework for functions, duties of various authorities, committees and the Board for executing risk management procedures, monitoring periodicity (Risk Management Calendar) and associated models & lackeys.

As part of CIL's risk management system, risk owners & their mitigation plan owners have been established for each risk and associated mitigation strategy to ensure consistent risk monitoring and mitigation. The Risk Management Committee (RMC) a Sub-Committee of the Board of Directors was formed in accordance with the Securities and Exchange Board of India (SEBI) (LODR) Regulations, 2015. The Risk Management Committee was reconstituted in its 416th Board Meeting held on 18th Jan' 21 comprising of one (1) Government Nominee Director, two (2) Functional Directors and two Senior Officers of the CIL.

This committee evaluates the risk management process and assess progress of perceived threats, including new market issues at periodic intervals. The Chief Risk Officer (CRO) and his team periodically meets with both business and functional departments to oversee the implementation plan and conduct brainstorming sessions to identify new business opportunities.

Inputs from Steering Committee under the leadership of ERM Core Group are considered for the purpose. The execution of governance mechanism envisaged in risk management system, including facilitating development of risk reduction strategies for defined priority threats, is supervised by Chief Risk Officer (CRO) and his team under the leadership of CIL RMC. New risks are being identified and incorporated for evaluation as per direction of the CIL's RMC. The following figure shows pictorial representation of various roles and responsibilities involved in Risk Management Framework.



**Risk Management Framework in CIL**

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 our competitive advantage.

As a first step, CIL has identified significant risks facing its business and categorized them as emerging risks and strategic risks. Potential impacts of each of these risks on the company’s operations are assessed and accordingly a mitigation plan is devised.

**Emerging Risks**

CIL has identified three major emerging risks that include (i) technological transformation (ii) changes in the traditional business models and current portfolio (iii) restrictions on access to capital for industries with intensive green house emissions. The impacts of these risks have been assessed and mitigation plan has been developed.

**Strategic Risk**

Two major strategic risks have been identified which are

- (i) effect on share price due to media impact
- (ii) (ii) lack of necessary key skills due to lack or inadequate management of good practices towards attracting, retaining and developing talent.

These may have significant impact on CIL’s business.

Some of the key identified risks are summarized below:

- 1. Evacuation challenges for coal off-take
- 2. Operational safety risks arising out of mining operations
- 3. Technology upgradation and equipment utilization
- 4. Risk of unviable underground mining operations
- 5. Competition risk from commercial mining renewables



**Climate Risk Assessment**

Mines of CIL operate in remote regions that are vulnerable to climate change and fragile environment. The extensive product transportation network and complex supply chain are located in these regions. This particularly exposes us to climate change risks and we have assessed its impact on our operations.

CIL carries specific measures for dealing with climate related risks and their potential impact. As part of climate risk management strategy ,the risks have been evaluated and mitigation strategy has been laid out for dealing with each of these risks.



Some other risks include

### 1. Resettlement & Rehabilitation:

Coal mining is based on geographical factors and are site specific. By virtue of this aspect, it involves acquisition of large tracts of lands. This eventually leads to involuntary displacement of inhabitants (Project Affected People – PAPs) who are native/residents of area. Rehabilitation and resettlement plays a major role in CIL's long term business goals and thus needs focus for creating a bond / cordial relation with the local society. After enactment of The RFCTLARR Act 2013, providing of R & R benefit as a statutory obligation. The compensation plan as per R&R Policy is accorded as per CIL's R&R Policy-2012 and 2nd Schedule of RFCTLAAR Act, 2013 in consonance with Removal of Difficulty Order vide S.O. no 2368(E) Dt. 28.08.2015.

### 2. Regulatory compliance

Compliances are a must for any mining organization. CIL understands the criticality of deviating from desired regulations in terms of long term continuity of operations. Hence, for good business conduct, CIL adheres to all regulatory norms and fulfills the necessary compliances. Prior to operationalizing of any new/expansion project, CIL ensures that necessary clearances (including environmental and forest clearances) have been obtained.

### 3. Supply of quality Coal and customer satisfaction

Retaining consumer's loyalty is an important aspect for successfully staying in business. Presently, CIL is presently operating 13 Coal Washeries with a total washing capacity of 35.38 MTY. The total washed coal production including middlings from these existing washeries during 2020- 21 was about 12.29MT.

CIL is setting up 4 new Washeries in BCCL having total throughput capacity of 12 MTY. Out of these, three (3) are under construction (9.5 MTY) and one (1) (2.5 MTY) under tendering. 2 coking coal washeries are also being set up in CCL with a total capacity of 7 MTY. These washeries are expected to be operational between 2021 and 2023. CIL also has plans for setting up non-coking coal washeries in MCL. One is under construction and if more demand is there for beneficiated coal at value added prices, 2 more washeries may be set up.

In order to ensure consumer satisfaction and resolve consumer complaints, special emphasis has been given to quality management and redressal of consumer complaint. On-line filing and redressal of complaints have been implemented in CIL. 2(two) pending grievances were carried forward from FY 2020-21 for redressal. During the reporting period, 53 fresh grievances were received. In total 55 grievances (103%) have been disposed. The average disposal time of grievance is 07 days.

## Ethical Business Practices

### Initiation of E- tendering Procurement Mechanism

CIL engages with world class suppliers and is trying to come up with strategies which will help in making the system hassle free and strengthen the supply chain. Accordingly, CIL has initiated e-tender procurement proceeding after confirmation of eligibility criteria from the Technical Department. 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 is also undertaking various vendor engagement initiatives where vendors are invited for their active participation which includes the buyer seller meet from time to time for awareness of the Procurement System adopted towards procurement of goods. At CIL, Pre-bid meetings are also organized with vendors from time to time for awareness of the system for vendors of equipment in demand such as HEMM, Explosives and OTR Tyres.



## Code of Business Conduct

CIL has established 'Code of Business Conduct' applicable to all employees of the company starting from Board level and downwards. Our code of business conduct sets the principles that enhance the ethical and transparent process in managing the company's affairs. We have institutionalized strong internal procedures to contain and curb corrupt practices in company's operations. Our code of business conduct can be accessed at: <http://www.coalindia.in/media/documents/CODE-PIT-COAL-FINAL.pdf>

## Suppliers Code of Conduct

According to CIL's Procurement Policy, open tendering process is implemented for all procurements. CIL integrates the ESG aspects such as labour conditions, health and safety in the procurement decisions. 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. The purchase Manual of CIL is available in [http://archive.coalindia.in/DesktopModules/DocumentList/documents/Purchase\(1\).pdf](http://archive.coalindia.in/DesktopModules/DocumentList/documents/Purchase(1).pdf)

## Code of Integrity for public procurement

Purchasing agencies, bidders, vendors, contractors and consultants are obligated under the Code of Integrity for Public Procurement (CIPP) to proactively report any preexisting or future conflicts of interest in any procurement or contract execution process. According to the code, a bidder must have to 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 which play an important role in developing local economy. CIL ensures that suppliers and contractors are screened as per statutory labour practices.

## 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 efficiency and productivity. These resources are meant to be tools to access and process information related to their areas of work. These resources help officials to remain well informed and carry out their functions efficiently and effectively.

CIL has a robust 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 Government of India. Additionally, we have business contingency plans and incident response procedures in place which are tested half yearly. The IT policy for CIL is available at

[https://www.coalindia.in/media/documents/1595245392\\_Approved\\_IT\\_Policy\\_CIL\\_and Subsidiaries.pdf](https://www.coalindia.in/media/documents/1595245392_Approved_IT_Policy_CIL_and_Subidiaries.pdf)

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 Government of India for Data Centers. Security system of data center is audited by STQC and it is equipped with state-of-the-art security devices including DDoS, WAF and Next Generation Firewall. ERP production landscapes are considered with dedicated for high availability. IT Security Standards Policy and Framework have been designed for addressing the unique requirements of Coal India.

## Financial Performance

The share of CIL is around 83% out of India's total coal production in the Financial Year 2020-21. So, the impact of CIL on Indian economy can be easily equated with the impact of coal sector in Indian economy. India is the world's third largest electricity producer and second highest coal producer. Its energy use is projected to grow at a rapid pace supported by economic development, urbanization, improved electricity access and an expanding manufacturing base.

CIL has achieved an aggregate Pre-Tax Profit of Rs 18,009.24 Crore and post-tax profit of Rs. 12,702.17 Crore in the year 2020-21 as against pre-tax profit of Rs. 24,071.32 Crore and post-tax profit of Rs. 16,700.34 Crore in the year 2019-20. CIL received Rs 8.31 Crore financial assistance as subsidy for stand stowing and other protective work in the reporting financial year.

In the light of Paris Protocol and consequent changes in world energy sector scenario, CIL is looking forward to diversify its operations towards Renewable energy like Solar Power and Clean Energy sources like Coal Mine Methane(CMM), Coal Bed Methane(CBM), Coal to Liquid(CTL), etc. following the directives of GoI.

CIL discloses its reports on key business, financial and tax-related information for regions and subsidiaries on an annual basis. The information is provided in the annual report which is available in [https://www.coalindia.in/media/documents/Coal\\_India\\_English\\_final.pdf](https://www.coalindia.in/media/documents/Coal_India_English_final.pdf)



**Fig. 13 – Mine Operation in Lakhanpur OCP of MCL**



## Diversification of Business & Creation of New Verticals

### Setting up of natural gas based ammonia-urea complex

Hindustan Urvarak & Rasayan Limited (HURL), a JV comprising of CIL, NTPC, IOCL, FCIL and HFCL has been constituted to set up natural-gas based 1.27 MTPA urea plant at the premises of closed fertilizer plants of FCIL at Gorakhpur (U.P.) & Sindri (Jharkhand) and that of HFCL at Barauni (Bihar) with 33.33% shareholding of CIL. The urea production is expected to commence in FY 2021-22.

### Setting up of coal based ammonia-urea complex

Talcher Fertilizers Limited (TFL), a JV comprising of RCF, CIL, GAIL and FCIL has been constituted to set up a Surface Coal Gasification based integrated fertilizer complex at Talcher using coal from nearby Talcher coalfields. Coal blended with pet-coke upto 25% shall be gasified to produce syngas which shall be converted into neem coated urea equivalent to annual capacity 1.27 Million Metric Tonne of the end product. The project is being implemented on partial Lump Sum Turn Key (LSTK) basis. The plant is expected to come into operation in FY 2023-24.

### Surface Coal Gasification: Setting up of Coal to Methanol plant

CIL is exploring the possibilities to venture into Coal-to-Chemicals sector on stand-alone basis by setting up a Coal-to-Methanol plant at Dankuni Coal Complex (DCC). Coal sourced from Raniganj coalfields shall be gasified to produce Syngas which shall be subsequently converted into methanol.

### Solar Power Generation

An SPV namely 'CIL Navikarniya Urja Limited' has been approved by CIL Board to venture into new business area of 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.

### Solar PV Manufacturing

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

### Aluminum Smelting:

CIL Board has approved venturing into Aluminum business vertical through a Brownfield Project (as a JV between MCL and NALCO) and a Greenfield Project.



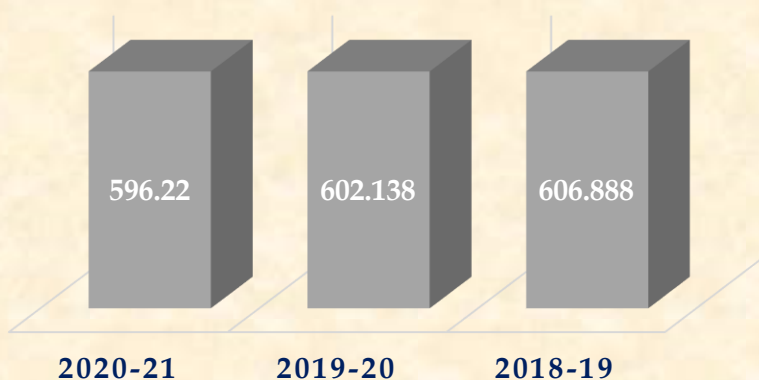


## Coal Production, OB Removal & Coal Offtake

To optimize our resources and minimize our environmental footprint, we continuously strive to implement new technologies / machineries such as Surface Miners, Continuous Miners and Longwall Mining. This helps us in the following ways:

- Ensuring minimal environmental footprint due to our operations;
- Ensuring optimum production of coal;
- Minimizing the risks of contamination of soil and groundwater;
- Minimizing energy demand in mining operations;
- Minimizing emission of particulate matter (dust) and exhaust gases;
- Increasing environmental and health aspects.

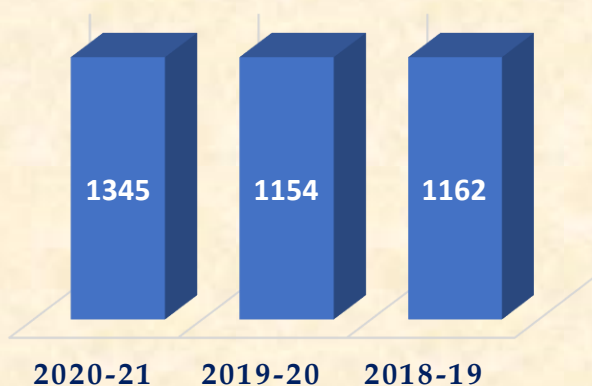
### COAL PRODUCTION (IN MT)



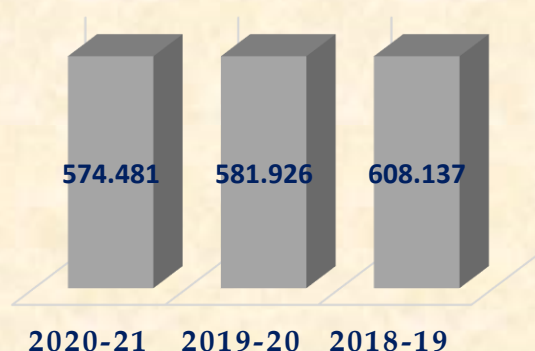
7.8 Mt coal has been produced from different subsidiaries of CIL through continuous miners. Action is being taken for deployment of more Continuous Miners and Surface Miners in other CIL mines where geo-mining condition permits their usage. CIL has also produced 1.23 Mt coal through mechanised Long wall mining and 0.66 Mt by High wall mining methods.

In the year 2020-21, total coal production from open cast mines was 570 MT of which 47% was through Surface Miners at 280MT.

### OVERBURDEN REMOVAL IN MM<sup>3</sup>



### COAL OFFTAKE IN MT



Commitment for Environmental Sustainability: Eco-friendly Technology

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

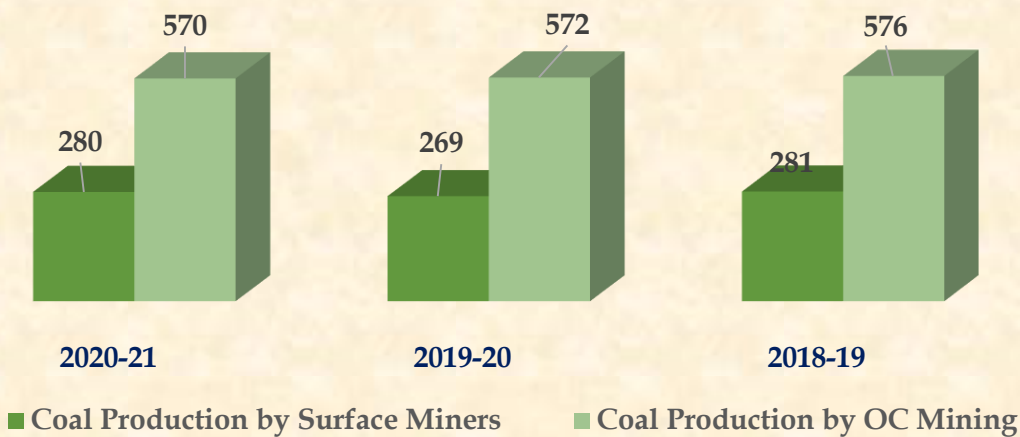


Fig. 14 – Continuous Miner in Operation at Gevra OCP, SECL



Fig. 15 – Silo under construction in Sonpur Bazari OC of ECL



## Coal Evacuation

In order to achieve the planned growth in coal evacuation with minimum impact on environment, CIL has deployed a multi-pronged strategy, which is enumerated below:

### A. First Mile Connectivity Projects

CIL has taken steps to upgrade the mechanized coal transportation and loading system under 'First Mile Connectivity' projects having capacity of 4 Mty and above. In Phase-I, out of 35 projects tendered out, three (3) projects to transport 30 MTPA have been commissioned. A total capacity 414.5 MTPA at an investment of INR 10,500 crore is envisaged for the projects of Phase-1. In Phase-II, 14 more projects with total capacity 100 MTPA with an investment of INR 3,500 crore has been proposed. This will help to increase mechanized evacuation from 150 MTPA currently to 665 MTPA by FY24.

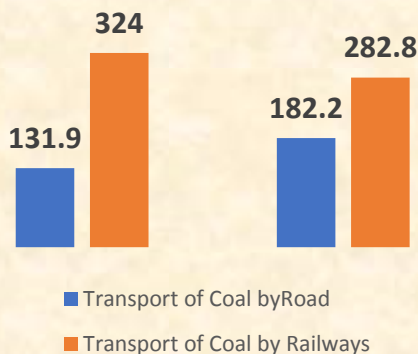
Target for completion of all the projects is by FY24 for Phase-I and FY-25 for phase II.



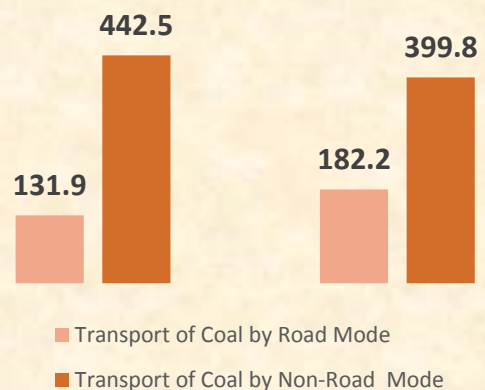
Fig. 17 - Silo in Lingaraj OCP of MCL

### B. Increase of coal transport by rail

Transport of Coal by Road  
Vis a Vis Rail (in MT)



Transport of Coal by Road  
Vis a Vis Non-road mode in MT







**Fig.16 - Transportation of coal via railways**

Over the last three years, CIL has substantially increased rail portfolio as a preferred mode of transport. Around 77.17% of our coal gets transported through non-road mode. During 2020-21, a total quantity of 325 MTs of coal was transported through rail modes while 131 MTs was despatched through exclusive road mode.

The multiple advantages have reduced traffic congestion, lesser road accidents and reduce impact on air quality.



**Fig. 17 – Silo in Operation at Lingaraj OCP of MCL**





## Biodiversity Management

### CIL's approach

Every mine, either for commissioning or expansion, requires a detailed environment impact assessment (EIA) to be carried out considering pre and post mining operations based on which Environment Management Plans (EMPs) which are prepared through NABL accredited agencies and thereafter discussed in detail by the Expert Appraisal Committee (EAC) under MoEF&CC. On the basis of the discussions, EAC recommends the case and accordingly Environmental Clearance (EC) is granted by the MoEF&CC to projects.

While granting EC, MoEF & CC lays down terms and conditions for implementing the project which are followed by mines of subsidiaries of CIL. Project proponents monitor the status of compliance of the stipulated conditions as indicated in EC letter and submit the same regularly to MOEF&CC and SPCB once in six months.

CIL's objective is to achieve its coal production target in a sustainable manner, undertaking mine closure activities and making the land suitable for utilization by the future generation. CIL's mining activities and operational decisions constantly take account of environmental concerns. At present 261 no. of dedicated environmental engineers are looking after the environmental aspects of CIL's operations. CIL has spent Rs. 159.62 Crore towards "Environmental and Tree Plantation Expenses" in 2020-21 in comparison to Rs 163.51 Crore. CIL has a dedicated Environment Policy which can be accessed at [https://www.coalindia.in/media/documents/CIL\\_Corporate\\_Environmental\\_Policy\\_2018.pdf](https://www.coalindia.in/media/documents/CIL_Corporate_Environmental_Policy_2018.pdf)

The status/figures of environmental safeguard measures of CIL is as follows;

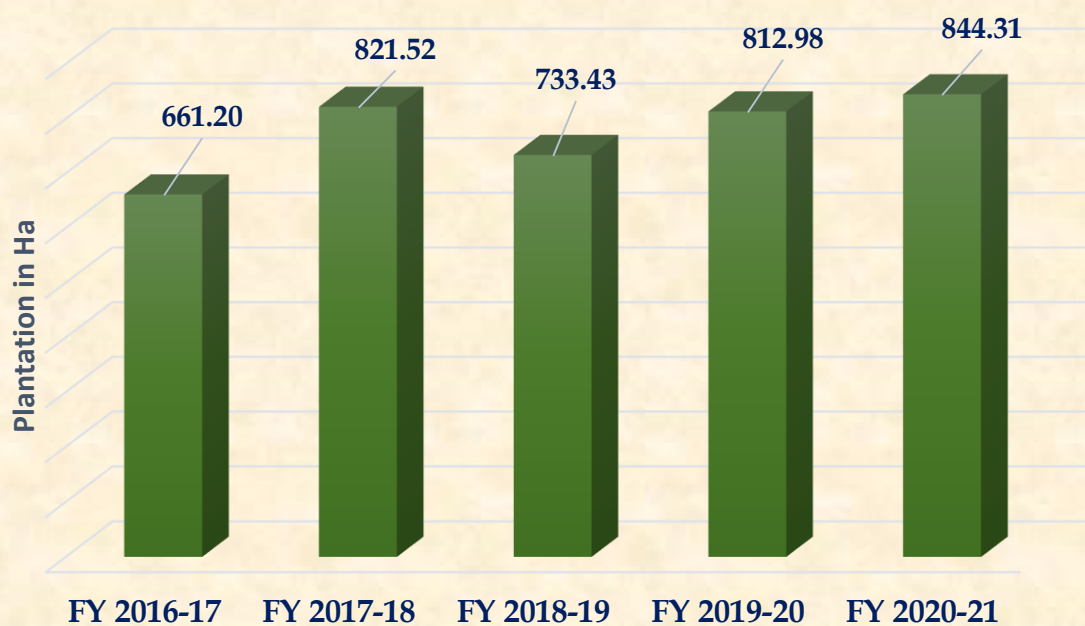
STP	ETP	Rainwater Harvesting Project	CAAQMS	Mobile water sprinkler tanker	Mist sprinkler	Fog Cannon	Road Sweeping Machine	Vertical greenery/ Wind Barrier	Wheel washing system
40	119	368	36	928	3886	74	23	27	7

### Bio-diversity Assessment

CIL's comprehensive environmental policy includes biodiversity management and ecological restoration as focus areas. As an extension of our commitment to maintain, enhance and conserve biodiversity and ecosystem, extensive tree plantation is undertaken on reclaimed back filled areas, settled overburden (OB) dumps, areas in and around mines, roadsides, townships, residential areas and available vacant spaces. Furthermore, a conservation plans are implemented to protect flora and fauna as per the environmental clearance (EC) / forest clearance (FC) stipulations.

The subsidiary companies of CIL have planted 19.61 Lakh saplings in 844.31 Ha within mine leasehold area which reflects CIL's commitment towards protection and restoration of ecosystems. Keeping native biodiversity in mind, indigenous species are planted to preserve the native ecosystem through expert agencies like State Forest Development Corporation.

### Plantation (within mine leasehold) in Ha



During the last five years (2016-17 to 2020-21), CIL has planted 94.19 Lakh no. of saplings over an area more than 3,873 Ha. In addition to the above, during the same period, CIL planted 7.18 Lakh no. of saplings over an area more than 520 Ha.



Fig. 18 - Plantation drive during Vriksharopan Abhiyan-2020 in NCL





**Fig. 20 - Avenue Plantation in NCL**



**Fig. 21 - Massive Plantation in Nigahi OCP, NCL**



CIL appreciates that its major coal reserves are associated with forest land and is totally committed to ensure that minimal adverse effects are felt on the forest ecosystem due to its activities. The company does not undertake mining in ecologically sensitive areas like National Parks, Wildlife Sanctuaries, ESZ, animal corridor etc. In every project involving forest land, for conservation of wildlife, an amount as notified by MoEF&CC/ State governments is deposited as Regional Wildlife Conservation Plan Fund in CAMPA for proper implementation of Wildlife Conservation Plan in State. Further, wherever statutorily mandated a Site Specific Wildlife Conservation Plan is got prepared through Expert Agency & approved by Chief Wildlife Warden of the concerned state. These plans are implemented through state agencies.

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

Year	2020-21	2019-20	2018-19
Amount in INR Crore	102.56	171.69	539.61

The objective of both regional and site specific Wildlife Conservation Plans is to have an assessment of present status of flora/fauna and habitat of major wildlife species in project and its surrounding buffer area i.e. 10 KM buffer zone. Experts and consultants assess the area for probable degradation of forests and habitats due to project implementation and chalk out mitigative strategies through discussion with stakeholders of locality and forest staff. Conservation plans include habitat improvements, measures to ameliorate human-animal interface conflicts and implement measures to facilitate movement of fauna across planned infrastructures causing hindrance in their movement. A list of management interventions proposed and budget estimation are listed for both project site and impact zone which is then implemented by either project proponent and / or Divisional Forest Officer respectively.

Monitoring of Biological Reclamation

Our land reclamation performance is routinely monitored by satellite surveillance. In total, 52 major open cast projects (OCPs), producing more than 5 Mm<sup>3</sup> Coal + OB annually, are monitored every year, while the remaining OCPs, which produce less than 5 Mm<sup>3</sup> Coal + OB annually, are monitored once every three years. The study during 2020-21 shows that 51 major OCPs have reclaimed area of 63.73% and active mining area is only 36.27 % of the total excavated area. In addition, CIL is conducting vegetation cover mapping through satellite surveillance in every 3 years. Details of satellite imagery studies have also been uploaded on CIL's website.



Fig. 22 – Technical reclamation in Bhubaneswari OCP of MCL





Fig. 23 , 24, 25 - Jhanjra Eco Park in ECL



## 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 effective Bio- reclamation of disturbed land, scientific studies are carried out to select suitable species of plants for each coalfield and sustainable sequence of restoration through three tier plantation. Many Eco-restoration sites including 24 no. of Eco Parks and Eco-Tourism Projects have been developed in subsidiary companies of CIL.



Fig. 26 – Jhanjra Eco Park in ECL



Fig. 27 – Chandrasekhar Azad Park in ECL





Fig. 29 & 30 -Chandrasekhar Azad Vatika in Piparwar CCL



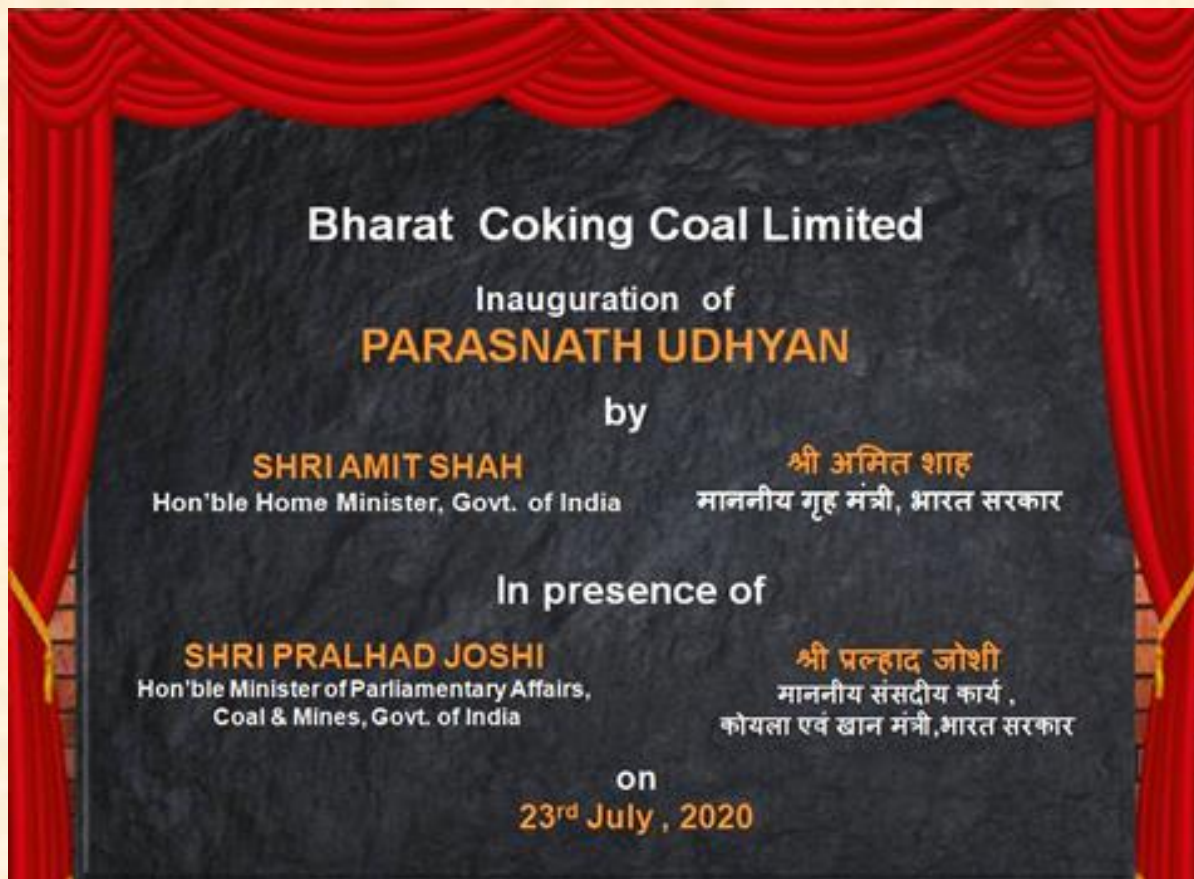


Fig. 27 – Inauguration of Parasnath Udyan in BCCL



Fig. 28 – Parasnath Udyan in BCCL





Fig. 33 - Distribution of plants on Vriksharopan Abhiyan-2020



Fig. 34 - Inauguration of Eco Park on Vriksharopan Abhiyan-2020





Fig. 31 - Distribution of saplings to Miners in BCCL



Fig. 32 - Plantation drive in BCCL





Saplings Distribution at Gokul Eco-cultural Park,  
Lodna Ara



Plantation At NT-ST-JG Plantation site, Lodna Area



Sapling distribution at Western Jharia Area



Plantation by Local leaders at Western Jharia Area



Plantation at NAKC, Govindpur Area



Sapling Distribution at Bastacolla Area

**Fig. 35 - Plantation drive in BCCL**



## Vriksharopan Abhiyan, 2020-21



Fig. 36 – Plantation during Vriksharopan Abhiyan, 2020



## Water Management

Ensuring water availability is one of the pressing challenges faced by mining sector across the globe. The communities near mining areas are concerned with water related impacts arising due to mining projects. Simultaneously, to address the concerns of stakeholders, earn community acceptance and ensure operational sustainability, it has become crucial for CIL to formulate and implement a water stewardship strategy.

The objective of CIL is to attempt for maximum utilization of treated Mine Water discharge for community use. In 2020-21, out of 6099.95 Lcum average mine water discharge, 2324 Lcum of mine water was utilised for own use (industrial & domestic) and 2377 Lcum which is 38.98% of total discharge was utilized for community supply (Domestic & Irrigation). The total utilized mine water was 4,703.17 Lcum which accounts for 77.7% of total annual discharge and the remaining 22.3% of the water is used for ground water recharge and balance left for future use.

Being a responsible corporate citizen, CIL has also adopted strategies in order to monitor the quality and quantity of our water consumption and discharge. In 2020-21, the discharged mined water has been utilised in 703 villages with 10.91 Lakh beneficiaries..

### Promoting Pisciculture and Agriculture

Pisciculture plays a vital role as income generation and livelihood for the local communities. Through advanced pisciculture techniques CIL converts local ponds into pisciculture centers which act as income generators to local populace.



**Fig. 37** - Pisciculture in Bishrampur OCP of SECL



**Fig. 38** - Pisciculture in CCL



**Fig. 39** - Discharged Mine water utilized for cultivation in CCL



**Fig. 40** - Farming in OB Dump of BCCL Mine





**Fig. 41 - Banana Plantation in OB dump of Kulda OCP of MCL**



**Fig. 42 - Mango orchard in subsided area of Jhanjra UG Mine, ECL**



**Fig. 43 - Jagannath Nursery in Jagannath OCP, MCL**



## Water related risks

Through a preliminary assessment, water related risks that can potentially impact well-being of our stakeholders including employees, contractors, local communities and our operations are identified. The risks could emerge from fluctuations in the water levels, water flows and water quality. The risks could also occur within the immediate area of the operation or in the surrounding catchment area. The EIA / EMPs prepared for CIL's projects include identification of water related risks. No water related incidents were reported during 2020-21.



**Fig. 44 - Water from Tapin North Mine of CCL supplied for drinking water**



**Fig. 45 - Abandoned quarry in Rajnagar OCP, SECL**

## Water pollution Control measures

All mines have dedicated sumps which have water harvesting structures and also the initial settling tanks for suspended solids. All opencast mines as per their EC conditions have commissioned effluent treatment plants for treating waste water, garland drains to collect runoff water and siltation ponds for settlement of sediments in mine water. Only in a few mines the problem of acid mine drainage has been reported. Where such report comes, CIL takes measures for neutralizing the acidic component (as per CPCB Guidelines) before utilizing /discharging the effluent. All mines have dedicated sumps which have water harvesting structures and also the initial settling tanks for suspended solids.

Mine Water Drainage

Treatment in Settling Ponds

Partly used for internal activities & balance supplied to local community after treatment

CIL WATER QUALITY MONITORING DATA						
Annual average of 24 Hourly sampling value in work zone						
Sl No.	Subs	Name of (Large Capacity) Mines	Water Quality Monitoring in mines			
			TSS in mg/l	pH	Oil & Grease in mg/l	COD
Environmental standard vide MOEF, Govt. of India, Gazette Notification No. GSR 742 (E) dated 25.09.2000 for Annual Average of 24 hourly sampling in working zone: Permissible Limit			100	5.5-9.0	10	250
1	ECL	Rajmahal OC	21.63	7.7	BDL	25.27
		Sonepur Bazari OC	21.12	7.58	BDL	23.45
2	BCCL	AKWMC OC	41	8.03	<2.0	33
		NTST Jeena Gora Colliery	44	7.70	<2.0	36
3	CCL	Ashok OC	30.4	7.7	< 2	26.7
		Amrapali OC	31	7.76	< 2	26
4	WCL	Penganga OC	33	7.3	1.3	44.8
		Umrer OC	23.13	7.42	BDL	33.04
5	SECL	Kusmunda OC	41.18	7.46	1.25	5.25
		Gevra OC	23.83	7.54	0.38	9.45
6	NCL	Dudhichua OC	99	7.56	6	51
		Jayant OC	86	7.36	6.8	63
7	MCL	Bhubaneswari OC	8	7	<6	39.5
		Lakhanpur OC	32.17	6.61	4.00	41.57





## Energy and Emissions

Coal is a dominant commercial fuel to meet the power demand of the country. A small amount of energy comes from Green Energy or Nuclear Energy, leading to high level of dependency on Coal as a fuel to produce energy for industrial and social requirements. CIL is striving to meet the energy requirement of the country with minimum adverse impact. The focus has been given to improvement of the energy efficiency. Coal Mining operations are very energy-intensive processes and involve the use of high amount of fuel and electricity. While the fuel consumption is due to the usage of HEMMs, an insignificant quantity of the same is also used for the DG sets. CIL has a great responsibility to provide affordable energy with minimum carbon footprint by implementing modern technology. Reducing energy consumption in CIL mines helps in reducing greenhouse gas emissions.

Coal Production has decreased by 0.98% in 2020-21 compared to 2019-20 however there is overall increase in excavation of combined coal & OB. Electricity consumption in CIL as a whole in 2020-21 was 4,689.67 million units. Total amount paid for energy Bill in 2020-21 was Rs. 3,518.77 crores against Rs. 3,409.63 Crores in 2019-20, an increase of 3.2%.

### Coal Production

Coal production has decreased by 0.98% in FY2020-21 compared to FY 2019-20

### Coal Production

#### Energy

#### consumption

In terms of total coal production, specific energy consumption during FY2020-21 was 7.86 kWh/T

### Electricity Consumption

Electricity consumption was 4689.67 million units in FY2020-21

### Composite

### Production

#### Energy

#### Consumption

In terms of composite production, specific energy consumption during FY2020-21 was 2.72 kWh/m<sup>3</sup> vis-à-vis 2.91 kWh/m<sup>3</sup> in FY2019-20, with an overall decrease of 6.53%

## Air Pollution control measures

CIL is taking effective dust suppression measures in all of its mines through mobile & fixed sprinklers on haul roads and other dust generation areas. The other emphasis areas are black topping of roads, compulsory covering of coal transport trucks, avenue plantations, and afforestation on all vacant areas. Conveyors are being developed in subsidiaries of CIL for transporting coal from mine to dispatch points to prevent dust generation.

During the year, the emissions from different monitoring stations have been recorded and are elucidated in the table.

CIL AIR QUALITY MONITORING DATA						
Annual average of 24 Hourly sampling value in work zone						
Sl No.	Subs	Name of (Large Capacity) Mines	Air Quality Monitoring in mines			
Environmental standard vide MOEF, Govt. of India, Gazette Notification No. GSR 742 (E) dated 25.09.2000 for Annual Average of 24 hourly sampling in working zone: Permissible Limit			SO2 in µg/ m3	NOx in µg/ m3	SPM µg/ m3	PM10 in µg/ m3
			80	80	600/ 500*	300
1	ECL	Rajmahal OC	BDL	17.9	#PM2.5 =46.41	193.3
		Sonepur Bazari OC	BDL	17.6	#PM2.5 =47.46	229.4
2	BCCL	AKWMC OC	11	24	#PM2.5 = 52	96
		NTST Jeena Gora Colliery	12	24	#PM2.5 = 52	100
3	CCL	Ashok OC	<25	<6	150	119.15
		Amrapali OC	<25	<6	270	140
4	WCL	Penganga OC	12	20	203	130
		Umrer OC	BDL	25	188.9	120.7
5	SECL	Kusmunda OC	35.8	37.7	529.3	271.6
		Gevra OC	33.9	35.8	547.9	267.7
6	NCL	Dudhichua OC	35	26	358	188
		Jayant OC	35	26	359	207
7	MCL	Bhubaneswari OC	5.8	5.5	147.1	81
		Lakhanpur OC	14.1	25.7	206.3	129.8
* SPM= 500 µg/ m3, 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/ m3						

It has been observed based on decadal routine monitoring data. Local mining has its impacts on particulate emissions and gaseous emissions which seldom reach 25% of the set environmental standards.

## Emissions

### Scope 1: Direct GHG emissions

Our GHG emissions arise mainly from the fuel combustion in our processes and owned vehicles. During 2020-21, our total Scope 1 emission was 11,62,727 tCO<sub>2</sub>.

Scope 2: Indirect GHG emissions Our Scope 2 emissions primarily come from energy purchased for our operations. For the year 2020-21, our Scope 2 emissions were 38,45,529 tCO<sub>2</sub>.





**Fig. 46 - Fixed Sprinkler in Belpahad OC, MCL**



**Fig. 47 - Fog Canon in operation for suppression of dust at the source**



**Fig. 48 - Mobile Sprinklers in operation for suppression of dust**

## Step towards Green Energy- Solar

As an alternative environment friendly green energy source, solar power generation lists high on CIL's diversification where CIL is venturing to set up solar power generation projects of 3,000 MW capacity by FY'24. As of 2020-21, total installed capacity of Solar Power Projects in CIL is 5.31 MW. 37.37 Lakh units of solar had been generated from all the Solar Projects.

In 2020-21, tender has been floated for installation of 200.1 MW Solar Projects. In addition, CIL won installation of 100 MW Solar power plant at Gujarat in March, 2021 through tariff based reverse bidding by participating in the tender floated by Gujarat Urja Vikash Nigam Limited(GUVNL)



Fig. 49 – Ground mounted solar power plant in MCL

## Waste and Effluents Management

As a responsible organization, we manage our waste with a philosophy of 'Reduce, Reuse, Recycle'. Advanced methods to treat different type of waste appropriately are practiced in CIL. Some of the major type of waste generated include overburden, mine water, process waste, used oil and sludge. This waste is generated during our mining operations. Hazardous waste are periodically disposed in line with the stipulated law of the land and desired documents are submitted to the regulator State Pollution Control Board (SPCB).

The hazardous waste produced in CIL in the process of coal extraction and ancillary operations are disposed through third party agencies that are authorized by the Central Pollution Control Board (CPCB) or State Pollution Control Boards. We had no incidence of coal or oil spillage during the year 2020-21. Strict safeguards are pursued to ensure that all operations have minimal waste generated. CIL has a dedicated e-Waste Policy framed in 2019, in order to dispose e-Waste in an efficient and eco-friendly manner. The policy can be accessed at: <https://www.coalindia.in/media/documents/CIL Corporate E- Waste Policy tFQLJHH.pdf>

CIL has developed a policy for managing fly ash that gets generated in captive thermal power plants. The policy acts as our commitment to dispose fly ash in an environment-friendly manner and can be accessed at : <https://www.coalindia.in/media/documents/CIL Fly ash guidelines 2019.pdf>.



## OB to Sand: A step forward

Most of Indian coal deposits occur in major river basins of Central India, like Damodar, Wardha, Hasdeo etc. Sand is essential ingredient for construction of housing colonies and commands huge demand. Currently it is met through sand mining and dredging from water courses of rivers. This affects the eco-system of rivers and is preventable. We have taken proactive steps in this direction and started segregating sand from our overburden formations.

WCL has commissioned three OB to sand processing plants. The sand segregated from OB formations is being provided to agencies which are implementing housing under government schemes like Pradhan Mantri Awas Yojana (PMAY) and the likes. About 72,811 m<sup>3</sup> of sand was generated from 1,93,164 Cu m OB in FY 2020-21. CIL is committed to implement the same in its other subsidiaries in a phased manner.

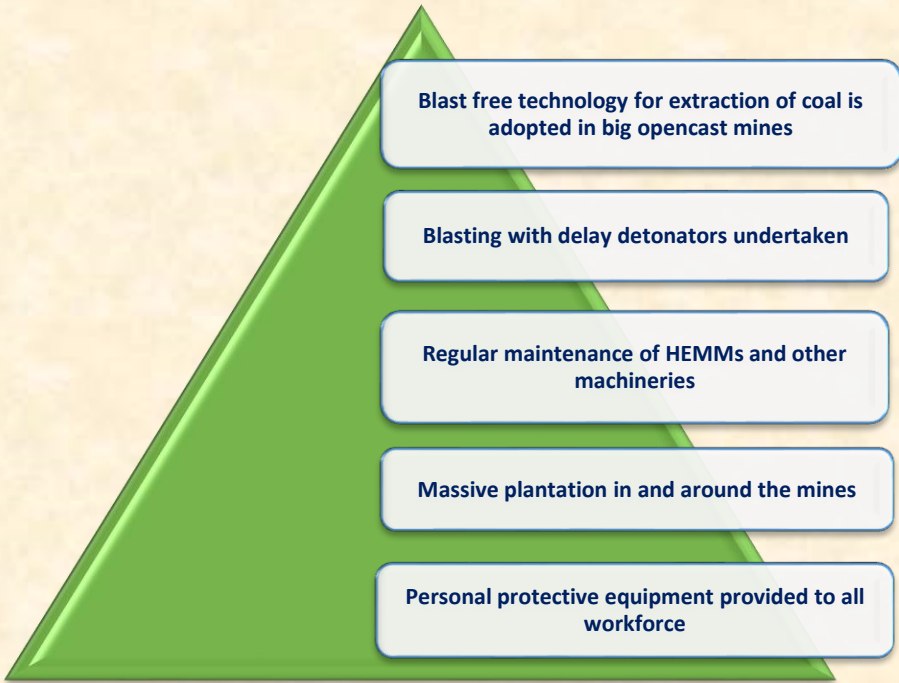
The commissioning of sand segregation plants will improve the riverine ecosystem, improve the flow, accelerate ground water recharge potential and quality of water flowing in their courses. Sand segregation plants will go a long way in preventing mining / dredging of river courses which will be CIL's contribution to Mother Nature.



Fig. 50 - OB to sand plant in WCL

# Noise control measures

Noise pollution is created due to operation of HEMM deployed in mines, activities of Workshops, CHPs and due to blasting operations. Noise created due to the said activities are reduced at CIL mining sites by the following:



CIL NOISE MONITORING DATA				
Annual average of 24 Hourly sampling value in work zone				
Sl No.	Subs	Name of Mines	Time duration	
			6:00 AM to 10:00 PM	10:00 PM to 6:00 AM
Occupational exposure limit of noise specified by DGMS			Leq 75 dB(A)	Leq 70 dB(A)
1	ECL	Rajmahal OC	69.9	65
		Sonepur Bazari OC	69.19	62.1
2	BCCL	AKWMC OC	59	51.1
		NTST Jeena Gora Colliery	58.9	48.3
3	CCL	Ashok OC	53.8	53.2
		Amrapali OC	49	54
4	WCL	Penganga OC	56.20	53.10
		Umrer OC	66.09	54.53
5	SECL	Kusmunda OC	49.51	42.83
		Gevra OC	59.15	53.68
6	NCL	Dudhichua OC	63.6	56.62
		Jayant OC	58.6	47.9
7	MCL	Bhubaneswari OC	61.53	57.18
		Lakhanpur OC	64.80	60.94





# SOCIAL PERFORMANCE



# Social Performance

CIL believes that the performance of an organization must be measured in terms of the value it creates for the society. Organizations that embed sustainability into their strategies can create substantial stakeholder value through innovative development models that simultaneously generate sustainable livelihood opportunities as well as create a positive environmental footprint. CIL is totally committed to foster health, safety and well-being of employees by building a unique culture of their empowerment and enrichment and also to collaborate with communities towards social interventions in the identified thrust areas.

CIL’s Human Resource agenda is primarily focused on strengthening four key areas:

- Building a robust and diverse talent pipeline
- Enhancing individual and organizational capabilities for future readiness
- Driving greater employee engagement
- Strengthening employee relations further through progressive people practices

The Human Resource Department supports the business operations and helps in enhancing performance parameters for each employee. Efforts for skill mapping, skill assessment, performance assessment, gap analysis that enables training plan identification, customized for each workman and priority areas, are undertaken on a regular basis. CIL is also committed to support the Skill India Mission and Atma Nirbhar Bharat Mission of Govt. of India.

## Workforce

CIL measures growth not just in terms of the value it delivers to its customers, but also in terms of the growth of its employees. The company believes that the welfare of its employees is integral to its vision to become a vibrant organisation. CIL recognizes that its employees are the key to its continued expansion and growth. Therefore, the Company puts a great deal of emphasis on talent acquisition, development, retention and motivation.

The total manpower of the Company including its subsidiaries as on 01.04.2021 is 2,59,016 against 2,72,445 as on 31.03.2020. Additionally, 85,604 no. of contractual employees are deployed in various activities in CIL.

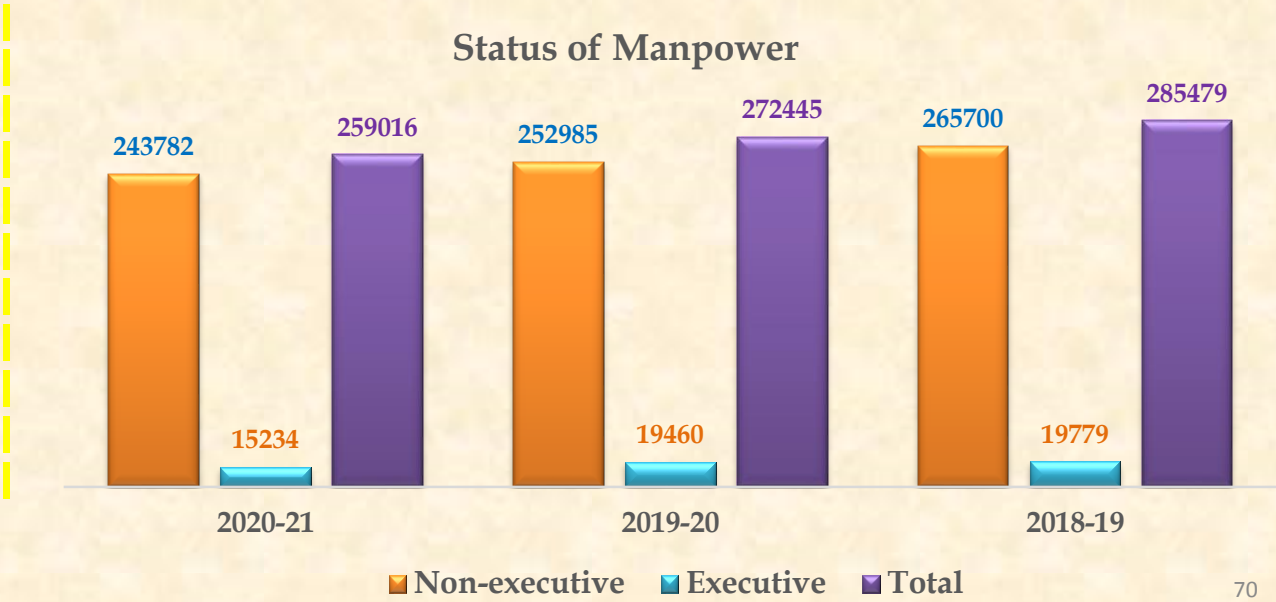
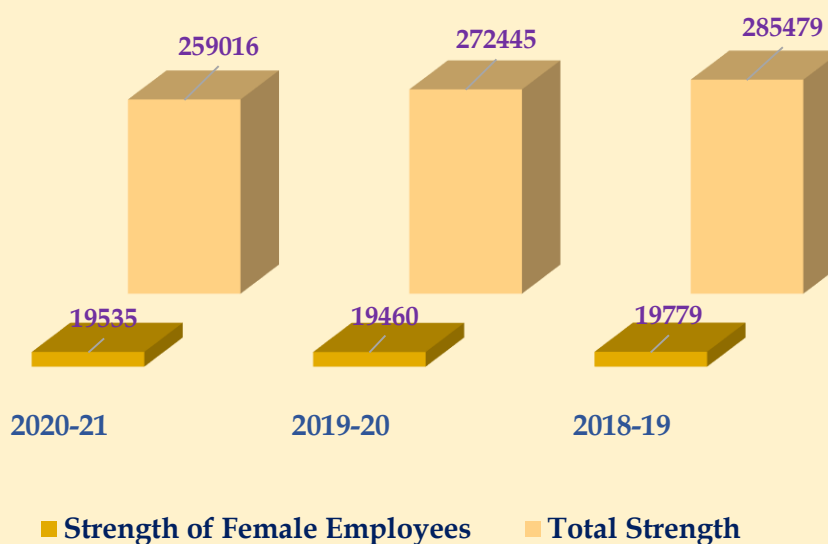






Fig.51 & 52 - Female Employees in different surface activities

### Total Strength vis a vis Strength of Female Employees



### CATEGORYWISE / COMPANYWISE STRENGTH OF FEMALE EMPLOYEES

Category	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	Total
Non-Exe.	3591	3303	3317	2438	2806	2205	486	81	156	29	66	18478
Executive	108	126	178	165	132	94	73	10	96	3	85	1070
TOTAL	3699	3429	3495	2603	2938	2299	559	91	252	32	151	19548

## Non-discrimination & gender equality

CIL ensures that there is no discrimination between male and female employees. The recruitment and employee selection processes enable representation from multiple regions, religions and social backgrounds.

We believe that inequalities can be eliminated through proper wage distribution. To remove any scope of bias and promote equality, the ratio of the basic salary and remuneration of women to men is same in CIL.

For payment of salary and wages, CIL follows the NCWA for non-executives and specified pay scales for executive cadre employees. Furthermore, we ensure that there is no discrimination in compensation, training and employee benefits, based on caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status or affiliation with a political, religious or union organization or majority / minority group.

Additionally, 94.11% of our employments are covered under National Coal Wage Agreement which is finalized once every five years.



**Fig. 53 - Mrs Sonmati, Drill Operator in NCL**

The executives of CIL are covered under CDA Rules for Anti Sexual Harassment and the staff adherers to the standing order of 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 FY2020-21, no sexual harassment complaint was reported.

Additionally, 0.27% of our total workforce of 703 people were those with disabilities. Three new employees with disability joined in CIL in FY2020-21. We endeavor to make continuous efforts to provide a conducive environment to our employees for their growth and development.



## Freedom of Association

CIL provides the right to freedom and collective bargaining to all employees and no child labour or forced / compulsory labour is tolerated. All the employees are free to be part of any registered trade union or employees' association. 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.. The four major trade unions to which CIL non-executive employees are associated with are BMS, HMS, AITUC and CITU..

No strikes/lock outs were reported during 2020-21.

## Human Resource Development

CIL has a robust human resource plan, which entails developing diverse workforce capabilities by investing in their skill development. CIL fosters employee development by supporting a broad range of both in-house and external training and development opportunities. Our approach to human capital development is in tandem with the Government of India initiatives such as Skill India Mission and Atmanirbhar Bharat Mission. CIL always aims at creating a work environment that respects individuality and diversity and promotes individual growth.

CIL is committed to transform the mining sector through developing new skills among the existing employees and attracting fresh and diversified talent. CIL believes in investing in new skills so that our people are ready for future jobs. Training of employees is a critical element in CIL's long-term strategy for two reasons. Firstly, it enables the team to offer quality service. Secondly, learning is an integral part of employee retention policy. Relevant training programmes are provided to all the employees that to enhance their skills and lead to professional development.

CIL has a systematic mechanism of needs assessment in terms of employee skill mapping to determine the training requirements. Such skill gap assessment ensures that investment in employee development is well targeted in priority areas and allows for customization. Necessary training is imparted to the employees before change of job.



**Fig. .54 - Universal Equipment Simulator Training in NCL**

In 2020-21, 55,203 no. of employees were trained in side and outside the company. More than 4,43,084 training man-days were achieved for executives and non-executives (excluding contract workers). Employees were trained in the areas of mine safety, knowledge acquisition, ERP management development, environment and skill development. No foreign trainings were conducted in FY 20-21 due to Government restrictions. Additionally, 33,365 no. of contract workers were trained in the financial year on different need based training programmes. During the year 2020-21, 10,249 Apprentices were also engaged in CIL through NATS and NAPS

Attraction & Retention of Talent

Successful talent attraction and retention ensure that we sustain our competitive advantage in executing business strategies. We have an ongoing process of evaluating our human capital, business requirements in terms of skill set and the working environment to ensure we adequately value talents, skills, backgrounds and experiences of our diverse and inclusive workforce. All policies and procedures, especially those related to talent management processes are regularly examined and strengthened.

CIL has implemented an appropriate and well balanced compensation structure for all employee categories, including both fixed and variable components. The variable part is balanced concerning time horizon with the organization for all employee levels. The incentive structure of CIL is particularly one which keeps employees motivated and ensures better retention. We strongly believe that talent management and succession planning are critical activities for a sustainable business. 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). Performance of E8 and above grade executives is assessed through PAR-based system governed by DPE guidelines. Further details are available in the PMS Manual. 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.

New Employee Hires								
2020-21			2019-20			2018-19		
Male	Female	Total	Male	Female	Total	Male	Female	Total
256	0	256	149	65	214	479	89	568

New Employee Hires (By Age Group)											
2020-21				2019-20				2018-19			
< 30 yrs	30-50 yrs	above 50 yrs	Total	< 30 yrs	30-50 yrs	above 50 yrs	Total	< 30 yrs	30-50 yrs	above 50 yrs	Total
0	213	43	256	77	137	0	214	239	291	38	568

Increase/Decrease statement as on 01.04.2021			
Factors of increase	TOTAL	Factors of decrease	TOTAL
Compassionate employment	1818	Retirement	14163
Fresh Rectt.	426	Resignation	305
Appoint of land losers	1992	Death	2615
Re-instatement	25	Dismissal/Termination/Removal	449





## Employee benefits

An organization's output is only the sum total of its employees' endeavour. Employee well-being is a continuous process at CIL, enabling employees to feel good, live healthy and work safely. The Company has continued to invest in progressive employee relations characterized by the core principles of trusteeship, fairness and equity, industrial democracy and partnership with trade unions. In CIL, it is important to keep the employees constantly motivated and provide them with an opportune working environment. CIL has dedicated residential and commercial areas, sports facilities, clubs, schools and medical facilities for its employees in remote areas. CIL also organize events during festivals and special occasions for employees and their families. Innovations being a significant aspect of CIL's culture, employees are continuously encouraged to be a part of it. The facilities that are extended to all sections of the Society like- Scheduled caste, Scheduled Tribe, backward classes, minorities as well as other marginalised segments of the society, without any discrimination.

All employees of CIL are covered under the Coal Mines Provident Fund scheme which is a contributory fund with equal shares both by employee and company which is operated and maintained by the Coal Mines Provident Fund (CMPF) Authorities.

### Other employee benefit includes

- 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
- Child care leave

Contribution to Benefit Plans (INR Crores)	2020-21	2019-20	2018-19
Salary & Wages(Including bonus & allowances etc)	28,605.10	28,812.51	28,542.12
Contributions to Provident and Other Funds	7,922.68	8,271.56	8,080.78
Staff Welfare Expenses	2,169.94	2,320.11	2,149.95
Total	38,697.72	39,404.18	38,772.85

## Employee Welfare

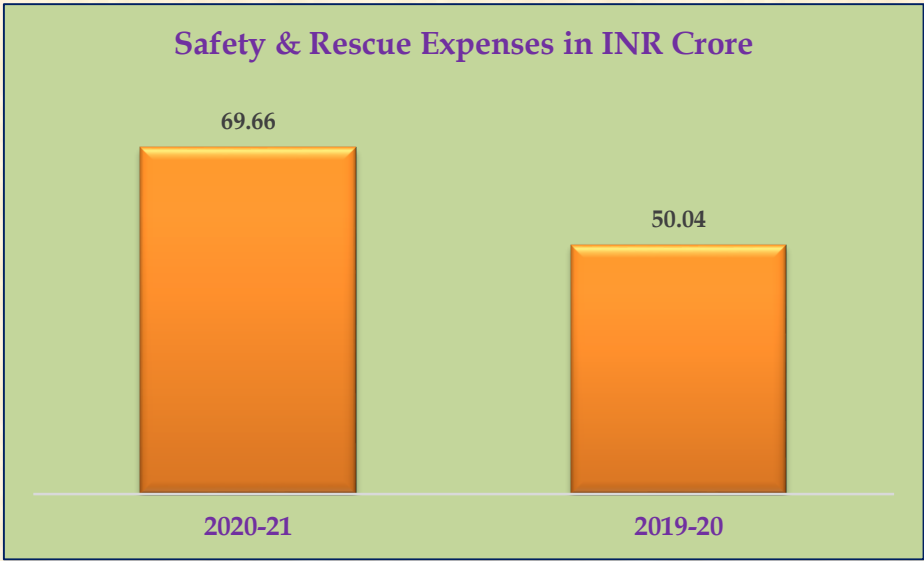
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Imparting primary education, we support a total of 459 Schools. Of these, 113 are fully financed project schools and 281 are privately managed schools where recurring grant-in aid is provided. While 45 educational institutions within the proximity of coalfields receive occasional grant, the rest 20 company schools (run on their own non-financial support) are extended infrastructure facility.

Since coal mining is beset with numerous inherent, operational and occupational hazards & associated risks, the probability of accident in mines cannot be totally ruled out. However, Safety is always the highest priority in CIL. Safety is indoctrinated in the mission statement of CIL and is one of the most important constituents in overall business strategy. CIL has framed a well-defined safety policy to ensure safety in all mines and establishments. CIL has already set up a multi-disciplinary internal safety organization (ISO) in all subsidiaries for implementation of Safety Policy which can be accessed at

<https://www.coalindia.in/departments/safety-rescue/safety-policy-cil>.

All operations, systems and processes of CIL are meticulously planned and designed with due regard to safety, conservation, sustainable development and clean environment. CIL always encourages employees’ participations at all levels so as to promote a proactive safety culture and improve safety awareness upto grass root level employees. Various initiatives are taken on continual basis at all levels to translate the vision of “Zero Harm Potential (ZHP)” into a reality. In the reporting period, 3 cases of pneumoconiosis have been identified in CIL.



Measures for improvement of Mine Safety

Apart from compliance of statutory requirements, CIL has vigorously pursued the following measures for enhancing safety standard in mines

- Safety Audit of mines conducted through multi-disciplinary Safety Audit teams.
- Display of Video Clips or Animation films on various Mine Safety Procedures,
- Scientific studies on OB dumps & benches as well as for SCAMP in underground mines.
- Control measures of Safety Management Plans (SMPs) are being complied.
- Control measures of Principal Hazards Management Plans (PHMPs) are being complied.
- All mining operations are being performed as per Standard Operating Procedures (SOPs).
- Special Safety drives conducted to improve safety and enhance safety awareness.
- Regular co-ordination meeting with ISOs for assessing the safety status of mines.



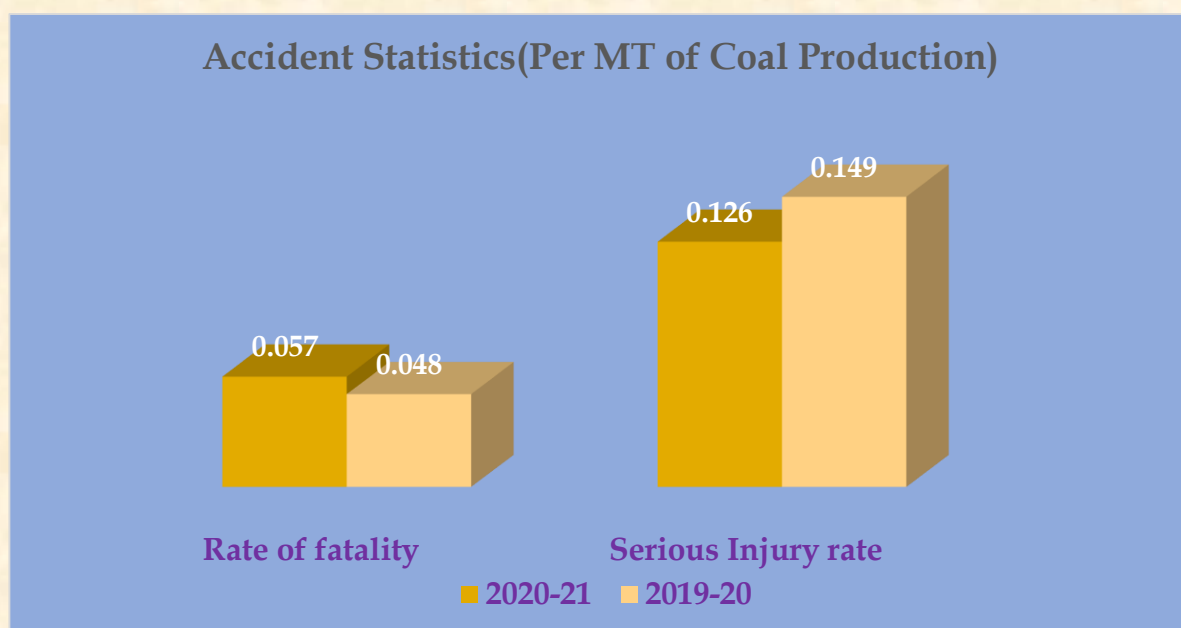


The main causes of these fatalities were due to the followings:

- 1) Tipper & Dumpers related accidents,
- 2) Roof / Side fall,
- 3) Non-Transport machines
- 4) Fall of person / object

#### Steps for prevention of accidents in OCPs:

- a. Formulation and Implementation of Mine-specific Traffic Rules.
- b. Code of Practice for HEMM Operators, Maintenance staff & others.
- c. Sensitization training of Contractor's Workmen involved in contractual jobs.
- d. Installed a 'Universal Equipment Simulator' at Central Excavation Training Institute (CETI) in NCL, Singrauli to impart simulation training to Dragline, Shovel and Dozer Operators. Simulator allows operator to hone their skills.
- e. Lighting arrangement by using high mast towers are provided for enhancement of standard of illumination.
- f. Eco-friendly Surface Miners for blast free mining and avoidance of associated risks.
- g. Dumpers fitted with Proximity Warning Devices, Rear view mirrors and camera, Audio-Visual Alarm (AVA), Automatic Fire Detection & Suppression System (AFDSS) etc.
- h. Ergonomically designed seats & AC Cabins for operators' comfort.
- i. Installation of indigenous built solar power based real time dump monitoring device for giving early warning in case of movement in OB dump.
- j. Automatic pressure water spraying system for cleaning vehicle
- k. Apart from system of wet drilling and water Sprinklers for dust suppression, mist type fixed as well as trucks mounted water cannons have been introduced in OC mines.
- l. GPS based Operator Independent Truck Dispatch System (OITDS) in large OCPs for tracking movement of HEMMs inside OC mine. E-surveillance unit has been installed in mines for monitoring operations 24X7 in real time by using GPS/GPRS-based vehicle tracking, and geo-fencing system.



Safety Monitoring System in CIL	
Level	Monitored By
Mine	Workman inspectors: as per the Mines Rule 1955
	Safety Committee: constituted as per the Mines Rule – 1955
	Competent Officials as per statute
Area	Tri-partite Safety Committee
	Area Safety Officer
Subsidiary HQ	Tri-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



Fig. 55 - Safety awareness programme in BCCL



## Resettlement and Rehabilitation

CIL's Land and Resources Policy ensures fair determination of compensation and compares with the best practices in vogue. The disclosure of the displacement eligibility and entitlements are done as early as possible in project planning through regular camps by the officials from Land and Resources Department. Fair determination of compensation for land acquisition and other assets is also ensured by company's Resettlement and Rehabilitation Policy, which is framed as per the Government Approved Guidelines. This is achieved through employment against land, cash compensation against land value, shifting allowances for rehab sites or lumpsum compensation. The physical and economic displacement grievance mechanisms through Public Porta are also established by subsidiaries where the PAPs can redress their grievances.

The Relocation Plan also covers several community engagement aspects, such as:

- Identifying affected communities and the range of stakeholders
- Implementing a Stakeholder Engagement Plan
- Providing Affected Communities with access to relevant information
- Enabling Affected Communities to express their views on operational and project risks, impacts and mitigation measures
- Incorporating the views of Affected Communities into operational and project decision-making
- Grievance mechanisms for Affected Communities
- Reporting to Affected Communities and other stakeholders.

The operational units of CIL are mostly in remote locations where communities are mostly tribal having their own respective sets of culture and tradition. Hence, the rapport with communities is pre-established considering them as part of the composite operational ecosystem of the company



**Fig. 56 - Bhoga Mandap and Pidha of Baulpur R & R Site of Bharatpur OCP**



## Community Engagement

Corporate Social Responsibility as an instrument of societal service assumes greater importance in Coal India more than it does for any other Corporate. This is due to its distinctive operational features. Unlike other industries mining establishments are constantly on the move. Land acquisition, displacement, rehabilitation and resettlement are an integral and unending process in coal mines. For this, CIL humanely keeps on interacting with the surrounding community who offer their land for the cause of the nation's energy needs. The company understands and internalizes the sensitivity of Community vs Company interface in coal mining. The communities living around mines have heightened expectations from coal companies. To fulfill their needs, company looks at CSR as a national duty. Company's CSR programmes are outcome oriented and aligned with inclusive growth agenda.

The Company has a people friendly CSR Policy containing inter alia the guiding principles for selection, implementation and monitoring of activities. The revised CSR Policy of CIL which is effective from 8<sup>th</sup> April 2021 is available in :

[https://www.coalindia.in/media/documents/CSR\\_Policy\\_w.e.f.\\_08.04.2021.pdf](https://www.coalindia.in/media/documents/CSR_Policy_w.e.f._08.04.2021.pdf)

The focus of CSR activities in CIL is on the areas which fall in a radius of 25 km. in and around the mines/project sites. Here, the CSR interventions are decided based on detailed discussions with the local community and their their local leaders/representatives/district authorities and the need assessment of the requirements of the community. For CIL (standalone), since the CSR activities are conducted in whole of India, the implementing agencies for the projects are involved in community engagement. Moreover, requests from public representatives like MPs and MLAs are also considered for areas which need some sort of development intervention.



Fig. 57 – The smile tells the story..in MCL





Fig. 58 - Kantha Project for Women Empowerment in ECL



Fig. 59 - A beneficiary of Aaharmandal Project of MCL



CSR activities of CIL and its subsidiaries are focused at providing the basic infrastructure services such as Healthcare, Education, Sanitation, Water Supply etc. in peripheral areas. This helps in improving the development indicators of these areas/districts and provides conducive environment to the local people to become productive members of the economy. Some of the major CSR initiatives undertaken by CIL as per the scope of CIL's CSR Policy under various heads during the financial year 2020-21 are as follows:

Expenditure on Community Infrastructure/Services	
CSR Projects Type	Amount in Rs. Crore
Nutrition, Health & Sanitation	314.89
Education & Livelihood	83.30
Empowerment, Welfare & Social Inclusion	1.05
Environmental Sustainability	16.94
Promotion of Art & Culture and Conservation of National Heritage	1.62
Welfare of Armed Forces	1.23
Promotion of Sports	11.24
Contribution to National Relief Funds	21.25
Contribution to Technology Incubators, Research Institutions	1.71
Rural Development	77.20
Slum Area Development	0.20
Disaster Management & Relief	23.22
<b>Total</b>	<b>553.85</b>





Fig. 60 - Silver medal winner of Sports Academy run by CCL in National Cycling Track Championship ,Hyderabad



Fig. 61 - Development of NCL - IIT BHU Incubation Centre at Birkuniya Gram Panchayhat, Singrauli

Type of CSR Activity	Current/ Expected Impact on Community	Type of Investment (Commercial/ in-kind or pro bono engagements)
Drinking Water	Better availability of safe drinking water and less incidence of water borne diseases	Pro bono engagement
Education	Better education facilities and hence a better chance to grow as productive citizens of the country and have a good standard of living in future	Pro bono engagement
Environmental Sustainability and Conservation of Natural Resources	Mitigation of threat to existing ecosystem and sustainability of income generating activities	Pro bono engagement
Healthcare	Better healthcare facilities and less incidence of disease induced mortality	Pro bono engagement
Eradicating hunger and malnutrition	Ensuring that those who can't afford food get the basic minimum level of nutrition	Pro bono engagement
Rural Development Projects	Holistic development of rural areas encompassing various facets of people's lives	Pro bono engagement
Sanitation	Improved sanitation facilities and more coverage of toilets hence making the villages Open Defecation Free (ODF)	Pro bono engagement
Skill Development	Skill training in various disciplines related to plastic engineering will help the youth in getting jobs and hence a better standard of living in future	Pro bono engagement
Welfare of the differently abled	Better treatment and educational/training facilities to differently abled people will make them better equipped to be in the mainstream	Pro bono engagement
Women Empowerment	Various underprivileged women will be able to self sustain with the training and rehabilitation provided to them	Pro bono engagement
Welfare of senior citizens	Providing senior citizens facilities for living a dignified life	Pro bono engagement
Protection of national heritage, art and culture	Protection of heritage to safeguard the rich and vibrant cultural ethos of the country	Pro bono engagement
Welfare of armed forces veterans and war widows	Contribution to armed forces flag day fund and other similar corpuses to ensure better life for armed forces veterans and war widows	Pro bono engagement
Promotion of sports	To identify and promote sports talents in remotest areas of the nation	Pro bono engagement
Slum area development	To provide basic facilities in slum areas and improve the living standards of the residents	Pro bono engagement
Disaster Management	To support relief and rehabilitation activities during and post disasters	Pro bono engagement
Others	Other activities beneficial to the community at large	Pro bono engagement





**Fig. 62 - Medical College Hospital in Talcher, MCL**



**Fig. 63 - Supply of drinking water to the local community under CSR**





Fig. 64 - Supply of Drinking Water to Villages by ECL



Fig. 65 -Anganwadi Kendra at Khutar by NCL



Fig. 66 - Swachhta Kit Distribution to auto drivers during Swachhta Maah 2020 in CCL





**Fig. 66 - Electric Crematorium at Dishergarh Burning Ghat set up by ECL**



**Fig. 67 - Beneficiaries of household toilets constructed by MCL**





Fig. 68 - Water Purification Plant by Umrer Area, WCL



Fig. 69 - Operation of Mobile Medical Vans in ECL



Fig. 70 - Upgradation of Govt. Schools by SECL





Fig. 71 - Distribution of appliances to differently-abled children by CMPDI



Fig. 72 - Health camp organized by CIL for the community

## Impact Assessment

With amended Companies (CSR) Rules, 2014 coming into effect from 22.01.2021, all CSR projects which have outlays more than Rs. 1 cr. and have been completed at least one year back will be assessed for their impact through external agencies. This will cover almost all high investment, high impact projects.

Subsidiaries of CIL have engaged reputed institutes for impact assessment of their major CSR projects. Due to COVID-19 pandemic induced restrictions, impact assessment studies could not be taken up in FY 20-21. Subsidiaries will also be conducting impact assessment studies during FY 21-22 for their projects with outlay more than Rs. 1 cr. and completed at least 1 year back.

A total of six completed CSR projects having a project outlays more than Rs. 1 cr. have been identified for Impact Assessment during FY 2021-22 for which reputed independent agencies will be identified.

## Skill development

CIL and its subsidiaries undertake several skill development initiatives through which job oriented skill development training is imparted to trainees (mostly from peripheral areas). These trainings have good market potential and help the trainees get meaningful formal sector employment or establish their own small businesses. For Ex. Skill Development training in Plastic Engineering trades conducted for 2000 persons (1520 of them for operational states of CIL) during FY 18-19 to FY 20-21 had more than 80% placement with a starting salary of Rs. 8,000 – Rs. 12,000 per month.

On completion of the Project for imparting skill development training to 2000 youth in plastic engineering trades through Central Institute of Petrochemicals Engineering & Technology (CIPET), a fresh MoU was signed with CIPET for imparting training to around 3000 youth from command areas of CIL's subsidiaries.

### CSR EXPENDITURE IN RS CRORE

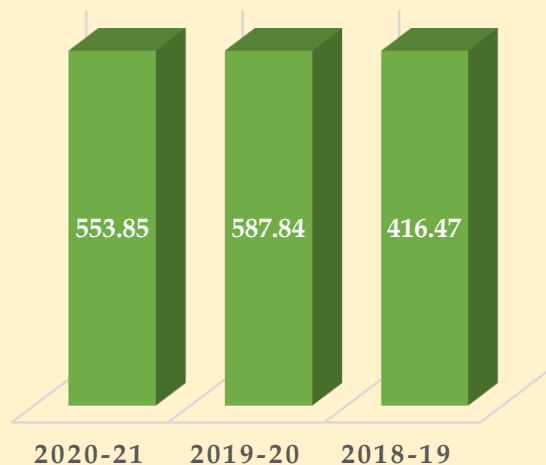


Fig. 73 - Training to the students of Plastic Engineering in ECL





## Conclusion

As a responsible business organization over the years, CIL is improving its business performance not only towards quality coal production in a sustainable manner, but also disclosing its business activities through Sustainability Reports (SR) as a part of Annual Report of the company. CIL has been disclosing its business activity parameters through Sustainability Report since 2011-12. Over the years it has improved its disclosures of business activities including Economic, Environmental and Social aspects to comply with the SEBI mandate and the prevailing Global Reporting Initiative (GRI) guidelines.

The report covered the materiality issues, sustainability management, targets and achievements of CIL and steps taken to address the concerns raised by the stakeholders.

For continual improvement in environmental performance by setting targets, measuring progress and taking corrective actions, CIL has engaged ICFRE, Dehradun for Environmental Audit of OC Mines of CIL. The job of Developing approach and methodology for index rating of environmental conditions and performance evaluation as per the EC conditions in 35 CIL (> 5Mm<sup>3</sup> Coal + OB) Mines, was assigned to ICFRE and the Final Report has already been approved by CIL Board in December, 2020. ICFRE has started initial work for audit of 35 mines of CIL.

NEERI, Kolkata has performed the job of “Assessment of Change in Carbon Footprint on Construction and Operationalization of Tori-Shivpur Railway Line in CCL Command Area in Jharkhand”. NEERI is also now carrying a carbon foot print study in two mega projects of CIL after the installation of First Mile Projects.

On the economic front, there is a set back due to the reduction of coal demand nation-wide. But our efforts towards the society was never a constraint due to this pandemic. CIL will continue to improve its business performance for strengthening the backbone of India’s economy with continued support from its stakeholders.

X-X-X-X-X-X-X-X-X-X-X-X-X-X

## Mapping of GRI Framework with BRR Frame Work

Business Responsibility Report (BRR) has been mandated by SEBI vide Reg.-34(2)(f) regarding Listing Obligation and Disclosure Requirements (LODR), 2015 as CIL being a top 1,000 Listed Company. As the Sustainability Report has been prepared as per GRI standard, it has been mapped for Environmental, Social and Governance perspective with the principles and framework of Business Responsibility Report (BRR). The same would be considered sufficient compliance with GRI Report. The BRR indicators mapped with GRI Framework is as follow

Description of Indicator	GRI Framework	Disclosure number	BRR Framework	Page No.
Name of the organization	GRI 102	102-1	Section A:#1;#2	Cover page, 8,11,12
Activities, brands, products, and Services	GRI 102	102-2	Section A:#7;#8	8,11
Location of headquarters	GRI 102	102-3	Section A:#3;#4	11
Location of operations	GRI 102	102-4	Section A:#9	8,12
Ownership and legal form	GRI 102	102-5	Section A:#9; Section C:#1	12
Markets served	GRI 102	102-6	Section A:#7;#10	11,13
Scale of the organization	GRI 102	102-7	NA	12
Information on employees and other workers	GRI 102	102-8	Section E: P-3 #1, #2,#3 NVG P-3	21
Supply chain	GRI 102	102-9	NA	11,13
Significant changes to the organization and its supply chain	GRI 102	102-10	NA	12,42
Precautionary Principle or approach	GRI 102	102-11	NA	36,37
External initiatives	GRI 102	102-12	NA	42
Membership of associations	GRI 102	102-13	Section E: P7- #1,#2	29
Statement from senior Decision-Maker	GRI 102	102-14	NA	9
Key impacts, risks, and opportunities	GRI 102	102-15	Section E: P-6, #3,Section E: P-2, #1	36, 37,42
Values, principles, standards, and norms of behavior	GRI-102	102-16	NA	2
Mechanisms for advice and concerns about ethics	GRI-102	102-17	NA	39,40
Governance structure	GRI-102	102-18	Section D: #1, #3;NVG P1	26,27, Annual Report
Delegating authority	GRI-102	102-19	NA	27, Annual Report
Executive-level responsibility for economic, environmental, and social topics	GRI-102	102-20	NA	27, Annual Report





Description of Indicator	GRI Framework	Disclosure number	BRR Framework	Page No.
Consulting stakeholders on economic, environmental, and social topics	GRI-102	102-21	NA	35
Composition of the highest governance body and its committees	GRI-102	102-22	Section D: #1,	26,27, Annual Report
Chair of the highest governance body	GRI-102	102-23	NA	27, Annual Report
Nominating and selecting the highest governance body	GRI-102	102-24	NA	26, Annual Report
Conflicts of interest	GRI-102	102-25	NA	Annual Report
Role of highest governance body in setting purpose, values, and strategy	GRI-102	102-26	NA	Annual Report
Collective knowledge of highest governance body	GRI-102	102-27	NA	27
Evaluating the highest governance body's performance	GRI-102	102-28	NA	26
Identifying and managing economic, environmental, and social impacts	GRI-102	102-29	NA	26
Effectiveness of risk management Processes	GRI-102	102-30	NA	37
Review of economic, environmental, and social topics	GRI-102	102-31	NA	26,33
Highest governance body's role in sustainability reporting	GRI-102	102-32	Section D: #2.4, #2.5, #3 NVG P1	8
Communicating critical concerns	GRI-102	102-33	NA	36-39
Nature and total number of critical concerns	GRI-102	102-34	NA	38,39
Remuneration policies	GRI-102	102-35	NA	Annual Report, CIL Website
Process for determining Remuneration	GRI-102	102-36	NA	Annual Report, CIL Website,72

Description of Indicator	GRI Framework	Disclosure number	BRR Framework	Page No.
Stakeholders' involvement in Remuneration	GRI-102	102-37	NA	Annual Report, CIL Website,72
Annual total compensation ratio	GRI-102	102-38	NA	Not Reported
Percentage increase in annual total compensation ratio	GRI-102	102-39	NA	Not Reported
Collective bargaining agreements	GRI 102	102-41	Section E: P-3 #5, #6	72
Identifying and selecting stakeholders	GRI 102	102-42	Section E: P-4 #1, #2 NVG-P4	34
Approach to stakeholder engagement	GRI 102	102-43	Section D: #2, #2.2 #2.7; Section E: P4 #2 NVG P4	35
Key topics and concerns raised	GRI 102	102-44	Section D: #2.9; Section E: P 4 #2, P-5#2	36
Entities included in the consolidated financial statements	GRI 102	102-45	NA	12,42
Defining report content and topic Boundaries	GRI 102	102-46	Section C: #2, #3	8
List of material topics	GRI 102	102-47	NA	36
Restatements of information	GRI 102	102-48	NA	8
Changes in reporting	GRI 102	102-49	NA	12,36
Reporting period	GRI 102	102-50	Section A: #6	8
Date of most recent report	GRI 102	102-51	Section D: #3	8
Reporting cycle	GRI 102	102-52	Section D: #3	8
Contact point for questions regarding the report	GRI 102	102-53	Section A: #4, #5	8
Claims of reporting in accordance with the GRI Standards, GRI content index, External assurance	GRI 102	GRI 102-54, 102-55, 102-56	NA	8
External Assurance	GRI 102		Section D: #2.10	To be incorporated after 3 <sup>rd</sup> Party validation



Description of Indicator	GRI Framework	Disclosure number	BRR Framework	Page no.
Explanation of the material topic and its boundary	GRI 103	103-1	Section E: P-5, #1 Section E: P-3 #7, #8 NVG P-3	33,36
The management approach and its components	GRI 103	103-2	Section E: P-5, #1 Section E: P-3 #7, #8 NVG P-3	35
Evaluation of the management approach	GRI 103	103-3	Section E: P-5, #1 Section E: P-3 #7, #8 NVG P-3	33
Direct economic value generated and distributed	GRI-201	201-1	Section B: #1 ,#2, #3	15
Financial implications and other risks and opportunities due to climate change	GRI-201	201-2	NA	15
Defined benefit plan obligations and other retirement plans	GRI-201	201-3	NA	21,75
Financial assistance received from government	GRI-201	201-4	NA	41
Ratios of standard entry level wage by gender compared to local minimum wage	GRI 202	202-1CIL Website	NA	CIL Website
Proportion of senior management hired from the local community	GRI 202	202-2	NA	71
Infrastructure investments and services supported	GRI 203	203-1	Section B: #4	22,80-90
Significant indirect economic impacts	GRI 203	203-2	Section B: #4, #5	80-90
Proportion of spending on local suppliers	GRI 204	204-1	Section E: P-2 #3, #4	82
Communication and training about anti-corruption policies and procedures	GRI 205	205-2	Section E: P-1 #2	30
Confirmed incidents of corruption and actions taken	GRI 205	205-3	Section E: P-1 #2	30
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206	206-1	NA	30

Description of Indicator	GRI Framework	Disclosure number	BRR Framework	Page No.
Reclaimed products and their packaging materials	GRI 301	301-3	Section E: P-2 #5	48,52,67
Energy consumption within the organization	GRI 302	302-1	NVG P6	63
Energy intensity	GRI 302	302-3	NA	63
Reduction of energy consumption	GRI 302	302-4	Section E P-6 #2, #5; Section E-P- 2 #2; P-6 #2; P-6#5	63
Reductions in energy requirements of products and services	GRI 302	302-5	NVG P-2, P-6	63
Interactions with water as a shared resource	GRI 303	303-1	Section E-P-2 #2 NVG P-6	16
Management of water discharge-related impacts	GRI 303	303-2	Section E-P-2 #2 NVG P-6	16,59,61,62
Water withdrawal	GRI 303	303-3		59
Water discharge	GRI 303	303-4		59
Water consumption	GRI 303	303-5		59
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI 304	304-1	NVG P-6	47
Significant impacts of activities, products, and services on biodiversity	GRI 304	304-2	NA	48,52,67
Habitats protected or restored	GRI 304	304-3	NA	79
Reduction of GHG emissions	GRI 305	305-5	Section E-P-6 #2, #4 NVG P-6	64
Emissions of ozone-depleting substances (ODS)	GRI 305	305-6	NA	NA
Nitrogen oxides (NoX), sulfur oxides (SoX), and other significant air Emissions	GRI 305	305-7	NA	64
Water discharge by quality and Destination	GRI 306	306-1	NVG P-6	59
Transport of hazardous waste	GRI 306	306-4	Section E: P-2 #5	66
Water bodies affected by water discharges and/or runoff	GRI 306	306-5	NA	60
New suppliers that were screened using environmental criteria	GRI 308	308-1	NA	Not reported



Description of Indicator	GRI Framework	Disclosure number	BRR Framework	Page No.
New employee hires and employee turnover	GRI 401	401-1	NA	74
Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401	401-2	NA	75
Minimum notice periods regarding operational changes	GRI 402	402-1	NA	
Workers representation in formal joint management-worker health and safety committees	GRI 403	403-1	Section E: P-3 #5, #6	73
Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	GRI 403	403-2	NA	73
Workers with high incidence or high risk of diseases related to their occupation	GRI 403	403-3	NA	76
Worker participation, consultation, and communication on Occupational health and safety	GRI 403	403-4	NA	78
Workers covered by an occupational health and safety management system	GRI 403	403-8	NA	78
Work-related injuries	GRI 403	403-9	NA	77
Work related ill health	GRI 403	403-10	NA	77
Average hours of training per year per employee	GRI 404	404-1	Section E: P-3 #8 NVG	74
Programs for upgrading employee skills and transition assistance programs	GRI 404	404-2	Section E: P-3 #9 NVG P-3	74
Percentage of employees receiving regular performance and career development reviews	GRI 404	404-3	NA	74
Diversity of governance bodies and employees	GRI 405	405-1	Section E: P-3 #3, #4	27
Ratio of basic salary and remuneration of women to men	GRI 405	405-2	NA	72
Incidents of discrimination and corrective actions taken	GRI 406	406-1	NVG P-5	72

Description of Indicator	GRI Framework	Disclosure number	BRR Framework	Page No.
Operations and suppliers at significant risk for incidents of child labor	GRI 408	408-1	NVG P-2	29,73
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409	409-1	Section E: P-3 #7 NVG P-2	Not Reported
Incidents of violations involving rights of indigenous peoples	GRI 411	411-1	NVG P-5	79
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	GRI 412	412-3	NVG P-2	29
Operations with local community engagement, impact assessments, and development programs	GRI 413	413-1	Section E: P-8 #4 #5 NVG P-8	80
Operations with significant actual and potential negative impacts on local communities	GRI 413	413-2	Section E: P-8 #4 #5 NVG P-8	80
Political contributions	GRI 415	415-1	NA	NA
Incidents of non-compliance concerning the health and safety impacts of products and services	GRI 416	416-1	Section E: P-2 #1 NVG P-9	
Requirements for product and service information and labelling	GRI 417	417-1	Section E: P-9 #2 NVG	13
Incidents of non-compliance concerning product and service information and labeling	GRI 417	417-2	Section E: P-9 #1, #3; P-2 #1 NVG P-9	39



## Notes



A Maharatna Company

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