

SUSTAINABILITY DATABOOK

ECONOMIC INDICATORS

Metric	Unit	GRI Standard	DJSI Relevant	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
► Economic Value Distribution								
Cost of Material Consumed	INR crore	GRI 201-1	-	1,530	1,906	2,120	2,241	2,324
Power and Fuel	INR crore	GRI 201-1	-	2,570	3,679	3,116	2,903	2,980
Employee Benefits & Wages	INR crore	GRI 201-1	✓	744	771	871	885	894
Finance Cost	INR crore	GRI 201-1	-	214	235	386	399	480
Tax Expenses	INR crore	GRI 201-1	-	315	242	216	118	292
Other Expenses	INR crore	GRI 201-1	-	1,719	1,991	2,159	2,171	2,275

ENVIRONMENTAL INDICATORS

Metric	Unit	GRI Standard	DJSI Relevant	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
► Production & Basic Parameters								
Clinker Production	million Tonnes/yr	-	✓	13.92	15	16.21	17.58	18.38
Cement Production	million Tonnes/yr	-	✓	22.41	25.5	27.37	29.08	30.04
Cementitious Production	million Tonnes/yr	-	✓	22.61	25.6	27.33	29.29	30.1
Clinker/Cement Factor	Number	-	✓	61.3	58.5	59.3	59.7	61
► Raw Materials								
Total Raw Materials for Clinker	million Tonnes	GRI 301-1	✓	20.87	22.43	24.2	26.28	27.5
Alt. Raw Materials for Clinker (ARM)	million Tonnes	GRI 301-2	✓	0.72	0.86	0.88	0.74	0.63
Total Raw Materials for Cement	million Tonnes	GRI 301-1	✓	8.77	10.57	11.13	11.72	11.7
Alt. Raw Materials for Cement (ARM)	million Tonnes	GRI 301-2	✓	8.36	10.13	10.62	11.13	11.2
ARM for Cement	%	GRI 301-2	✓	39	42	41	40	39
Kiln Fuels Consumed	million Tonnes/yr	GRI 301-1	✓	1.75	1.89	2.16	2.47	2.7
Sustainable Fuels incl. Biomass	%	GRI 301-1	✓	13	17	22	23	23
► CO₂ Emissions								
Total Direct CO ₂ – Gross (Cement)	million tCO ₂ /yr	GRI 305-1	✓	11.44	12.41	13.3	14.24	15
Total Direct CO ₂ – Net	million tCO ₂ /yr	GRI 305-1	✓	11.05	11.85	12.55	13.37	14
Specific CO ₂ – Gross	kg/t cementitious	GRI 305-4	✓	507	485	487	486	499
Specific CO ₂ – Net	kg/t cementitious	GRI 305-4	✓	489	463	459	456	466
Improvement Rate Over 1990	%	GRI 305-4	✓	41	44	44	45	44
Scope 1 Emissions	million tCO ₂ /yr	GRI 305-1	✓	12.55	13.06	14.25	15.33	15.75
Scope 2 Emissions	million tCO ₂ /yr	GRI 305-2	✓	0.45	0.59	0.43	0.4	0.48
Scope 3 Emissions	million tCO ₂ /yr	GRI 305-3	✓	1.06	1.32	1.43	1.5	1.48

ENVIRONMENTAL INDICATORS

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Scope 1+2 Intensity	kgCO ₂ /t Cementitious	GRI 305-4	✓	558	533	537	538	540
Emissions Coverage – Overall	%	GRI 305-1	✓	100	100	100	100	100

▶ Air Emissions (upto Clicker)

PM Emission – Absolute	Tonnes/yr	GRI 305-7	✓	500	468	539	1,151	1,060
NOx Emission – Absolute	Tonnes/yr	GRI 305-7	✓	10,833	11,182	9,744	15,561	13,380
SOx Emission – Absolute	Tonnes/yr	GRI 305-7	✓	2,812	3,202	4,115	3,061	2,790
PM Emission – Specific	g/tonne clinker	GRI 305-7	✓	36	31	33	65	58
NOx Emission – Specific	g/tonne clinker	GRI 305-7	✓	779	745	601	885	728
SOx Emission – Specific	g/tonne clinker	GRI 305-7	✓	202	213	254	174	152

▶ Energy

Total Energy Consumed	TJ	GRI 302-1	✓	-	62,285	69,613	76,394	77,230
Total Energy from Renewable Sources	TJ	GRI 302-1	✓	-	3,432	4,377	4,355	4,566
Total Energy – Clinker Production	TJ	GRI 302-1	✓	42,463	46,714	50,703	55,955	59,209
Specific Heat Consumption (Clinker)	MJ/tonne	GRI 302-3	✓	3,051	3,112	3,128	3,189	3,222

▶ Water

Total Water Withdrawal	million m ³ /yr	GRI 303-3	✓	4	4.59	4.68	4.9	4.74
Water Discharge	million m ³ /yr	GRI 303-4	✓	-	-	-	-	-
Water Consumption (Net)	million m ³ /yr	GRI 303-5	✓	4	4.59	4.68	4.9	4.74
Water Intensity	L/t cementitious	GRI 303-5	✓	180.4	179.4	171	167	157
Number of Sites	Number	GRI 2-6	-	14	14	15	15	15
Sites with Water Recycling System	Number	GRI 303-3	✓	11	14	15	15	15

▶ Waste

Total Waste Generated	Tonnes	GRI 306-3	✓	-	-	-	-	-
Waste Disposed to Landfill	Tonnes	GRI 306-5	✓	-	-	-	-	-
Other Waste Disposal Options	Tonnes	GRI 306-4	-	-	-	-	-	-

SOCIAL INDICATORS

Metric	Unit	GRI Standard	DJSI Relevance	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
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▶ Workforce Composition

Total Permanent Workforce	Nos.	GRI 2-7	✓	5,652	5,642	5,945	5,763	5,841
Permanent Workforce – Male	Nos.	GRI 2-7	✓	5,292	5,411	5,707	5,515	5,551
Permanent Workforce – Female	Nos.	GRI 2-7	✓	215	231	238	248	290
Non-Management (DGM & Below) – Male	Nos.		✓	3,505	3,685	4,043	3,896	3,984
Non-Management (DGM & Below) – Female	Nos.	GRI 2-7	✓	123	132	137	143	180
Permanent Workmen – Male	Nos.	GRI 2-8	-	1,547	1,464	1,402	1,347	1,304
Permanent Workmen – Female	Nos.	GRI 2-8	-	84	92	92	99	102
Management (GM & Above) – Male	Nos.	GRI 2-7	✓	240	262	262	272	263

SOCIAL INDICATORS

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Management (GM & Above) – Female	Nos.	GRI 2-7	✓	8	7	9	6	8
► Workforce by Age Group								
Management – Below 30 Years	Nos.	GRI 2-7	✓	-	-	-	-	1
Management – 30 to 50 Years	Nos.	GRI 2-7	✓	117	137	111	121	113
Management – Above 50 Years	Nos.	GRI 2-7	✓	131	132	160	157	157
Non-Management – Below 30 Years	Nos.	GRI 2-7	✓	701	744	773	656	753
Non-Management – 30 to 50 Years	Nos.	GRI 2-7	✓	2,585	2,749	2,948	2,948	2,956
Non-Management – Above 50 Years	Nos.	GRI 2-7	✓	342	324	459	435	455
Workmen – Below 30 Years	Nos.	GRI 2-8	-	82	79	70	68	74
Workmen – 30 to 50 Years	Nos.	GRI 2-8	-	855	878	792	759	733
Workmen – Above 50 Years	Nos.	GRI 2-8	-	694	599	630	619	599
► Recruitment & Turnover								
Total Hired – Male	Nos.	GRI 401-1	✓	1,011	965	1,147	653	844
Total Hired – Female	Nos.	GRI 401-1	✓	51	47	33	36	68
Hiring Rate	%	GRI 401-1	✓	19	18	33	12	16
IJP Hires (Internal Job Posting)	Nos.	GRI 401-1	-	-	-	-	130	239
Open Positions Filled Internally	%	GRI 401-1	-	-	-	-	16	21
Average Hiring Cost/FTE	INR	GRI 401-1	-	-	51,497	42,538	95,886	1,02,549
Total Turnover – Male	Nos.	GRI 401-1	-	957	814	840	842	805
Total Turnover – Female	Nos.	GRI 401-1	✓	41	30	26	27	26
Turnover Rate (Permanent)	%	GRI 401-1	✓	18	15	15	15	14
Voluntary Attrition Rate	%	GRI 401-1	✓	-	-	13	11	10
► Training & Development								
Total Training Hours	Manhours	GRI 404-1	✓	-	-	78,055	97,248	1,41,514.5
Avg. Training Hours per Employee/yr	Manhours	GRI 404-1	✓	-	1.41	13.12	16	24.23
Training – Male Senior Management	Manhours/person	GRI 404-1	✓	-	-	17.42	4.73	-
Training – Female Senior Management	Manhours/person	GRI 404-1	✓	-	-	0.67	0.50	1
Training – Male Middle Management	Manhours/person	GRI 404-1	✓	-	-	14.10	19.11	47
Training – Female Middle Management	Manhours/person	GRI 404-1	✓	-	-	2.45	14.56	46
Training – Male Junior Management	Manhours/person	GRI 404-1	✓	-	-	10.49	13.47	1
Training – Female Junior Management	Manhours/person	GRI 404-1	✓	-	-	8.68	11.45	628
Training – Male Permanent Workers	Manhours/person	GRI 404-1	✓	-	-	4.14	11.94	247
Training – Female Permanent Workers	Manhours/person	GRI 404-1	✓	-	-	5.54	7.83	12.63
Training – Male Contract Workers	Manhours/person	GRI 404-1	✓	-	-	-	3.73	4.95

SOCIAL INDICATORS

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Training – Female Contract Workers	Manhours/person	GRI 404-1	✓	-	-	-	4.11	6.05
Male-Others	Manhours	GRI 404-1	✓	-	-	-	5.29	3.71
Female-Others	Manhours	GRI 404-1	✓	-	-	-	6.48	17.47
Total hours of permanent male employees and workers	Manhours	GRI 404-1	✓	-	-	69,056	93,556	1,34,633
Total hours of permanent female employees and workers	Manhours	GRI 404-1	✓	-	-	2,365	3,693	6,881.5
Total hours of Non-permanent male workers	Manhours	GRI 404-1	✓	-	-	34	60,501	73,026.5
Total hours of Non-permanent female workers	Manhours	GRI 404-1	✓	-	-	0	2,859	4,454.5
Average for permanent employees and workers	Manhours	GRI 404-1	✓	-	-	13.13	16	24.23
Average for Non-permanent workers	Manhours	GRI 404-1	✓	-	-	-	-	5.07
Male GET/DET	Manhours	GRI 404-1	✓	-	-	-	-	14.59
Female GET/DET	Manhours	GRI 404-1	✓	-	-	-	-	1
► Occupational Health & Safety								
Fatalities – Directly Employed	Number	GRI 403-9	✓	-	-	-	-	-
Fatalities – Contractors	Number	GRI 403-9	✓	-	-	-	3	5
Fatalities – Third Parties	Number	GRI 403-9	✓	-	-	3	-	-
LTI – Directly Employed	Number	GRI 403-9	✓	-	1	2	-	-
LTI – Contractors	Number	GRI 403-9	✓	5	7	1	7	7
LTIFR – Directly Employed	Rate	GRI 403-9	✓	-	0.14	0.25	-	-
LTIFR – Contractors	Rate	GRI 403-9	✓	0.16	0.21	0.03	0.16	0.12
► Human Rights								
Human Rights Complaints (incl. POSH)	Nos.	GRI 406-1	✓	0	2	3	4	1
► Community & CSR								
Total CSR Beneficiaries	Nos.	GRI 413-1	✓	-	-	2,50,000	91,000	2,05,000
No. of SHG Members Supported	Nos.	GRI 413-1	✓	11,001	6,335	19,617	21,779	13,413
No. of Skill Training Centers (DIKSHa)	Nos.	GRI 413-1	✓	11	12	15	19	26
No. of Youth Trained	Nos.	GRI 404-2	✓	2,662	4,592	4,370	6,285	6,486
No. of Farmers via FPOs	Nos.	GRI 413-1	✓	3,282	1,580	3,347	3,422	3,382
Beneficiaries – Gram Parivartan (IGA)	Nos.	GRI 413-1	✓	40,375	16,905	30,405	31,000	33,809
Tree Plantations (Saplings)	Nos.	GRI 413-1	-	25,000	8,72,500	46,000	1,46,700	1,40,000
People Benefitted – Infrastructure	Nos.	GRI 413-1	✓	1,17,855	1,28,294	86,901	1,90,700	1,17,119

SOCIAL INDICATORS

Metric	Unit	GRI Standard	DJSI Relevance	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Students Benefitted – Education	Nos.	GRI 413-1	✓	5,850	15,291	9,003	12,666	10,764
Individuals – Health Care	Nos.	GRI 413-1	✓	35,880	79,154	56,337	61,000	36,758
Total Customer Complaints	Nos.	GRI 418-1	✓	-	1,698	1,140	1,366	1,395

GOVERNANCE INDICATORS

Metric	Unit	GRI Standard	DJSI Relevant	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
► Board & Leadership								
Board Members – Male	Number	GRI 405-1	✓	6	6	6	7	7
Board Members – Female	Number	GRI 405-1	✓	1	1	1	1	1
► Ethics & Compliance								
Corruption & Bribery Cases	Nos.	GRI 205-3	✓	0	0	0	0	0
Substantiated Anti-Competitive Cases	Nos.	GRI 206-1	✓	0	0	0	0	0