



28th July, 2025

BSE Limited
Corporate Relationship Department
Scrip Code: 532538

The National Stock Exchange of India Limited
Listing Department
Scrip Code: ULTRACEMCO

Sub: Business Responsibility and Sustainability Report for the financial year ended 31st March, 2025

Dear Sirs,

In terms of Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, attached is the Business Responsibility and Sustainability Report which forms part of the Company's Integrated and Sustainability Report 2024-25.

The Report is also available on the Company's website at <https://www.ultratechcement.com/investors/financials>.

This is for your information and records please.

Thanking you,

Yours faithfully,
For UltraTech Cement Limited

Sanjeeb Kumar Chatterjee
Company Secretary and Compliance Officer

Luxembourg Stock Exchange
BP 165 / L – 2011 Luxembourg
Scrip Code:
US90403E1038 and US90403E2028

Singapore Exchange
11 North Buona Vista Drive,
#06-07 The Metropolis Tower 2,
Singapore 138589
ISIN Code:
US90403YAA73 and USY9048BAA18



UltraTech Cement Limited

Registered Office : Ahura Centre, B – Wing, 2nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093, India
T: +91 22 6691 7800 / 2926 7800 | F: +91 22 6692 8109 | W: www.ultratechcement.com/www.adityabirla.com | CIN : L26940MH2000PLC128420

SECTION A: GENERAL DISCLOSURES

I. DETAILS

1	Corporate Identity Number (CIN) of the Listed Entity	L26940MH2000PLC128420
2	Name of the Listed Entity	UltraTech Cement Limited
3	Year of incorporation	24 th August, 2000
4	Registered office address	B Wing, Ahura Centre, 2 nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
5	Corporate office address	B Wing, Ahura Centre, 2 nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
6	E-mail	brr.utcl@adityabirla.com
7	Telephone	+91 22 6691 7800 / 2926 7800
8	Website	www.ultratechcement.com
9	Financial year for which reporting is being done	1 st April, 2024 to 31 st March, 2025
10	Name of the Stock Exchange(s) where shares are listed	- BSE Limited ("BSE") - National Stock Exchange of India Limited ("NSE")
11	Paid-up Capital	₹ 13,58,18,62,400
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sanjeeb Kumar Chatterjee Company Secretary B Wing, Ahura Centre, 2 nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093 Tel.: 022-66917800 Email: brr.utcl@adityabirla.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a consolidated basis.
14	Name of assurance provider	BDO India LLP
15	Type of assurance obtained	Reasonable Assurance of BRSR Core Indicators

II. PRODUCTS/SERVICES

16. Details of business activities (accounting for 90% of the Turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Clinker, Cement and Ready Mix Concrete ("RMC")	~98

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cement and Clinker	2394	~90

III. OPERATIONS

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants		Number of offices		Total	
National	-	34	Integrated Cement Units;	1	Registered Office;	559
	-	30	Grinding Units;	1	Central Marketing Office;	
	-	1	White Cement Unit;	8	Zonal Marketing Offices.	
	-	2	Wall Care Putty;			
	-	9	Bulk Terminals;			
	-	395	Ready Mix Concrete Units,			
	-	78	Building Product Division Units.			
International	-	1	Clinkerization Unit;			7
	-	4	Grinding Unit;			
	-	1	White Cement Unit;			
	-	1	Bulk Terminal.			

19. Markets served by the entity:

a.	Number of locations						
	<table><tr><th>Locations</th><th>Number</th></tr><tr><td>National (No. of States)</td><td>28 States and 6 Union Territories</td></tr><tr><td>International (No. of Countries)</td><td>4</td></tr></table>	Locations	Number	National (No. of States)	28 States and 6 Union Territories	International (No. of Countries)	4
Locations	Number						
National (No. of States)	28 States and 6 Union Territories						
International (No. of Countries)	4						
b.	What is the contribution of exports as a percentage of the total turnover of the entity?						
-	0.41%						
c.	A brief on types of customers						
-	Individual Home Builders; Dealers; Real Estate Developers; Infrastructure Companies; Institutional Buyers						

IV. EMPLOYEES

20. Details as at the end of Financial Year 2024-25:

a.	Employees and workers (including differently abled):					
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	21,456	20,066	94	1,390	6
2.	Other than Permanent (E)	7,128	6,725	94	403	6
3.	Total employees (D + E)	28,584	26,791	94	1,793	6
WORKERS						
4.	Permanent (F)	6,474	6,452	99.7	22	0.3
5.	Other than Permanent (G)	55,109	53,774	98	1,335	2
6.	Total workers (F + G)	61,583	60,226	98	1,357	2

Business Responsibility & Sustainability Report

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	35	33	94	2	6
2.	Other than Permanent (E)	1	1	100	0	0
3.	Total differently abled employees (D + E)	36	34	94	2	6
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	19	18	95	1	5
5.	Other than permanent (G)	12	12	100	0	0
6.	Total differently abled workers (F + G)	31	30	97	1	3

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30
Key Management Personnel	4	-	-

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.42	15.25	9.78	10.10	14.05	10.68	9.85	15.39	10.52
Permanent Workers	5.08	-	5.07	5.37	-	5.20	5.09	-	4.96

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (a) Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Grasim Industries Limited	Holding	56.11	Sr. No. 1: Grasim Industries Limited follows its separate business responsibility initiatives.
2	Bhagwati Lime Stone Company Private Limited	Subsidiary	100.00	
3	Gotan Lime Stone Khanij Udyog Private Limited	Subsidiary	100.00	Sr. Nos. 2 to 8: The Company's business responsibility initiatives apply to its subsidiaries.
4	Harish Cement Limited	Subsidiary	100.00	
5	UltraTech Cement Lanka (Pvt.) Limited	Subsidiary	100.00	
6	UltraTech Cement Middle East Investments	Subsidiary	100.00	
7	Letein Valley Cement Limited	Subsidiary	100.00	
8	The India Cements Limited* ("ICEM")	Subsidiary	81.49	
9	Aditya Birla Renewables SPV 1 Limited	Associate	26.00	
10	Aditya Birla Renewables Energy Limited	Associate	26.00	
11	ABREL (Odisha) SPV Limited	Associate	26.00	

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
12	ABREL Green Energy Limited	Associate	26.00	
13	ABREL (MP) Renewables Limited	Associate	26.00	
14	ABREL (RJ) Projects Limited	Associate	26.00	
15	Bhaskarpara Coal Company Limited	Associate	47.37	
16	Madanpur (North) Coal Company Private Limited	Joint Venture	11.17	

**with effect from 24th December, 2024*

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover: (in ₹) 70,857 crores.

(iii) Net worth: (in ₹) 69,678 crores.

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaint pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaint pending resolution at close of the year	Remarks
Communities	Yes. The Company has a grievance redressal mechanism in place, details whereof are available at https://www.ultratechcement.com/corporate/investors-/corporate-governance	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		153	9	-	108	2	-
Employees and workers		1,128	35	-	1,146	109	-
Customers		3,420	134	-	1,632	49	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

26. Overview of the entity's material responsible business conduct

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Sustainable Supply Chain (Local sourcing)	Opportunity	Scope 3 reduction and implementation of sustainable mining practices.	-	Positive
7	Customer Centricity	Opportunity	Customer focus is paramount for the Company. Meeting the demands of the customers and engaging with them help the Company maintain goodwill and enhance brand value.	-	Positive
8	Technology Transformation	Opportunity	Greater brand value and customer preference for the Company's products.	-	Positive

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

- P1 - Business should conduct and govern themselves with Ethics, Transparency and Accountability.
- P2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
- P3 - Businesses should promote the wellbeing of all employees.
- P4 - Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
- P5 - Businesses should respect and promote human rights.
- P6 - Business should respect, protect, and make efforts to restore the environment.
- P7 - Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
- P8 - Businesses should support inclusive growth and equitable development.
- P9 - Businesses should engage with and provide value to their customers and consumers in a responsible manner.

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Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)		The Company expects its value chain partners to adhere to the Company's enlisted policies in all their dealings with the Company.																
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000; ISO 14000; OHSAS 18000; ISO 45000; ISO 50000; SA 8000; UNGC Guidelines; GRI Standards; BIS Standards; ILO Principles; WBCSD; IGBC GreenPro.																
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		For commitments, goals and targets relating to Environment and Social, please refer to Targets and Achievements section of the Integrated and Sustainability Report FY 2024-25.																
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.																		
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):		Please refer to the message of the Managing Director forming part of this Integrated and Sustainability Report.																
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).		Mr. K. C. Jhanwar DIN: 01743559 Designation: Managing Director Telephone: 022 66917800 email: brr.utcl@adityabirla.com																
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.		Yes. Risk Management and Sustainability Committee. The Committee comprises of: - Mr. Anjani Kumar Agrawal, Independent Director - Mr. K. C. Jhanwar, Managing Director - Mr. Atul Daga, Chief Financial Officer For further details, please refer to the Corporate Governance Report forming part of this Integrated and Sustainability Report.																
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committees of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committees of the Board									Quarterly								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, assured by an independent agency (Ernst and Young Associates LLP).								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators:

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:
- | Segment | Total number of training and awareness programmes held | Topics /principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--------------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------|
| Board of Directors (“BoDs”) | 1 | All | 100 |
| Key Managerial Personnel (“KMPs”) | 2 | All | 100 |
| Employees other than BoD and KMPs | 5 | All | 81 |
| Workers | 1 | All | 100 |
2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:
- (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):
- | Monetary | | | | |
|-----------------|-----------------|--------------------------------------------------------------------|-------------------|----------------------------------------|
| | NGRBC Principle | Name of the regulatory enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | | | | |
| Settlement | | | Nil | |
| Compounding fee | | | | |

Non-Monetary				
	NGRBC Principle	Name of the regulatory enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment		Nil		

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The policy is available on the Company's weblink - <https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/anti-money-laundering-and-anti-bribery-and-corruption-policy-old.pdf>

It is applicable to all employees and sets out steps employees must take to avoid being implicated for money laundering and to prevent the Company's involvement in any activity relating to bribery, facilitation payments, or corruption, even where the involvement may be un-intentional.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Monetary	FY 2024-25	FY 2023-24
Directors		
KMPs	Nil	Nil
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

Case Details	FY 2024-25	FY 2023-24
Number of days of accounts payables	53.70	53.41

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter		Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases*	a.	Purchases from trading houses as % of total purchases	6.89%	2.12%
	b.	Number of trading houses where purchases are made from	81	268
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	83%	92%
Concentration of Sales*	a.	Sales to dealers / distributors as % of total sales	56%	58%
	b.	Number of dealers / distributors to whom sales are made	39,973	34,971
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	2.45%	2.72%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	1.48%	0.28%
	b.	Sales (Sales to related parties / Total Sales)	0.07%	0.03%
	c.	Loans & advances (Loans & advances given to related parties /Total loans & advances)	0.03%	0.23%
	d.	Investments (Investments in related parties / Total Investments made)	5.82%	11.75%

*Excluding ICEM.

Leadership Indicators:

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
~1,65,564	Good construction practices, site demonstration on efficient usage of cement and other building products, benefits of the Company's GreenPro certified cement and products, plant visits showcasing the quality assurance / quality control measures, sustainability initiatives taken during cement manufacturing, etc. Various aspects of green home construction like GreenPro certified products, home plans for better light and ventilations, Green practices like rainwater harvesting, etc.	38-40

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has a code of conduct for the Board and Senior Management pursuant to the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations").

Further, the Board Members and KMPs confirm, at the beginning of every financial year and as and when there is any change in such interest, that there was no material, financial and commercial transactions with the Company, where they have interest that may have any potential conflict. The Directors do not participate in agenda items at the Board/ Committee meetings in which they are interested or deemed to be interested.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	48.07	39.37	Green concrete, low water requirement concrete, improvement in energy efficiency, and others.
Capex	8.10	2.44	Energy efficiency, waste heat recovery, renewable energy, air emission control, alternative fuel handling systems, rainwater harvesting, STP instalments and enhanced safety systems.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)- Yes
b. If yes, what percentage of inputs were sourced sustainably? – 31%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company is following prescribed guidelines by CPCB/MOEF for disposing/end of life of plastic bags being used for packaging of cement. We are co-processing plastic waste in our cement kilns for safe disposal in environment friendly manner.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to the Company. The waste collection plan is in line with the EPR plan submitted to concerned authorities.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:

NIC Code	Name of product/ service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency	Details of improvements in environmental and social impacts
2394	Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag Cement, Composite Cement	96.88	Cradle-to-Gate	Yes	https://api.environdec.com/api/v1/EPDLibrary/Files/f23f7e4e-486b-4dd4-acff-08da599e304a/Data

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

Name of product/ Service	Description of the risk/ concern	Action Taken
Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag Cement, Portland Composite Cement.	<ul style="list-style-type: none">Abiotic depletion elements and fossils.Global warming potential – high GHG emissions.	<ul style="list-style-type: none">Use of alternative fuels and raw materials, including waste and recycled materials to reduce dependence on natural resources.Transition to renewable energy and recovery of waste heat to produce power and reducing dependence on thermal power plants.Low carbon products - reducing clinker content in cement.Investment in R&D for technological advancements to achieve carbon neutrality.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Recycled and reused material from alumina and steel industry and other sources	21.73	20.85

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (Including packaging)	Nil	Nil	1,36,000	Nil	Nil	1,26,883
E-waste	Not Applicable			Not Applicable		
Hazardous waste						
Other Waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees* covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	19,809	19,809	100	19,809	100	-	-	17,535	89	-	-
Female	1,368	1,368	100	1,368	100	1,368	100	-	-	-	-
Total	21,177	21,177	100	21,177	100	1,368	6	17,535	83	-	-
Other than Permanent employees											
Male	6,723	6,703	99.7	6,722	99.9	-	-	-	-	-	-
Female	403	402	99.8	402	99.8	402	99.8	-	-	-	-
Total	7,126	7,105	99.7	7,124	99.9	402	6	-	-	-	-

*Data specific to India

b. Details of measures for the well-being of workers:

Category	% of workers* covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	6,208	6,208	100	6,208	100	-	-	-	-	-	-
Female	22	22	100	22	100	22	100	-	-	-	-
Total	6,230	6,230	100	6,230	100	22	0.35	-	-	-	-
Other than Permanent workers											
Male	53,551	30,292	57	32,553	61	-	-	-	-	-	-
Female	1,333	660	50	688	52	1,294	97	-	-	-	-
Total	54,884	30,952	56	33,241	61	1,294	2.4	-	-	-	-

*Data specific to India

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.29	0.18

2. Details of retirement benefits, for Current and Previous Financial Year.

Benefits#	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	NA	4	Yes	NA	1.85	Yes
Others – please specify	Superannuation: 10.7 NPS: 9.5	-	Yes	Superannuation: 8 NPS: 8	-	Yes

*Data specific to India

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the Company provides equal opportunity to disabled employees. Operations and office premises are accessible to differently abled employees and workers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is committed to being an equal opportunity employer and ensures an inclusive workplace for all its employees. The Company's anti-harassment and anti-discrimination policy highlights that it provides equal opportunity to all, without discriminating on any grounds, be of gender, age, sex, religion, cultural background, health or medical condition, physical ability, appearance, marital status, etc. The policy is uploaded on the Company's website at https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/Anti-Harassment%20and%20Discrimination%20Policy_2021.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	87	-	-
Female	100	68	-	-
Total	100	86	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	1) Arranging Tool Box Talk (TBT) across Units.
Other than Permanent Workers	2) Compulsory shop floor visits by Employee Relations team under Employee Relations Aapke ke Dwar an initiative where concerns relating to working conditions and wellness issues are heard and addressed. 3) Monthly meetings with Unions at the Units.

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.21	0.12
	Workers	0.19	0.07
Total recordable work-related injuries	Employees	15	11
	Workers	77	44
No. of fatalities	Employees	2	0
	Workers	6	5
High consequence work-related injury or ill-health (excluding fatalities)	Employees	9	5
	Workers	38	15

For details, please refer to the safety section of Management Discussion and Analysis (MDA).

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	55	2	-
Health & Safety	57	0	-	27	5	-

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by the Company, 50% by third party
Working Conditions	100% by the Company, 50% by third party

Training for Safety leadership, Standard Champions, Structural stability assessment, Safety auditors, Process Safety Management ("PSM"), Incident investigation, VR-enabled safety training, e-learning on critical high-risk activities, safety induction, display of pictorial SOPs on high-risk activities etc. are organized to build competence.

The Company conducts regular structured audits for compliance. Also, monthly bills of the contractor are scrutinized through a well-defined check list to detect any non-compliance.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment		
	FY 2024-25*	FY 2023-24*	FY 2024-25*	FY 2023-24*
Employees	- 2 Fatality - 9 Lost Work Case ("LWC")	- 0 Fatality - 5 LWC	Fatalities: Compensation given to family members of both the deceased. LWC: All LWC injured person resumed duty.	LWC - all injured person resumed to duty.
Workers	- 6 Fatality - 38 LWC	- 5 fatality - 15 LWC	Fatalities: Compensation given to family members of all 6 deceased. Suitable employment provided to deceased of 2 workers. LWC: All LWC injured person resumed to duty.	Fatalities - 3 cases: compensation paid and employment provided to legal heirs of respective deceased persons. 2 cases: compensation paid to the family. LWC - all injured person resumed duty.

*Including contract workmen and excluding third party.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

As an organization, your Company eases employees' retirement process by providing retirement planning support. Retiring employees can give their preference of location to settle down post-retirement and the goods transportation for the employees is undertaken in terms of the mobility policy. However, programs to facilitate continued employability is not a part of this support.

5. Details on assessment of value chain partners

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	Around 75% contractors- through Pre-qualification (PQ) score & Contractor Filed Safety Audit ("CFSA")
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

- Contractor Safety Management: Contracts are awarded based on evaluation of PQ score. All contract workers mandatorily undergo safety induction prior to be deployed at work. Their safety performance is periodically checked through CFSA and is measured by Severity Index (S.I.). Contractors with S.I. greater than 1.5 are counselled and those found with serious violations are penalized.
- Contractor Connect Initiative (CCI): Live work being executed by contractual workmen at various Units are reviewed by Heads of other Units through on-line interaction. Gaps identified are closed. Progressive Consequence Management (PCM) actions are applied against unsafe acts as well as persons are rewarded in appreciation of their positive safety behavior.

- In line with "mentor-mentee" concept, all workers across Company Units have been aligned to executives in 1:5 ratios to closely work on improving safety behaviors.
- Safety Incubation Centers (SIC) established at 7 Units – Awarpur & Manikgarh, Maihar, Rajashree, Andhra Pradesh Cement Works, Nathdwara & Hirmi to improve behavioral safety of front-line employees and contract workers. Through this, they have been sensitized through communicating about what negative impact they might have to face in terms of injury/ illness if they don't follow laid down safety norms.
- VR-enabled safety training on 44 modules imparted across Units along with driver safety training module in Hindi.
- Safety toll free number: To make each employee /contract workers aware that they can act as whistle blowers to save lives, an exclusive safety toll free number is available 24 X 7. This acts as an effective deterrent against engaging in high risk activities without taking requisite safety precautions. The concerns voiced are addressed keeping the caller's identity anonymous.
- PRATIBIMB 2.O: Zone owners of Units are connected with COOs through on-line sessions to review their risk perception with an aim for risk perception improvement, discussion on repeated findings and establishing emotional and behavioral safety connect with their safety ambassadors and mentees.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
 - Please refer to the Stakeholder Engagement section forming part of this Report.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Industry Associations	No	- Meetings - Website - Integrated and Sustainability Report	Annually and as and when required	Information exchange on key sustainability parameters
Shareholders, Lenders & Investors	No	- General meetings - Investor meetings - Integrated and Sustainability Report - Investor Presentation - One-on- One meetings	Quarterly; Annually and as and when required	The Company engages with all its stakeholders. It helps to enrich business conduct by understanding their priorities and addressing their queries and concerns.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> - Integrated and sustainability report and regulatory filings - Facility inspections - One-on-One meetings 	Annually / Quarterly / Monthly and as and when required	Good governance practice; community engagement; regulatory compliance; environmental initiatives. Assessing upcoming regulations to mitigate regulatory risks.
Employees	No	<ul style="list-style-type: none"> - Internal communication platforms - Townhalls 	Daily	Employee engagement is an on-going exercise conducted throughout the year. The Company has also set up a formal mechanism for this – the Vibes employee survey, which includes all its employees.
Community	Yes	<ul style="list-style-type: none"> - Community meetings - Need assessment, baseline, impact assessment and other studies - Trainings and workshops 	Periodic /Ongoing	Support the stakeholder/ communities by empowerment and capability enhancement through projects/ programmes on education, health, sustainable livelihood , need based infrastructure and Social Causes
Customers	Yes	<ul style="list-style-type: none"> - Company website - Product Campaigns - Surveys - Grievance Redressal 	Periodic	Evaluating satisfaction level of customers using Net Promoter Score (NPS) methodology. Understanding customer preference, and shift in awareness.
Suppliers and Contractors	Yes	<ul style="list-style-type: none"> - Review Meetings - Vendor Interactions - Performance reports - Feedback and grievance forms 	Periodic	Engagement with suppliers and contractors by adhering to the supply chain code of conduct, thereby developing long-term business relationships and mitigating supply chain risks.

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Sustainability | Innovation | Team Empowerment | Customer Centricity.

As a step in this direction, the Company engages with stakeholders as on ongoing process - be it investors; lenders; analysts; shareholders; employees; customers; suppliers and other channel partners.

This enables the Company to feel the pulse of stakeholders, their expectations and aspirations. Feedback received during interactions with stakeholders are deliberated by the management team and implemented, where appropriate.

The Board and relevant Committees are briefed about the interactions with the stakeholders and action implemented.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Stakeholders form an integral part of the Company's business. Consultations are in the form of investor meetings; employee engagement; vendor / dealer meets; inter-action with host communities; training programs, among others.

The Company is committed to driving sustainability. It is focusing on reducing the carbon emissions by a number of ways. The decarbonisation framework includes driving efficiency improvements, introducing new technologies for reducing carbon footprint, using alternative energy, recovering waste heat, increasing renewables in the energy mix, introducing green product continuously in the portfolio, adopting circularity, reducing water usage and improving biodiversity. It also has effective community management and human rights management.

The Company benchmarks its sustainability practices with global players through Global Cement and Concrete Association ("GCCA"). As the founding member of the GCCA, the Company has played a pivotal role in launching GCCA's India operations and exploring the new technology adoption possibilities.

The Company undertakes its social initiatives under the aegis of The Aditya Birla Centre for Community Initiatives and Rural Development, under the able leadership of Mrs. Rajashree Birla. The key focus areas are education, healthcare, women-empowerment, sustainable livelihood, infrastructure and social reform.

It follows a bottom-up approach for all social projects. All projects are planned in consultation with the community. The process involves interacting with them and understanding their challenges and issues. We interact with village panchayats and prepare a list of requirements based on in-depth focused discussions. Implementation and monitoring of a project is a mutual responsibility of the community and the team. Regular community stakeholder meetings are held to ensure appropriate implementation process is followed. Once the project achieves a status of self-sustenance, ownership is transferred to the villagers. This transfer of responsibility ensures a culture of empowerment and self-reliance.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Corporate Social Responsibility (“CSR”) projects of the Company aim to focus on a social transformation in the life of its disadvantaged, vulnerable and marginalised stakeholders. The Company ensures that the CSR funds are utilised in an optimum manner that uplifts the weaker sections of the society.

The Company works towards overall development of the way of life of the communities around its Units, most of which are in distant rural areas and tribal belts. It reaches out to more than 1.8 million people across 500 villages spanning 16 states.

It works to actively contribute to the social and economic development of communities in which it operates. The details of projects undertaken under CSR activities towards vulnerable / marginalised stakeholder groups are provided in the Social Report section of this Report.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employee / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers Covered (D)	% (D/C)
Employees						
Permanent	21,456	1,386	6.5	17,917	-	-
Other than permanent	7,128	21	0.3	6,304	-	-
Total Employees	28,584	1,407	4.9	24,221	-	-
Workers						
Permanent	6,474	333	5.1	5,753	-	-
Other permanent	55,109	1,145	2.1	53,130	-	-
Total Workers	61,583	1,478	2.4	58,883	-	-

2. Details of minimum wages paid to employees and workers, in the following format:

Category#	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (A/B)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	21,177	-	-	21,177	100	17,633	-	-	17,633	100
Male	19,809	-	-	19,809	100	16,495	-	-	16,495	100
Female	1,368	-	-	1,368	100	1,138	-	-	1,138	100
Other than Permanent	7,126	-	-	7,126	100	6,302	-	-	6,302	100
Male	6,723	-	-	6,723	100	5,925	-	-	5,925	100
Female	403	-	-	403	100	377	-	-	377	100
Workers										
Permanent	6,230	3	0.05	6,227	99.9	5,508	-	-	5,508	100
Male	6,208	-	-	6,208	100	5,495	-	-	5,495	100
Female	22	3	14	19	86	13	-	-	13	100
Other than Permanent	54,884	24,910	45	29,974	55	52,878	26,719	51	26,159	49
Male	53,551	23,948	45	29,603	55	51,718	25,810	50	25,908	50
Female	1,333	962	72	371	28	1,160	909	78	251	22

#Data representative of employees enrolled in domestic business only.

3. Details of remuneration/salary/wages#

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	₹ 65,00,000	4	₹ 1,12,50,000
Key Managerial Personnel (KMP)**	4	₹ 1,38,71,441	-	-
Employees other than BoD and KMP	18,449	₹ 9,80,000	1,338	₹ 6,95,217
Workers	5,877	₹ 5,74,107	20	₹ 3,37,004

Data specific to India.
* Excludes 2 Executive Directors.
** Includes 2 Executive Directors, Chief Financial Officer and Company Secretary.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.06	3.91

The Company is committed to providing a safe and conducive work environment to its employees and workers. Employees are encouraged to share their concerns with their reporting managers and also reach out to the Human Resource department for the same. The Code of Conduct for Employees and the Whistle Blower Policy allows employees to report any kind of suspected or actual misconduct in the Company in an anonymous manner.

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	6	2	Enquiry in Progress	11	2	Report Finalisation in progress
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	11
Complaints on POSH as a % of female employees / workers	0.19	0.94
Complaints on POSH upheld	6	9

- POSH Committee
- Employee Relations Aapke Dwar
- Tool box talk
- Shop Floor Committee meeting
- Monthly meeting with Union

Provisions of the POSH Act 2013 are rigorously implemented to safeguard the complainants from any adverse consequences in matters of sexual harassment. Some examples are – Interim relief to the complainant, restraining order issuance to the respondent (if needed), emphasis on the status of Internal Committee as a quasi-judicial body etc.

- Yes.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100

- Regular education, awareness and training.

- Implementation and Adherence of Human Resource Policy.
- 'Xpedite' – online grievances handling tool for workmen at shopfloor.

Human Rights due diligence covered all facets of human rights which provides discrimination against caste, prohibiting child labour, extra forceful working hours, among others.

- Yes, operations and office premises are accessible to differently abled employees and workers.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100

Implementation and adherence of Human Rights Policy.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources (TJ)		
Total electricity consumption (A)	4,075.20	2,132.78
Total fuel consumption (B)	5,493.00	5,725.00
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	9,568.20	7,857.78
From non-renewable sources (TJ)		
Total electricity consumption (D)	9,894.06	14,725.04
Total fuel consumption (E)	3,37,702.51	2,97,367.74
Energy consumption through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F) (TJ)	3,47,596.57	3,12,092.78
Total energy consumed (A+B+C+D+E+F) (TJ)	3,57,164.77	3,19,950.56
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (kJ/rupee)	470.23	451.22
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (MJ/USD)	9.71	10.00
Energy intensity in terms of physical output (TJ/tonne of cementitious)	0.00262	0.00270

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

2. Does the entity have any sites / facilities identified as Designated Consumers (“DCs”) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Over the past years, 49 manufacturing units, including integrated and grinding units, have been designated as DCs under various rolling PAT cycles. This year, none of the UTCL DCs underwent Measurement & Verification (M&V), marking the end of a three-year PAT cycle (across all cement industry).

On 28th June, 2023, the Government of India, under section 14 of the EC Act 2001, issued S.O.2825(E), mandating several sectors, including cement, to migrate to the Carbon Credit Trading Scheme (CCTS), marking a significant change/shift in regulatory landscape. Consequently, baseline audits were conducted for all existing DCs, setting targets based on Greenhouse Gas Emission Intensity (GEI) rather than the previous Gate to Gate Energy Consumption (GTG) used in the PAT scheme.

Further, energy saving initiatives were identified during energy audits and their progress is monitored quarterly and annually.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	40,81,714	50,44,121
(ii) Groundwater	69,20,187	56,57,952
(iii) Third party water	6,01,702	4,84,894
(iv) Seawater / desalinated water	11,21,107	11,68,849
(v) Others	1,87,34,357	1,54,22,980
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,14,59,067	2,77,78,796
Total volume of water consumption (in kilolitres)	306,56,924	2,71,03,472
Water intensity per rupee of turnover (l/rupee) (Total water consumption / Revenue from operations)	0.0404	0.0382
Water intensity per rupee of turnover adjusted for PPP (l/USD) (Total water consumption / Revenue from operations adjusted for PPP)	0.834	0.847
Water intensity in terms of physical output (Consumption kl/tonne of cementitious material)	0.225	0.229

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

In some of the manufacturing locations there is no access to river/surface water, while we have increased the production (brown field expansion) the requirement is met through ground water.

To counter the same, we will be taking water from our exhausted mine pit in due course of time thus lowering our dependence on ground water.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

Yes, mechanism for zero liquid discharge is implemented at 100% cement manufacturing units and bulk terminals.

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tonnes	92,709.30	91,993.86
SOx	Tonnes	28,633.96	29,333.00
Particulate matter (PM)	Tonnes	8,336.53	8,126.00
Mercury*	Tonnes	BDL	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP

*We have carried out periodic inspection at our facilities as per USEPA-29 testing protocol. At all places Mercury emissions are found Below Detection Limit (BDL)

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂	8,11,07,852.00	7,12,37,860.00
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂	18,84,213.56	18,84,386.58
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg CO ₂ /₹	0.109	0.103
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	kg CO ₂ /USD	2.257	2.286
Total Scope 1 and Scope 2 emission intensity in terms of physical output	kg CO ₂ /tonne of cementitious material	609.08	618.17

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

Scope 1 have increased due to increased production which is in line with the growth aspirations of the Company but however, intensity in terms of physical output (production) has been reduced significantly.

*Reporting criteria derived from GHG Protocol and GCCA's Cement CO₂ and Energy Protocol, Version 3.1.

The Company has targets to reduce 27% of its Scope 1 emission intensity and 69% of its Scope 2 emission intensity by 2032 from base year 2017, validated by Science Based Targets initiative (SBTi). Under the GHG emission reduction initiatives, Company has implemented various projects in areas of energy efficiency, circular economy, low carbon products development, renewable energy and waste heat recovery and is exploring other technological advancements including kiln electrification, electrolysis of limestone [Zero Carbon Lime (ZeroCAL)], carbon capture and storage.

In addition to Coolbrook, we have signed an agreement with University of California, Los Angeles (UCLA) to pilot ZeroCAL. The ZeroCAL process can eliminate nearly 98% of carbon dioxide emissions associated with limestone decomposition in cement manufacturing. UltraTech will be the first company globally to implement the ZeroCAL process at scale through a demonstration plant that will produce several metric tons of ZeroCAL per day. The Company's partnership with University of California, Los Angeles (UCLA) aligns with its broader sustainability goals "Net Zero Goal by 2050" and its focus on developing and adopting innovative technologies to decarbonize its operations.

The ZeroCAL process, which can be integrated with existing cement plants, uses limestone feedstock to produce calcium hydroxide, which emits no carbon dioxide when heated to produce lime required for manufacturing cement. In the existing cement production process, the calcination of limestone in the preheater causes carbon dioxide to be released in the atmosphere. The ZeroCAL process produces calcium hydroxide by electrochemically decomposing limestone in water without resulting in carbon dioxide emission.

The Company has participated with The Department of Science and Technology (DST), Ministry of Science and Technology's Special Call Under Climate, Energy, and Sustainable Technology (CEST) for Carbon Capture Utilization (CCU) deployment in Cement Sector and partnered with IIT Madras and BITS Pilani K K Birla Goa as the knowledge partners to develop indigenous CCU-based technology for decarbonization of the Indian cement industry. As an industrial partner, the Company will contribute 25% of the total project cost and assist in setting up and implementing a prototype at one of its cement manufacturing plants. The project aims to establish a carbon capture plant with 1 TPD capture capacity, integrated with an existing cement plant, and mineralization and curing strategies to utilize the captured CO₂.

The Company is also engaging with various start-ups through the GCCA Innovation Challenge program. We have joined several industry consortiums to explore and pilot new technologies to accelerate our decarbonisation journey through carbon capture, utilisation and development of alternative Supplementary Cementing Materials (SCMs), as well as alternative calcination technologies and processes.

The Company's scientists at the research and development centre are continuously working to develop low-carbon cement and concrete products, including water-saving solutions.

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,141	1,286
E-waste (B)	215	175
Bio-medical waste (C)	3	2
Construction and demolition waste (D)	0	0
Battery waste (E)	216	181
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1,203	1,225
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	29,20,486	27,07,527
Total (A + B + C + D + E + F + G + H)	29,23,264	27,10,396

Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupee of turnover (kg/rupee) (Total waste generated/ Revenue from operations)	0.0038	0.0038
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (kg/USD) (Total waste generated / Revenue from operations adjusted for PPP)	0.079	0.085
Waste intensity in terms of physical output (tonnes/ tonne of cementitious materials)	0.021	0.023
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2024-25	
(i) Recycled	52,926	
(ii) Re-used	28,50,065	
(iii) Other recovery operations	-	
Total	29,02,991	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.27	
(ii) Landfilling	0	
(iii) Other disposal operations	0	
Total	2.27	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.
- The Company encourages circularity across its operations. 99.9% of the waste generated by the Company (including fly ash, STP sludge and rejected screening material) is reused in its operations and production process. The remaining 0.1% waste is recycled through authorized recyclers in an eco-friendly manner. A miniscule quantity of 2 metric tonnes of bio- medical waste (~0.0001% of total waste generated) is disposed through incineration.

-

Hazardous waste generated by the Company constitutes only 0.04% of the total waste. Through rigorous trainings and capacity building, the Company has been able to reduce its hazardous waste generation to minimum quantity possible in industrial operations.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Jafrabad Cement Works Village - Babarkot, Taluka - Jafrabad, Dist. - Amreli, Gujarat - 365 540	Limestone Mines and captive Jetty-CRZ Area	Yes
2	Sewagram Cement Works Village- Vayor, Taluka- Abdasa, Dist.- Kutch, Gujarat - 370 511	Limestone Mines and captive Jetty- CRZ Area	Yes
3	Gujarat Cement Works Village- Kovaya, Taluka- Rajula, Dist.- Amreli, Gujarat - 365 541	Limestone Mines and captive Jetty- CRZ Area	Yes
4	Sidhi Cement Works Village: Beghwar, P.O.: Bharatpur, Tehsil: Rampur Naikin, District: Sidhi, Madhya Pradesh - 486 776	Unit is falling in Forest Area and Wild Life Clearance for Cement Plant, CPP and 7 existing mines have been obtained	Yes
5	Baga Cement Works Village: Baga, P.O.: Kandhar, Tehsil: Arki, District: Solan Himachal Pradesh - 171 102	Unit is falling in Forest Area and Forest clearance has been obtained for Plant and Mines	Yes

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Sr. No.	Name and brief details of project	Environmental Impact Assessment (EIA) Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Patratu Cement Works	EIA Notification 2006	29.10.2024	Yes	Yes	Welcome to PARIVESH (environmentclearance.nic.in)
2	Aligar Grinding Unit	EIA Notification 2006	18.10.2024	Yes	Yes	
3	Shahjajanpur Grinding Unit	EIA Notification 2006	18.10.2024	Yes	Yes	
4	Nathdwara Thandiberi Limestone mines	EIA Notification 2006	18.10.2024	Yes	Yes	
5	Sidhi Cement Works L-III	EIA Notification 2006	19.11.2024	Yes	Yes	

Sr. No.	Name and brief details of project	Environmental Impact Assessment (EIA) Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
6	Nathdwara AmlI Mines	EIA Notification 2006	02.01.2025	Yes	Yes	Welcome to PARIVESH (environmentclearance.nic.in)
7	Aditya Cement Works L-IV	EIA Notification 2006	11.02.2025	Yes	Yes	
8	Kotputli Mohanpura mines	EIA Notification 2006	21.02.2025	Yes	Yes	
9	Tanda Cement Works	EIA Notification 2006	26.06.2024	Yes	Yes	
10	Vizag Grinding Unit	EIA Notification 2006	02.07.2024	Yes	Yes	
11	Maihar Bhadanpur LM	EIA Notification 2006	05.04.2024	Yes	Yes	
12	Maihar Tiloura LM	EIA Notification 2006	05.04.2024	Yes	Yes	

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with all the applicable environmental law/regulations/guidelines in India and across its international operations.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
		Nil		

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i)

Name of the area: Shambhupura (Rajasthan), Tadipatri (Andhra Pradesh), Kovaya (Gujarat), Nathdwara (Rajasthan), Neem Ka Thana (Rajasthan) and Kharia Khangar (Rajasthan).
- (ii)

Nature of operations: Cement manufacturing.

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,00,014	1,76,900
(ii) Groundwater	21,30,394	13,43,858
(iii) Third party water	-	-
(iv) Seawater / desalinated water	4,91,527	15,56,989
(v) Others (Rainwater)	28,36,919	15,61,556
Total volume of water withdrawal (in kilolitres)	56,58,854	46,39,303
Total volume of water consumption (in kilolitres)	46,99,413	33,81,111
Water intensity per rupee of turnover (Water consumed / turnover)	0.006	0.005
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)	0	0
(i) Into Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3* emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,27,11,286.88	82,50,584.95
Total Scope 3* emissions per rupee of turnover	kg CO ₂ / rupee	0.017	0.011

*Excluding India Cements and Kesoram Cement Business

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Impacts:

- Habitat degradation and loss of vegetation cover.
- Noise and associated ground vibration impact the lower vertebrate, mainly the ground dwelling reptiles and small mammals.
- Change in the normal behaviour in the form of restricting the movements, feeding, resting and breeding activities of major faunal groups of the project area.

Prevention and remediation:

- Creating awareness amongst employees and local communities through capacity building sessions, introductory workshops, installing biodiversity information poster in the ecologically sensitive areas etc.
- Habitat management through management of invasive species, conservation of vegetation cover, and off setting habitat loss.
- Prevention of human-animal conflict, identification of potential mortality sites, installation of reflective signboards, training security staff for situations of animal encounter to ensure safety of fauna.
- Controlled blasting and upgradation to new noise-free technology.

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transition to green energy – Utilization of renewable energy and recovered waste heat to substitute electricity generated through thermal power plants.	-	Avoided Scope 1 GHG emissions through use of renewable energy in FY25: 11,35,864 tCO ₂ . Avoided Scope 1 GHG emissions through use of waste heat recovery in FY25: 16,78,175 tCO ₂ .
2	Low carbon products: production of blended cements by substituting clinker with supplementary cementitious materials like fly ash, slag etc.	-	Avoided Scope 1 GHG emissions through blended cements in FY25: 2,10,57,134 tCO ₂ .
3	Recycle and reuse of water at all sites.	-	Zero liquid discharge.

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.**

The Company has a business continuity and robust disaster management plan thoroughly implemented at each Unit. Disaster management plan, health and safety protocols and adequate communication protocols during extreme weather events ensure safety at sites and minimize the impact on workforce. Annual weather forecasts are considered to mitigate risk of delays in sourcing of fuels due to natural calamities. Insurance coverage is in place to protect against damages to business assets or loss of materials in warehouses or transit due to extreme weather events.

The Company's Units are spread across the country. If a manufacturing unit faces business disruption or shutdown due to extreme weather events, alternative Units in other locations can serve the respective customer. Widespread logistics network with warehouses across different parts of the country enable flexibility in the Company's operations and ensure business continuity.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company has vast integrated value chain extending from mines to packed cement bags with interconnected network of mines, suppliers, jetties, manufacturing units, railway yards, warehouses and network of dealers and retailers. Transportation, handling and storage of raw materials, fuels and other additives used in the process impact environment in negative ways. Such material tends to impact environment during cement manufacturing process too.

The Company has continuously followed circularity principles and continues to work towards it. This helps us to be more sustainable in terms of low natural resource utilisation, save on the extraction, environmental impact of transportation on GHG and air pollution. We have able to utilize 44.15 million tonnes of recycled and alternative raw materials in cement production in FY25 along with 100% fly ash utilisation from own power plants in cement making thus saving environment in a big way.

The Company is committed to reduce our GHG emissions from our process and we have made significant process as compared to base year of 2017. Company's net CO₂ emission intensity has decreased from 632 kg CO₂/tonne of cementitious material (in 2017) to 549 kg CO₂/tonne of cementitious material (13% reduction from base year) this year, which is in line with our target reducing 27% carbon intensity by 2032. This has been possible due to large influx of renewable energy to substitute the fossil fuel-based energy and optimization of our manufacturing process.

Transportation related environmental impact is a major point in our downstream operation. The Company is working to deploy electric trucks for the same which will nullify the environmental impacts in a large way.

The Company continue to redesign our process and practices to reduce CO₂ emissions by adopting innovative methods, such as use of waterways (NW 1) to transport gypsum and use of new technologies such as ZeroCAL.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. - 40%.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

- i.
 - a. Number of affiliations with trade and industry chambers/ associations.
 - b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Federation of Indian Chambers of Commerce and Industry	National
2	Confederation of Indian Industry	National
3	Global Cement and Concrete Association	Global
4	Global Cement and Concrete Association, India	National
5	Federation of Indian Mineral Industries	National
6	Cement Manufacturing Association	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of review by Board (Annually / Half yearly / Quarterly / Others) Please specify	Web Link, if available
Not Applicable					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification no.	Date of notification	Whether conducted by Independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
SIA is the part of EIA study conducted for obtaining Environmental Clearance for greenfield and brownfield projects. The Company has undertaken 12 SIAs in 5 states during financial year 2024-25. The Company actively contributes to the social and economic development of the communities in which it operates.					

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of project Affected families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in ₹)
1	Kujota	Rajasthan	Kotputli-Behrur	49	100%	41 Crores +

3. Describe the mechanisms to receive and redress grievances of the community.

As a part of CSR Policy, the Company proactively meets the community stakeholders and representatives with special focus on marginalized and underserved population. The Company has dedicated CSR team and a designated office at each Unit. Each need is noted, analysed, felt needs are prioritized and a feasible solution is implemented through active community consultation, participation and community ownership.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/ small producers	16	11
Directly from within India	75	69

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY 2024-2025	FY 2023-2024
Rural	47.46%	47.02%
Semi-urban	5.12%	5.93%
Urban	10.47%	8.71%
Metropolitan	36.94%	38.33%

Leadership Indicators:

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (in ₹)
1	Rajasthan	Sirohi	7,17,65,000
2	Uttar Pradesh	Sonebhadra	3,70,75,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No.

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable.

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shares (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education and Capability enhancement	1,80,430	More than 80
2.	Healthcare	4,77,889	More than 80
3.	Sustainable Livelihoods	1,81,055	More than 90
4.	Infrastructure Development	5,52,432	More than 80
5.	Social Empowerment	4,33,263	More than 80

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company is a customer centric organisation designed to enrich customers’ experience. The Company has a highly experienced technical team that provides on-site support and demonstration through a mobile testing van. There’s an effective complaint handing procedure that facilitates prompt logging, investigation, resolution, and closure.

Customer can register the complaint from various modes like through dealers, UltraTech employee’s, Company Website, Contact Centre. Upon receipt of the customer complaint, the concern technical person attends & addresses the complaint within 24 hours. Most of the complaints are closed within 72 hours. It is ensured that all the complaints are closed to the fullest customer satisfaction with a formal complaint closure documentation. In addition to this, all the complaints are registered in One Technical Panel system from where the complaint status is monitored on monthly basis.

The Company has Customer Care Centre who seeks feedback from customers after any transaction (Product Query, complaint, and services). This Centre is also a means for anyone who wants to connect with our brand. This helps us to understand the emotions and pain points of all users which in turn gives us insights to deliver the best.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	The Company’s products confirm to all applicable statutory parameters.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	All services are value added voluntary services. No essential services					
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	27	18	2 legal notices are open - one is an ongoing vendor issue and the other one was received in last week of March. The pending matters consumer complaints sub-judice before multiple consumer forums. The matters are being heard by the respective forums as per the due process of law and are at different stages of resolution.	24	15	-
Other	-	-		29	26	All legal notices received during the year have been replied to. The pending matters are consumer complaints filed before various consumer forums. The matters are being heard by the respective forums as per the due process of law and are at different stages of resolution.

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls		Nil
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. The same is available on the Company’s website at <https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/cyber-security-and-data-privacy-policy.pdf>

SECTION A: GENERAL DISCLOSURES

I. DETAILS

1	Corporate Identity Number (CIN) of the Listed Entity	L26940MH2000PLC128420
2	Name of the Listed Entity	UltraTech Cement Limited
3	Year of incorporation	24 th August, 2000
4	Registered office address	B Wing, Ahura Centre, 2 nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
5	Corporate office address	B Wing, Ahura Centre, 2 nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
6	E-mail	brr.utcl@adityabirla.com
7	Telephone	+91 22 6691 7800 / 2926 7800
8	Website	www.ultratechcement.com
9	Financial year for which reporting is being done	1 st April, 2024 to 31 st March, 2025
10	Name of the Stock Exchange(s) where shares are listed	- BSE Limited ("BSE") - National Stock Exchange of India Limited ("NSE")
11	Paid-up Capital	₹ 13,58,18,62,400
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sanjeeb Kumar Chatterjee Company Secretary B Wing, Ahura Centre, 2 nd Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093 Tel.: 022-66917800 Email: brr.utcl@adityabirla.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a consolidated basis.
14	Name of assurance provider	BDO India LLP
15	Type of assurance obtained	Reasonable Assurance of BRSR Core Indicators

II. PRODUCTS/SERVICES

16. Details of business activities (accounting for 90% of the Turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Clinker, Cement and Ready Mix Concrete ("RMC")	~98

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cement and Clinker	2394	~90

III. OPERATIONS

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants		Number of offices		Total	
National	-	34	Integrated Cement Units;	1	Registered Office;	559
	-	30	Grinding Units;	1	Central Marketing Office;	
	-	1	White Cement Unit;	8	Zonal Marketing Offices.	
	-	2	Wall Care Putty;			
	-	9	Bulk Terminals;			
	-	395	Ready Mix Concrete Units,			
	-	78	Building Product Division Units.			
International	-	1	Clinkerization Unit;			7
	-	4	Grinding Unit;			
	-	1	White Cement Unit;			
	-	1	Bulk Terminal.			

19. Markets served by the entity:

a.	Number of locations						
	<table><tr><th>Locations</th><th>Number</th></tr><tr><td>National (No. of States)</td><td>28 States and 6 Union Territories</td></tr><tr><td>International (No. of Countries)</td><td>4</td></tr></table>	Locations	Number	National (No. of States)	28 States and 6 Union Territories	International (No. of Countries)	4
Locations	Number						
National (No. of States)	28 States and 6 Union Territories						
International (No. of Countries)	4						
b.	What is the contribution of exports as a percentage of the total turnover of the entity?						
-	0.41%						
c.	A brief on types of customers						
-	Individual Home Builders; Dealers; Real Estate Developers; Infrastructure Companies; Institutional Buyers						

IV. EMPLOYEES

20. Details as at the end of Financial Year 2024-25:

a.	Employees and workers (including differently abled):					
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	21,456	20,066	94	1,390	6
2.	Other than Permanent (E)	7,128	6,725	94	403	6
3.	Total employees (D + E)	28,584	26,791	94	1,793	6
WORKERS						
4.	Permanent (F)	6,474	6,452	99.7	22	0.3
5.	Other than Permanent (G)	55,109	53,774	98	1,335	2
6.	Total workers (F + G)	61,583	60,226	98	1,357	2

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	35	33	94	2	6
2.	Other than Permanent (E)	1	1	100	0	0
3.	Total differently abled employees (D + E)	36	34	94	2	6
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	19	18	95	1	5
5.	Other than permanent (G)	12	12	100	0	0
6.	Total differently abled workers (F + G)	31	30	97	1	3

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30
Key Management Personnel	4	-	-

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.42	15.25	9.78	10.10	14.05	10.68	9.85	15.39	10.52
Permanent Workers	5.08	-	5.07	5.37	-	5.20	5.09	-	4.96

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (a) Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Grasim Industries Limited	Holding	56.11	Sr. No. 1: Grasim Industries Limited follows its separate business responsibility initiatives.
2	Bhagwati Lime Stone Company Private Limited	Subsidiary	100.00	
3	Gotan Lime Stone Khanij Udyog Private Limited	Subsidiary	100.00	
4	Harish Cement Limited	Subsidiary	100.00	Sr. Nos. 2 to 8: The Company's business responsibility initiatives apply to its subsidiaries.
5	UltraTech Cement Lanka (Pvt.) Limited	Subsidiary	100.00	
6	UltraTech Cement Middle East Investments	Subsidiary	100.00	
7	Letein Valley Cement Limited	Subsidiary	100.00	
8	The India Cements Limited* ("ICEM")	Subsidiary	81.49	
9	Aditya Birla Renewables SPV 1 Limited	Associate	26.00	
10	Aditya Birla Renewables Energy Limited	Associate	26.00	
11	ABREL (Odisha) SPV Limited	Associate	26.00	

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
12	ABREL Green Energy Limited	Associate	26.00	
13	ABREL (MP) Renewables Limited	Associate	26.00	
14	ABREL (RJ) Projects Limited	Associate	26.00	
15	Bhaskarpara Coal Company Limited	Associate	47.37	
16	Madanpur (North) Coal Company Private Limited	Joint Venture	11.17	

*with effect from 24th December, 2024

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover: (in ₹) 70,857 crores.

(iii) Net worth: (in ₹) 69,678 crores.

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaint pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaint pending resolution at close of the year	Remarks
Communities	Yes. The Company has a grievance redressal mechanism in place, details whereof are available at https://www.ultratechcement.com/corporate/investors-/corporate-governance	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		153	9	-	108	2	-
Employees and workers		1,128	35	-	1,146	109	-
Customers		3,420	134	-	1,632	49	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

26. Overview of the entity's material responsible business conduct

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health & Safety	Risk	The Company places great importance on Health and Safety. It endeavors to make the work place safe for all employees, thereby enhancing their well being and productivity.	UltraTech follows 'Zero harm culture'. Some initiatives are: - 'Pratibimb' (Cluster head conducting walk through inspections across Units); Contractor connects initiatives, viz. 'Hamein apki parva hain'. Investigation, Digitalisation, Corrective and Preventive actions.	Negative
2	Circularity/Sustainable Material Innovation	Opportunity	Circularity helps the Company to save on natural resources. Using alternative fuels, it helps the Company to reduce the use of fossil fuels and simultaneously reduce Green House Gas ("GHG") emissions.	-	Positive
3	Sustainable Products	Opportunity	Products that are low on resource utilisation and help customers achieve their sustainability goals will help in achieving sustainability in the Company's value chain.	-	Positive
4	Energy Management & Efficiency	Opportunity	Enhancing the energy efficiency and reducing its consumption provides an opportunity to reduce CO ₂ emissions.	-	Positive
5	GHG Emissions (Carbon Intensive Sector; Carbon Tax)	Risk	In cement manufacturing limestone is the major material and fuel is required for heating. CO ₂ is released from calcination of limestone and combustion of fuel, which leads to global warming. GHG emission may impact business continuity and cause business disruption.	To mitigate the risk, the Company has set voluntary targets to reduce emissions by 27% and 69% for scope 1 and scope 2, respectively, by 2032 from 2017 as the base year, which is validated by SBTi. The Company focuses on an enhanced circular economy, 100% energy transition, a new product portfolio, and exploring and piloting the CCU technologies through the GCCA consortium to find economical and technical viable options to achieve net Zero by 2050.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Sustainable Supply Chain (Local sourcing)	Opportunity	Scope 3 reduction and implementation of sustainable mining practices.	-	Positive
7	Customer Centricity	Opportunity	Customer focus is paramount for the Company. Meeting the demands of the customers and engaging with them help the Company maintain goodwill and enhance brand value.	-	Positive
8	Technology Transformation	Opportunity	Greater brand value and customer preference for the Company's products.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

- P1 - Business should conduct and govern themselves with Ethics, Transparency and Accountability.
- P2 - Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
- P3 - Businesses should promote the wellbeing of all employees.
- P4 - Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
- P5 - Businesses should respect and promote human rights.
- P6 - Business should respect, protect, and make efforts to restore the environment.
- P7 - Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
- P8 - Businesses should support inclusive growth and equitable development.
- P9 - Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Policies can be found on https://www.ultratechcement.com/corporate/investors-/corporate-governance								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company expects its value chain partners to adhere to the Company's enlisted policies in all their dealings with the Company.																	
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000; ISO 14000; OHSAS 18000; ISO 45000; ISO 50000; SA 8000; UNGC Guidelines; GRI Standards; BIS Standards; ILO Principles; WBCSD; IGBC GreenPro.																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	For commitments, goals and targets relating to Environment and Social, please refer to Targets and Achievements section of the Integrated and Sustainability Report FY 2024-25.																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.																		
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	Please refer to the message of the Managing Director forming part of this Integrated and Sustainability Report.																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. K. C. Jhanwar DIN: 01743559 Designation: Managing Director Telephone: 022 66917800 email: brr.utcl@adityabirla.com																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Risk Management and Sustainability Committee. The Committee comprises of: - Mr. Anjani Kumar Agrawal, Independent Director - Mr. K. C. Jhanwar, Managing Director - Mr. Atul Daga, Chief Financial Officer For further details, please refer to the Corporate Governance Report forming part of this Integrated and Sustainability Report.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committees of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committees of the Board									Quarterly								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, assured by an independent agency (Ernst and Young Associates LLP).								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators:

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:
- | Segment | Total number of training and awareness programmes held | Topics /principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--------------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------|
| Board of Directors (“BoDs”) | 1 | All | 100 |
| Key Managerial Personnel (“KMPs”) | 2 | All | 100 |
| Employees other than BoD and KMPs | 5 | All | 81 |
| Workers | 1 | All | 100 |
2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:
- (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):
- | Monetary | | | | |
|-----------------|-----------------|--------------------------------------------------------------------|-------------------|----------------------------------------|
| | NGRBC Principle | Name of the regulatory enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | | | | |
| Settlement | | | Nil | |
| Compounding fee | | | | |

Non-Monetary				
	NGRBC Principle	Name of the regulatory enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment		Nil		

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The policy is available on the Company's weblink - <https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/anti-money-laundering-and-anti-bribery-and-corruption-policy-old.pdf>

It is applicable to all employees and sets out steps employees must take to avoid being implicated for money laundering and to prevent the Company's involvement in any activity relating to bribery, facilitation payments, or corruption, even where the involvement may be un-intentional.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Monetary	FY 2024-25	FY 2023-24
Directors		
KMPs	Nil	Nil
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

Case Details	FY 2024-25	FY 2023-24
Number of days of accounts payables	53.70	53.41

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter		Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases*	a.	Purchases from trading houses as % of total purchases	6.89%	2.12%
	b.	Number of trading houses where purchases are made from	81	268
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	83%	92%
Concentration of Sales*	a.	Sales to dealers / distributors as % of total sales	56%	58%
	b.	Number of dealers / distributors to whom sales are made	39,973	34,971
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	2.45%	2.72%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	1.48%	0.28%
	b.	Sales (Sales to related parties / Total Sales)	0.07%	0.03%
	c.	Loans & advances (Loans & advances given to related parties /Total loans & advances)	0.03%	0.23%
	d.	Investments (Investments in related parties / Total Investments made)	5.82%	11.75%

*Excluding ICEM.

Leadership Indicators:

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
~1,65,564	Good construction practices, site demonstration on efficient usage of cement and other building products, benefits of the Company's GreenPro certified cement and products, plant visits showcasing the quality assurance / quality control measures, sustainability initiatives taken during cement manufacturing, etc. Various aspects of green home construction like GreenPro certified products, home plans for better light and ventilations, Green practices like rainwater harvesting, etc.	38-40

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has a code of conduct for the Board and Senior Management pursuant to the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations").

Further, the Board Members and KMPs confirm, at the beginning of every financial year and as and when there is any change in such interest, that there was no material, financial and commercial transactions with the Company, where they have interest that may have any potential conflict. The Directors do not participate in agenda items at the Board/ Committee meetings in which they are interested or deemed to be interested.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	48.07	39.37	Green concrete, low water requirement concrete, improvement in energy efficiency, and others.
Capex	8.10	2.44	Energy efficiency, waste heat recovery, renewable energy, air emission control, alternative fuel handling systems, rainwater harvesting, STP instalments and enhanced safety systems.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)- Yes
b. If yes, what percentage of inputs were sourced sustainably? – 31%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company is following prescribed guidelines by CPCB/MOEF for disposing/end of life of plastic bags being used for packaging of cement. We are co-processing plastic waste in our cement kilns for safe disposal in environment friendly manner.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to the Company. The waste collection plan is in line with the EPR plan submitted to concerned authorities.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:

NIC Code	Name of product/ service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency	Details of improvements in environmental and social impacts
2394	Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag Cement, Composite Cement	96.88	Cradle-to-Gate	Yes	https://api.environdec.com/api/v1/EPDLibrary/Files/f23f7e4e-486b-4dd4-acff-08da599e304a/Data

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

Name of product/ Service	Description of the risk/ concern	Action Taken
Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag Cement, Portland Composite Cement.	<ul style="list-style-type: none">Abiotic depletion elements and fossils.Global warming potential – high GHG emissions.	<ul style="list-style-type: none">Use of alternative fuels and raw materials, including waste and recycled materials to reduce dependence on natural resources.Transition to renewable energy and recovery of waste heat to produce power and reducing dependence on thermal power plants.Low carbon products - reducing clinker content in cement.Investment in R&D for technological advancements to achieve carbon neutrality.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Recycled and reused material from alumina and steel industry and other sources	21.73	20.85

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (Including packaging)	Nil	Nil	1,36,000	Nil	Nil	1,26,883
E-waste	Not Applicable			Not Applicable		
Hazardous waste						
Other Waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees* covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	19,809	19,809	100	19,809	100	-	-	17,535	89	-	-
Female	1,368	1,368	100	1,368	100	1,368	100	-	-	-	-
Total	21,177	21,177	100	21,177	100	1,368	6	17,535	83	-	-
Other than Permanent employees											
Male	6,723	6,703	99.7	6,722	99.9	-	-	-	-	-	-
Female	403	402	99.8	402	99.8	402	99.8	-	-	-	-
Total	7,126	7,105	99.7	7,124	99.9	402	6	-	-	-	-

*Data specific to India

b. Details of measures for the well-being of workers:

Category	% of workers* covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	6,208	6,208	100	6,208	100	-	-	-	-	-	-
Female	22	22	100	22	100	22	100	-	-	-	-
Total	6,230	6,230	100	6,230	100	22	0.35	-	-	-	-
Other than Permanent workers											
Male	53,551	30,292	57	32,553	61	-	-	-	-	-	-
Female	1,333	660	50	688	52	1,294	97	-	-	-	-
Total	54,884	30,952	56	33,241	61	1,294	2.4	-	-	-	-

*Data specific to India

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.29	0.18

2. Details of retirement benefits, for Current and Previous Financial Year.

Benefits#	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	NA	4	Yes	NA	1.85	Yes
Others – please specify	Superannuation: 10.7 NPS: 9.5	-	Yes	Superannuation: 8 NPS: 8	-	Yes

*Data specific to India

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the Company provides equal opportunity to disabled employees. Operations and office premises are accessible to differently abled employees and workers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is committed to being an equal opportunity employer and ensures an inclusive workplace for all its employees. The Company's anti-harassment and anti-discrimination policy highlights that it provides equal opportunity to all, without discriminating on any grounds, be of gender, age, sex, religion, cultural background, health or medical condition, physical ability, appearance, marital status, etc. The policy is uploaded on the Company's website at https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/Anti-Harassment%20and%20Discrimination%20Policy_2021.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	87	-	-
Female	100	68	-	-
Total	100	86	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	1) Arranging Tool Box Talk (TBT) across Units.
Other than Permanent Workers	2) Compulsory shop floor visits by Employee Relations team under Employee Relations Aapke ke Dwar an initiative where concerns relating to working conditions and wellness issues are heard and addressed. 3) Monthly meetings with Unions at the Units.

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.21	0.12
	Workers	0.19	0.07
Total recordable work-related injuries	Employees	15	11
	Workers	77	44
No. of fatalities	Employees	2	0
	Workers	6	5
High consequence work-related injury or ill-health (excluding fatalities)	Employees	9	5
	Workers	38	15

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	55	2	-
Health & Safety	57	0	-	27	5	-

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by the Company, 50% by third party
Working Conditions	100% by the Company, 50% by third party

Leadership Indicators

The Company conducts regular structured audits for compliance. Also, monthly bills of the contractor are scrutinized through a well-defined check list to detect any non-compliance.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment		
	FY 2024-25*	FY 2023-24*	FY 2024-25*	FY 2023-24*
Employees	- 2 Fatality - 9 Lost Work Case ("LWC")	- 0 Fatality - 5 LWC	Fatalities: Compensation given to family members of both the deceased. LWC: All LWC injured person resumed duty.	LWC - all injured person resumed to duty.
Workers	- 6 Fatality - 38 LWC	- 5 fatality - 15 LWC	Fatalities: Compensation given to family members of all 6 deceased. Suitable employment provided to deceased of 2 workers. LWC: All LWC injured person resumed to duty.	Fatalities - 3 cases: compensation paid and employment provided to legal heirs of respective deceased persons. 2 cases: compensation paid to the family. LWC - all injured person resumed duty.

*Including contract workmen and excluding third party.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

As an organization, your Company eases employees' retirement process by providing retirement planning support. Retiring employees can give their preference of location to settle down post-retirement and the goods transportation for the employees is undertaken in terms of the mobility policy. However, programs to facilitate continued employability is not a part of this support.

5. Details on assessment of value chain partners

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	Around 75% contractors- through Pre-qualification (PQ) score & Contractor Filed Safety Audit ("CFSA")
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

- Contractor Safety Management: Contracts are awarded based on evaluation of PQ score. All contract workers mandatorily undergo safety induction prior to be deployed at work. Their safety performance is periodically checked through CFSA and is measured by Severity Index (S.I.). Contractors with S.I. greater than 1.5 are counselled and those found with serious violations are penalized.
- Contractor Connect Initiative (CCI): Live work being executed by contractual workmen at various Units are reviewed by Heads of other Units through on-line interaction. Gaps identified are closed. Progressive Consequence Management (PCM) actions are applied against unsafe acts as well as persons are rewarded in appreciation of their positive safety behavior.

- In line with "mentor-mentee" concept, all workers across Company Units have been aligned to executives in 1:5 ratios to closely work on improving safety behaviors.
- Safety Incubation Centers (SIC) established at 7 Units – Awarpur & Manikgarh, Maihar, Rajashree, Andhra Pradesh Cement Works, Nathdwara & Hirmi to improve behavioral safety of front-line employees and contract workers. Through this, they have been sensitized through communicating about what negative impact they might have to face in terms of injury/ illness if they don't follow laid down safety norms.
- VR-enabled safety training on 44 modules imparted across Units along with driver safety training module in Hindi.
- Safety toll free number: To make each employee /contract workers aware that they can act as whistle blowers to save lives, an exclusive safety toll free number is available 24 X 7. This acts as an effective deterrent against engaging in high risk activities without taking requisite safety precautions. The concerns voiced are addressed keeping the caller's identity anonymous.
- PRATIBIMB 2.O: Zone owners of Units are connected with COOs through on-line sessions to review their risk perception with an aim for risk perception improvement, discussion on repeated findings and establishing emotional and behavioral safety connect with their safety ambassadors and mentees.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
 - Please refer to the Stakeholder Engagement section forming part of this Report.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Industry Associations	No	- Meetings - Website - Integrated and Sustainability Report	Annually and as and when required	Information exchange on key sustainability parameters
Shareholders, Lenders & Investors	No	- General meetings - Investor meetings - Integrated and Sustainability Report - Investor Presentation - One-on- One meetings	Quarterly; Annually and as and when required	The Company engages with all its stakeholders. It helps to enrich business conduct by understanding their priorities and addressing their queries and concerns.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Authorities	No	<div><div>- Integrated and sustainability report and regulatory filings</div><div>- Facility inspections</div><div>- One-on-One meetings</div></div>	Annually / Quarterly / Monthly and as and when required	Good governance practice; community engagement; regulatory compliance; environmental initiatives. Assessing upcoming regulations to mitigate regulatory risks.
Employees	No	<div><div>- Internal communication platforms</div><div>- Townhalls</div></div>	Daily	Employee engagement is an on-going exercise conducted throughout the year. The Company has also set up a formal mechanism for this – the Vibes employee survey, which includes all its employees.
Community	Yes	<div><div>- Community meetings</div><div>- Need assessment, baseline, impact assessment and other studies</div><div>- Trainings and workshops</div></div>	Periodic /Ongoing	Support the stakeholder/ communities by empowerment and capability enhancement through projects/ programmes on education, health. sustainable livelihood , need based infrastructure and Social Causes
Customers	Yes	<div><div>- Company website</div><div>- Product Campaigns</div><div>- Surveys</div><div>- Grievance Redressal</div></div>	Periodic	Evaluating satisfaction level of customers using Net Promoter Score (NPS) methodology. Understanding customer preference, and shift in awareness.
Suppliers and Contractors	Yes	<div><div>- Review Meetings</div><div>- Vendor Interactions</div><div>- Performance reports</div><div>- Feedback and grievance forms</div></div>	Periodic	Engagement with suppliers and contractors by adhering to the supply chain code of conduct, thereby developing long-term business relationships and mitigating supply chain risks.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company’s Mission - To deliver superior value to the stakeholders on the four pillars of:

Sustainability | Innovation | Team Empowerment | Customer Centricity.

As a step in this direction, the Company engages with stakeholders as on ongoing process - be it investors; lenders; analysts; shareholders; employees; customers; suppliers and other channel partners.

This enables the Company to feel the pulse of stakeholders, their expectations and aspirations. Feedback received during interactions with stakeholders are deliberated by the management team and implemented, where appropriate.

The Board and relevant Committees are briefed about the interactions with the stakeholders and action implemented.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Stakeholders form an integral part of the Company’s business. Consultations are in the form of investor meetings; employee engagement; vendor / dealer meets; inter-action with host communities; training programs, among others.

The Company is committed to driving sustainability. It is focusing on reducing the carbon emissions by a number of ways. The decarbonisation framework includes driving efficiency improvements, introducing new technologies for reducing carbon footprint, using alternative energy, recovering waste heat, increasing renewables in the energy mix, introducing green product continuously in the portfolio, adopting circularity, reducing water usage and improving biodiversity. It also has effective community management and human rights management.

The Company benchmarks its sustainability practices with global players through Global Cement and Concrete Association (“GCCA”). As the founding member of the GCCA, the Company has played a pivotal role in launching GCCA’s India operations and exploring the new technology adoption possibilities.

The Company undertakes its social initiatives under the aegis of The Aditya Birla Centre for Community Initiatives and Rural Development, under the able leadership of Mrs. Rajashree Birla. The key focus areas are education, healthcare, women-empowerment, sustainable livelihood, infrastructure and social reform.

It follows a bottom-up approach for all social projects. All projects are planned in consultation with the community. The process involves interacting with them and understanding their challenges and issues. We interact with village panchayats and prepare a list of requirements based on in-depth focused discussions. Implementation and monitoring of a project is a mutual responsibility of the community and the team. Regular community stakeholder meetings are held to ensure appropriate implementation process is followed. Once the project achieves a status of self-sustenance, ownership is transferred to the villagers. This transfer of responsibility ensures a culture of empowerment and self-reliance.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Corporate Social Responsibility (“CSR”) projects of the Company aim to focus on a social transformation in the life of its disadvantaged, vulnerable and marginalised stakeholders. The Company ensures that the CSR funds are utilised in an optimum manner that uplifts the weaker sections of the society.

The Company works towards overall development of the way of life of the communities around its Units, most of which are in distant rural areas and tribal belts. It reaches out to more than 1.8 million people across 500 villages spanning 16 states.

It works to actively contribute to the social and economic development of communities in which it operates. The details of projects undertaken under CSR activities towards vulnerable / marginalised stakeholder groups are provided in the Social Report section of this Report.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employee / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers Covered (D)	% (D/C)
Employees						
Permanent	21,456	1,386	6.5	17,917	-	-
Other than permanent	7,128	21	0.3	6,304	-	-
Total Employees	28,584	1,407	4.9	24,221	-	-
Workers						
Permanent	6,474	333	5.1	5,753	-	-
Other permanent	55,109	1,145	2.1	53,130	-	-
Total Workers	61,583	1,478	2.4	58,883	-	-

2. Details of minimum wages paid to employees and workers, in the following format:

Category*	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (A/B)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	21,177	-	-	21,177	100	17,633	-	-	17,633	100
Male	19,809	-	-	19,809	100	16,495	-	-	16,495	100
Female	1,368	-	-	1,368	100	1,138	-	-	1,138	100
Other than Permanent	7,126	-	-	7,126	100	6,302	-	-	6,302	100
Male	6,723	-	-	6,723	100	5,925	-	-	5,925	100
Female	403	-	-	403	100	377	-	-	377	100
Workers										
Permanent	6,230	3	0.05	6,227	99.9	5,508	-	-	5,508	100
Male	6,208	-	-	6,208	100	5,495	-	-	5,495	100
Female	22	3	14	19	86	13	-	-	13	100
Other than Permanent	54,884	24,910	45	29,974	55	52,878	26,719	51	26,159	49
Male	53,551	23,948	45	29,603	55	51,718	25,810	50	25,908	50
Female	1,333	962	72	371	28	1,160	909	78	251	22

#Data representative of employees enrolled in domestic business only.

3. Details of remuneration/salary/wages#

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	₹ 65,00,000	4	₹ 1,12,50,000
Key Managerial Personnel (KMP)**	4	₹ 1,38,71,441	-	-
Employees other than BoD and KMP	18,449	₹ 9,80,000	1,338	₹ 6,95,217
Workers	5,877	₹ 5,74,107	20	₹ 3,37,004

Data specific to India.
* Excludes 2 Executive Directors.
** Includes 2 Executive Directors, Chief Financial Officer and Company Secretary.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.06	3.91

6. Number of Complaints on the following made by employees and workers:

- Yes.

Implementation and adherence of Human Rights Policy.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources (TJ)		
Total electricity consumption (A)	4,075.20	2,132.78
Total fuel consumption (B)	5,493.00	5,725.00
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	9,568.20	7,857.78
From non-renewable sources (TJ)		
Total electricity consumption (D)	9,894.06	14,725.04
Total fuel consumption (E)	3,37,702.51	2,97,367.74
Energy consumption through other sources (F)	-	-
Total energy consumed from non- renewable sources (D+E+F) (TJ)	3,47,596.57	3,12,092.78
Total energy consumed (A+B+C+D+E+F) (TJ)	3,57,164.77	3,19,950.56
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (kJ/rupee)	470.23	451.22
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (MJ/USD)	9.71	10.00
Energy intensity in terms of physical output (TJ/tonne of cementitious)	0.00262	0.00270

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

2. Does the entity have any sites / facilities identified as Designated Consumers (“DCs”) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Over the past years, 49 manufacturing units, including integrated and grinding units, have been designated as DCs under various rolling PAT cycles. This year, none of the UTCL DCs underwent Measurement & Verification (M&V), marking the end of a three-year PAT cycle (across all cement industry).

On 28th June, 2023, the Government of India, under section 14 of the EC Act 2001, issued S.O.2825(E), mandating several sectors, including cement, to migrate to the Carbon Credit Trading Scheme (CCTS), marking a significant change/shift in regulatory landscape. Consequently, baseline audits were conducted for all existing DCs, setting targets based on Greenhouse Gas Emission Intensity (GEI) rather than the previous Gate to Gate Energy Consumption (GTG) used in the PAT scheme.

Further, energy saving initiatives were identified during energy audits and their progress is monitored quarterly and annually.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	40,81,714	50,44,121
(ii) Groundwater	69,20,187	56,57,952
(iii) Third party water	6,01,702	4,84,894
(iv) Seawater / desalinated water	11,21,107	11,68,849
(v) Others	1,87,34,357	1,54,22,980
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,14,59,067	2,77,78,796
Total volume of water consumption (in kilolitres)	306,56,924	2,71,03,472
Water intensity per rupee of turnover (l/rupee) (Total water consumption / Revenue from operations)	0.0404	0.0382
Water intensity per rupee of turnover adjusted for PPP (l/USD) (Total water consumption / Revenue from operations adjusted for PPP)	0.834	0.847
Water intensity in terms of physical output (Consumption kl/tonne of cementitious material)	0.225	0.229

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

In some of the manufacturing locations there is no access to river/surface water, while we have increased the production (brown field expansion) the requirement is met through ground water.

To counter the same, we will be taking water from our exhausted mine pit in due course of time thus lowering our dependence on ground water.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, mechanism for zero liquid discharge is implemented at 100% cement manufacturing units and bulk terminals.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tonnes	92,709.30	91,993.86
SOx	Tonnes	28,633.96	29,333.00
Particulate matter (PM)	Tonnes	8,336.53	8,126.00
Mercury*	Tonnes	BDL	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP

*We have carried out periodic inspection at our facilities as per USEPA-29 testing protocol. At all places Mercury emissions are found Below Detection Limit (BDL)

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂	8,11,07,852.00	7,12,37,860.00
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂	18,84,213.56	18,84,386.58
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg CO ₂ /₹	0.109	0.103
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	kg CO ₂ /USD	2.257	2.286
Total Scope 1 and Scope 2 emission intensity in terms of physical output	kg CO ₂ /tonne of cementitious material	609.08	618.17

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

Scope 1 have increased due to increased production which is in line with the growth aspirations of the Company but however, intensity in terms of physical output (production) has been reduced significantly.

*Reporting criteria derived from GHG Protocol and GCCA's Cement CO₂ and Energy Protocol, Version 3.1.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

The Company has targets to reduce 27% of its Scope 1 emission intensity and 69% of its Scope 2 emission intensity by 2032 from base year 2017, validated by Science Based Targets initiative (SBTi). Under the GHG emission reduction initiatives, Company has implemented various projects in areas of energy efficiency, circular economy, low carbon products development, renewable energy and waste heat recovery and is exploring other technological advancements including kiln electrification, electrolysis of limestone [Zero Carbon Lime (ZeroCAL)], carbon capture and storage.

In addition to Coolbrook, we have signed an agreement with University of California, Los Angeles (UCLA) to pilot ZeroCAL. The ZeroCAL process can eliminate nearly 98% of carbon dioxide emissions associated with limestone decomposition in cement manufacturing. UltraTech will be the first company globally to implement the ZeroCAL process at scale through a demonstration plant that will produce several metric tons of ZeroCAL per day. The Company's partnership with University of California, Los Angeles (UCLA) aligns with its broader sustainability goals "Net Zero Goal by 2050" and its focus on developing and adopting innovative technologies to decarbonize its operations.

The ZeroCAL process, which can be integrated with existing cement plants, uses limestone feedstock to produce calcium hydroxide, which emits no carbon dioxide when heated to produce lime required for manufacturing cement. In the existing cement production process, the calcination of limestone in the preheater causes carbon dioxide to be released in the atmosphere. The ZeroCAL process produces calcium hydroxide by electrochemically decomposing limestone in water without resulting in carbon dioxide emission.

The Company has participated with The Department of Science and Technology (DST), Ministry of Science and Technology's Special Call Under Climate, Energy, and Sustainable Technology (CEST) for Carbon Capture Utilization (CCU) deployment in Cement Sector and partnered with IIT Madras and BITS Pilani K K Birla Goa as the knowledge partners to develop indigenous CCU-based technology for decarbonization of the Indian cement industry. As an industrial partner, the Company will contribute 25% of the total project cost and assist in setting up and implementing a prototype at one of its cement manufacturing plants. The project aims to establish a carbon capture plant with 1 TPD capture capacity, integrated with an existing cement plant, and mineralization and curing strategies to utilize the captured CO₂.

The Company is also engaging with various start-ups through the GCCA Innovation Challenge program. We have joined several industry consortiums to explore and pilot new technologies to accelerate our decarbonisation journey through carbon capture, utilisation and development of alternative Supplementary Cementing Materials (SCMs), as well as alternative calcination technologies and processes.

The Company's scientists at the research and development centre are continuously working to develop low-carbon cement and concrete products, including water-saving solutions.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,141	1,286
E-waste (B)	215	175
Bio-medical waste (C)	3	2
Construction and demolition waste (D)	0	0
Battery waste (E)	216	181
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1,203	1,225
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	29,20,486	27,07,527
Total (A + B + C + D + E + F + G + H)	29,23,264	27,10,396

Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupee of turnover (kg/rupee) (Total waste generated/ Revenue from operations)	0.0038	0.0038
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (kg/USD) (Total waste generated / Revenue from operations adjusted for PPP)	0.079	0.085
Waste intensity in terms of physical output (tonnes/ tonne of cementitious materials)	0.021	0.023
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	FY 2024-25	
(i) Recycled	52,926	
(ii) Re-used	28,50,065	
(iii) Other recovery operations	-	
Total	29,02,991	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.27	
(ii) Landfilling	0	
(iii) Other disposal operations	0	
Total	2.27	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.
- The Company encourages circularity across its operations. 99.9% of the waste generated by the Company (including fly ash, STP sludge and rejected screening material) is reused in its operations and production process. The remaining 0.1% waste is recycled through authorized recyclers in an eco-friendly manner. A miniscule quantity of 2 metric tonnes of bio- medical waste (~0.0001% of total waste generated) is disposed through incineration.

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Hazardous waste generated by the Company constitutes only 0.04% of the total waste. Through rigorous trainings and capacity building, the Company has been able to reduce its hazardous waste generation to minimum quantity possible in industrial operations.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Jafrabad Cement Works Village - Babarkot, Taluka - Jafrabad, Dist. - Amreli, Gujarat - 365 540	Limestone Mines and captive Jetty-CRZ Area	Yes
2	Sewagram Cement Works Village- Vayor, Taluka- Abdasa, Dist.- Kutch, Gujarat - 370 511	Limestone Mines and captive Jetty- CRZ Area	Yes
3	Gujarat Cement Works Village- Kovaya, Taluka- Rajula, Dist.- Amreli, Gujarat - 365 541	Limestone Mines and captive Jetty- CRZ Area	Yes
4	Sidhi Cement Works Village: Beghwar, P.O.: Bharatpur, Tehsil: Rampur Naikin, District: Sidhi, Madhya Pradesh - 486 776	Unit is falling in Forest Area and Wild Life Clearance for Cement Plant, CPP and 7 existing mines have been obtained	Yes
5	Baga Cement Works Village: Baga, P.O.: Kandhar, Tehsil: Arki, District: Solan Himachal Pradesh - 171 102	Unit is falling in Forest Area and Forest clearance has been obtained for Plant and Mines	Yes

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Sr. No.	Name and brief details of project	Environmental Impact Assessment (EIA) Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Patratu Cement Works	EIA Notification 2006	29.10.2024	Yes	Yes	Welcome to PARIVESH (environmentclearance.nic.in)
2	Aligar Grinding Unit	EIA Notification 2006	18.10.2024	Yes	Yes	
3	Shahjajanpur Grinding Unit	EIA Notification 2006	18.10.2024	Yes	Yes	
4	Nathdwara Thandiberi Limestone mines	EIA Notification 2006	18.10.2024	Yes	Yes	
5	Sidhi Cement Works L-III	EIA Notification 2006	19.11.2024	Yes	Yes	

Sr. No.	Name and brief details of project	Environmental Impact Assessment (EIA) Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
6	Nathdwara Amlī Mines	EIA Notification 2006	02.01.2025	Yes	Yes	Welcome to PARIVESH (environmentclearance.nic.in)
7	Aditya Cement Works L-IV	EIA Notification 2006	11.02.2025	Yes	Yes	
8	Kotputli Mohanpura mines	EIA Notification 2006	21.02.2025	Yes	Yes	
9	Tanda Cement Works	EIA Notification 2006	26.06.2024	Yes	Yes	
10	Vizag Grinding Unit	EIA Notification 2006	02.07.2024	Yes	Yes	
11	Maihar Bhadanpur LM	EIA Notification 2006	05.04.2024	Yes	Yes	
12	Maihar Tiloura LM	EIA Notification 2006	05.04.2024	Yes	Yes	

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with all the applicable environmental law/regulations/guidelines in India and across its international operations.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
		Nil		

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i)

Name of the area: Shambhupura (Rajasthan), Tadipatri (Andhra Pradesh), Kovaya (Gujarat), Nathdwara (Rajasthan), Neem Ka Thana (Rajasthan) and Kharia Khangar (Rajasthan).
- (ii)

Nature of operations: Cement manufacturing.

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,00,014	1,76,900
(ii) Groundwater	21,30,394	13,43,858
(iii) Third party water	-	-
(iv) Seawater / desalinated water	4,91,527	15,56,989
(v) Others (Rainwater)	28,36,919	15,61,556
Total volume of water withdrawal (in kilolitres)	56,58,854	46,39,303
Total volume of water consumption (in kilolitres)	46,99,413	33,81,111
Water intensity per rupee of turnover (Water consumed / turnover)	0.006	0.005
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)	0	0
(i) Into Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3* emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,27,11,286.88	82,50,584.95
Total Scope 3* emissions per rupee of turnover	kg CO ₂ / rupee	0.017	0.011

*Excluding India Cements and Kesoram Cement Business

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, BDO India LLP.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Impacts:

- Habitat degradation and loss of vegetation cover.
- Noise and associated ground vibration impact the lower vertebrate, mainly the ground dwelling reptiles and small mammals.
- Change in the normal behaviour in the form of restricting the movements, feeding, resting and breeding activities of major faunal groups of the project area.

Prevention and remediation:

- Creating awareness amongst employees and local communities through capacity building sessions, introductory workshops, installing biodiversity information poster in the ecologically sensitive areas etc.
- Habitat management through management of invasive species, conservation of vegetation cover, and off setting habitat loss.
- Prevention of human-animal conflict, identification of potential mortality sites, installation of reflective signboards, training security staff for situations of animal encounter to ensure safety of fauna.
- Controlled blasting and upgradation to new noise-free technology.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transition to green energy – Utilization of renewable energy and recovered waste heat to substitute electricity generated through thermal power plants.	-	Avoided Scope 1 GHG emissions through use of renewable energy in FY25: 11,35,864 tCO ₂ . Avoided Scope 1 GHG emissions through use of waste heat recovery in FY25: 16,78,175 tCO ₂ .
2	Low carbon products: production of blended cements by substituting clinker with supplementary cementitious materials like fly ash, slag etc.	-	Avoided Scope 1 GHG emissions through blended cements in FY25: 2,10,57,134 tCO ₂ .
3	Recycle and reuse of water at all sites.	-	Zero liquid discharge.

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.**

The Company has a business continuity and robust disaster management plan thoroughly implemented at each Unit. Disaster management plan, health and safety protocols and adequate communication protocols during extreme weather events ensure safety at sites and minimize the impact on workforce. Annual weather forecasts are considered to mitigate risk of delays in sourcing of fuels due to natural calamities. Insurance coverage is in place to protect against damages to business assets or loss of materials in warehouses or transit due to extreme weather events.

The Company's Units are spread across the country. If a manufacturing unit faces business disruption or shutdown due to extreme weather events, alternative Units in other locations can serve the respective customer. Widespread logistics network with warehouses across different parts of the country enable flexibility in the Company's operations and ensure business continuity.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company has vast integrated value chain extending from mines to packed cement bags with interconnected network of mines, suppliers, jetties, manufacturing units, railway yards, warehouses and network of dealers and retailers. Transportation, handling and storage of raw materials, fuels and other additives used in the process impact environment in negative ways. Such material tends to impact environment during cement manufacturing process too.

The Company has continuously followed circularity principles and continues to work towards it. This helps us to be more sustainable in terms of low natural resource utilisation, save on the extraction, environmental impact of transportation on GHG and air pollution. We have able to utilize 44.15 million tonnes of recycled and alternative raw materials in cement production in FY25 along with 100% fly ash utilisation from own power plants in cement making thus saving environment in a big way.

The Company is committed to reduce our GHG emissions from our process and we have made significant process as compared to base year of 2017. Company's net CO₂ emission intensity has decreased from 632 kg CO₂/tonne of cementitious material (in 2017) to 549 kg CO₂/tonne of cementitious material (13% reduction from base year) this year, which is in line with our target reducing 27% carbon intensity by 2032. This has been possible due to large influx of renewable energy to substitute the fossil fuel-based energy and optimization of our manufacturing process.

Transportation related environmental impact is a major point in our downstream operation. The Company is working to deploy electric trucks for the same which will nullify the environmental impacts in a large way.

The Company continue to redesign our process and practices to reduce CO₂ emissions by adopting innovative methods, such as use of waterways (NW 1) to transport gypsum and use of new technologies such as ZeroCAL.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. - 40%.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

- i.
 - a. Number of affiliations with trade and industry chambers/ associations.
 - b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Federation of Indian Chambers of Commerce and Industry	National
2	Confederation of Indian Industry	National
3	Global Cement and Concrete Association	Global
4	Global Cement and Concrete Association, India	National
5	Federation of Indian Mineral Industries	National
6	Cement Manufacturing Association	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of review by Board (Annually / Half yearly / Quarterly / Others) Please specify	Web Link, if available
Not Applicable					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification no.	Date of notification	Whether conducted by Independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
SIA is the part of EIA study conducted for obtaining Environmental Clearance for greenfield and brownfield projects. The Company has undertaken 12 SIAs in 5 states during financial year 2024-25. The Company actively contributes to the social and economic development of the communities in which it operates.					

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of project Affected families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in ₹)
1	Kujota	Rajasthan	Kotputli-Behrur	49	100%	41 Crores +

3. Describe the mechanisms to receive and redress grievances of the community.

As a part of CSR Policy, the Company proactively meets the community stakeholders and representatives with special focus on marginalized and underserved population. The Company has dedicated CSR team and a designated office at each Unit. Each need is noted, analysed, felt needs are prioritized and a feasible solution is implemented through active community consultation, participation and community ownership.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/ small producers	16	11
Directly from within India	75	69

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY 2024-2025	FY 2023-2024
Rural	47.46%	47.02%
Semi-urban	5.12%	5.93%
Urban	10.47%	8.71%
Metropolitan	36.94%	38.33%

Leadership Indicators:

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (in ₹)
1	Rajasthan	Sirohi	7,17,65,000
2	Uttar Pradesh	Sonebhadra	3,70,75,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No.

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable.

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shares (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education and Capability enhancement	1,80,430	More than 80
2.	Healthcare	4,77,889	More than 80
3.	Sustainable Livelihoods	1,81,055	More than 90
4.	Infrastructure Development	5,52,432	More than 80
5.	Social Empowerment	4,33,263	More than 80

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company is a customer centric organisation designed to enrich customers’ experience. The Company has a highly experienced technical team that provides on-site support and demonstration through a mobile testing van. There’s an effective complaint handing procedure that facilitates prompt logging, investigation, resolution, and closure.

Customer can register the complaint from various modes like through dealers, UltraTech employee’s, Company Website, Contact Centre. Upon receipt of the customer complaint, the concern technical person attends & addresses the complaint within 24 hours. Most of the complaints are closed within 72 hours. It is ensured that all the complaints are closed to the fullest customer satisfaction with a formal complaint closure documentation. In addition to this, all the complaints are registered in One Technical Panel system from where the complaint status is monitored on monthly basis.

The Company has Customer Care Centre who seeks feedback from customers after any transaction (Product Query, complaint, and services). This Centre is also a means for anyone who wants to connect with our brand. This helps us to understand the emotions and pain points of all users which in turn gives us insights to deliver the best.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	The Company’s products confirm to all applicable statutory parameters.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	All services are value added voluntary services. No essential services					
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	27	18	2 legal notices are open - one is an ongoing vendor issue and the other one was received in last week of March. The pending matters consumer complaints sub-judice before multiple consumer forums. The matters are being heard by the respective forums as per the due process of law and are at different stages of resolution.	24	15	-
Other	-	-		29	26	All legal notices received during the year have been replied to. The pending matters are consumer complaints filed before various consumer forums. The matters are being heard by the respective forums as per the due process of law and are at different stages of resolution.

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls		Nil
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. The same is available on the Company’s website at <https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/cyber-security-and-data-privacy-policy.pdf>

