

Business Responsibility and Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L26941TN1957PLC003566
2	Name of the Listed Entity	The Ramco Cements Limited
3	Year of incorporation	1957
4	Registered office address	“Ramamandiram,” Rajapalayam – 626 117
5	Corporate address	“Auras Corporate Centre,” 5 th floor, No:98-A, Dr. Radhakrishnan Road, Mylapore, Chennai – 600 004
6	E-mail	ksn@ramcocements.co.in
7	Telephone	044 28478666
8	Website	https://www.ramcocements.in
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	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital (In Rs.)	23,62,92,380
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.C.Ravichandran 044-28477599 ravichandran@ramcocements.co.in
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)	Standalone basis
14	Name of assessment or assurance provider	Nil
15	Type of assessment or assurance obtained	NA

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	Manufacture of cement	96.60

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	23942	96.60

III. Operations

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

S. No	Location	Number of plants	Number of offices	Total
1	National	23 [5 Integrated Cement Plants, 6 Grinding Units, 1 Packing Plant, 4 Construction Chemical Plants and Wind farms at 7 locations]	24 [23 Marketing offices and 1 Corporate Office]	47
2	International	-		

19. Markets served by the entity:

a. Number of locations

S. No	Locations	Number
1	National (No. of states)	15
2	International (No. of countries)	1

b. What is the contribution of exports as a percentage of the total turnover of the entity?

0.31%

c. A brief on types of customers

The company has both Commercial Customers (B2B Business) and Private Customers (B2C Business) in the National and International markets.

The customers include Trade, Non-Trade and Governments.

IV. Employees

20. Details as at the end of Financial Year:

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)	2,874	2,823	98	51	2
2	Other than Permanent (E)	227	206	91	21	9
3	Total employees (D + E)	3,101	3,029	98	72	2
Workers						
4	Permanent (F)	893	893	100	-	-
5	Other than Permanent (G)	6,871	6,641	97	230	3
6	Total workers (F + G)	7,764	7,534	97	230	3

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)	2	2	100	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	2	2	100	-	-
Differently abled Workers						
4	Permanent (F)	1	1	100	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F + G)	1	1	100	-	-

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	7	1	14
Key Management Personnel	4	-	-

22. Turnover rate (%) for permanent employees and workers:

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.24	6.45	11.16	11.03	4.65	10.93	9.49	2.82	9.39
Permanent Workers	4.39	-	4.39	4.46	-	4.46	4.34	-	4.34

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	Ramco Windfarms Limited	Subsidiary	71.50	Yes
2	Ramco Industrial and Technology Services Limited	Subsidiary	94.11	Yes
3	Madurai Trans Carrier Limited	Associate company	29.86	No
4	Ramco Industries Limited	Associate company	0.001	No
5	Ramco Systems Limited	Associate company	14.53	No
6	Rajapalayam Mills Limited	Associate company	0.46	No

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. Turnover (in Rs.) 8,539.10 crores
- iii. Net worth (in Rs.) 7,493.76 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 complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. https://www.ramcocements.in/investors/codes-and-policies	-	-	-	-	-	-
Investors (other than shareholders)	Yes. https://www.ramcocements.in/investors/codes-and-policies	-	-	-	-	-	-
Shareholders	Yes. https://www.ramcocements.in/investors/codes-and-policies	5	-	-	7	-	-
Employees and workers	Yes. https://www.ramcocements.in/investors/codes-and-policies	-	-	-	-	-	-
Customers	Yes. https://ramcocements.net/dportal/index.asp	1,791	15	-	917	2	-
Value Chain Partners	Yes. https://ramcocements.in/cms/uploads/Vendor_grievance_redressal_policy_84f203a8cf.pdf	-	-	-	-	-	-

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

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	Circular Economy	Opportunity	The circular economy presents a significant chance to reduce the consumption of fossil fuels, limestone, and clinker in the production of cement and minimizes the greenhouse gas emissions.	The clinker cement ratio can be reduced by elevating the overall share of supplementary cementitious materials (SCMs) in the clinker grinding process. The continuous availability of supplementary cementitious material is a significant risk associated in increasing the share of SCMs.	Positive Implications
2	Sustainable Supply Chain Management	Risk	A brand's reputation may be affected by its supply chain, thus it must be constantly monitored in order to ensure a consistent flow of goods.	The assessment of value chain partners is to analyse the importance and potential risks associated with them. Formulating a supply chain policy covering environmental considerations, fair labour practices, human rights, diversity and inclusion, and ethical business conduct is being framed.	Negative Implications
3	GHG Emission and Global Warming	Risk	The primary component in cement production is limestone, which is calcined using fossil fuels. Carbon dioxide is released during the calcination of limestone and fuel consumption in this process. This may have an effect on business continuity, causing interruption, and contribute to global warming. Lack of credible tech solution for carbon capture.	To mitigate the risk, we have taken measures increasing our WHRS and renewable energy. We are in the process of aligning to the GCCA Net Zero Roadmap for Indian cement companies by 2070.	Negative Implications

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)
4	Energy Management	Opportunity and Risk	Upgrading the equipments to higher efficiency to lower the energy consumption and longer service life. This in turns reduces the energy usage and CO ₂ emission.	Investing in renewable energy and enhancing the efficiency of process. About 45% of energy requirement is planned to be utilized from renewable energy by 2030 which will directly reduce the carbon emission. Constantly upgrading energy efficient technology	Positive Implications
5	Biodiversity	Opportunity and Risk	Restoring ecosystems can deliver enduring environmental benefits, such as carbon sequestration and soil preservation. These benefits contribute not only to global environmental goals but also have the potential for positive economic impacts on the company and local communities in the long term. Change in land use pattern due to infrastructure can disrupt biodiversity	The organization is dedicated to minimizing the effects on flora & fauna and has incorporated biodiversity management along with ecological restoration into its action plans. All plants have more than 33% of green cover. Barren mined-out land are converted to a vibrant, diverse ecosystem, The Pandalgudi Eco-Park project is a landmark initiative in the transformation and restoration of mined-out land.	Negative Implications
6	Health and Safety	Risk	Health and Safety is the foremost priority. It strives to ensure a safe working environment for all employees, thus improving their well-being and productivity. The risks can lead to fatalities, significant financial liabilities and damage the company's reputation.	We have implemented and certified ISO 45001 for Occupational Health & Safety Management. Regular Safety Committee Meetings and safety audits are conducted to identify potential safety risks in the workplace. In addition, any grievance related to safety hazard can be reported during the Works Committee and Joint Council Committee meetings.	Negative Implications

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)
7	Sustainable Products	Opportunity	Products with low resource utilization will aid in promoting sustainability.	We promote the concept of "Right Product for Right Application." It offers a range of cement and related products tailored to specific construction needs. This approach ensures optimal performance, durability, and efficiency in various construction projects, reducing the carbon foot print.	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and Management Processes

1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

- b. Has the policy been approved by the Board? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

- c. Web Link of the Policies, if available

P1-P9 <https://www.ramcocements.in/investors/codes-and-policies>

2. Whether the entity has translated the policy into procedures. (Yes / No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3. Do the enlisted policies extend to your value chain partners? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

	At Ramco Cements, we adhere to the standards established by ISO 9001, ISO 14001, ISO 45001, and ISO 50001, and we have received certification for our compliance with these standards. We have obtained GreenPro Eco-labelling for our Portland Pozzolana Cement.
	Our facilities implement the following ISO standards,
P1-P9	<ul style="list-style-type: none"> • ISO 9001 to consistently evaluate and enhance our quality management systems, ensuring product quality and reliability. • ISO 14001 reflects our commitment to effective environmental management within our operations. By optimizing resource use and reducing waste, we enhance our environmental performance, gaining a competitive advantage and fostering trust among stakeholders. • ISO 45001 focuses on providing safe and healthy work environments, effectively preventing injuries and promoting the occupational health and safety of our workforce. This standard also highlights the importance of worker engagement in identifying and implementing risk mitigation strategies. • ISO 50001 standards enables organizations to pinpoint and enhance energy-intensive processes, leading to substantial energy savings.

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

P1	We are constantly improving the data integrity and transparency. We intend to engage external audit for data validation and improving data integrity.
P2	We are planning to frame a sustainable sourcing policy which will be implemented in the FY 25-26. The supply chain policy will be framed and top 2% of the value chain partners will be screened in the FY 25-26.
P3	We aim to achieve Zero accident and ensure that there are no injuries or fatalities in all of our operating facilities.
P4	We intend to carry out a double materiality assessment by comprehensive stakeholder mapping and reframe our KPIs in the FY 25-26.
P5	We aim to increase the human right awareness training from the existing 13% to 25% of the stakeholders.
P6	We are continuously improving the share of green energy by investing in WHRS and wind energy. The WHRS capacity will be increased from existing 45.15 MW to 70.15 MW and the share of SCMs will be enhanced to reduce the clinker cement ratio. Steps will be taken to increase the share of alternative fuels and reduce fossil fuel dependency.
P7	We continuously engage with associations and chambers for inclusive growth and knowledge sharing through industry chambers and associations like SICMA, GCCA and CMA.
P8	We are actively collaborating under the Smart City initiative to develop a vision document for achieving a carbon-neutral Rajapalayam.
P9	We are enhancing awareness among customers and stakeholders about selecting the right product for the right application, promoting optimal resource utilization to support a sustainable future.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

P1-P9	To achieve our goal, we have implemented a set of yearly initiatives designed to promote progress and ultimately ensure the fulfilment of our commitment.
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Governance, Leadership & 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)

Sustainability at Ramco is a commitment we uphold relentlessly, driven by innovation and active engagement with our stakeholders. Our sustainable practices guarantee inclusive growth and equitable opportunities for everyone involved.

We truly care about the well-being of our employees, and we want everyone to feel valued and supported. We believe in providing opportunities for each individual to make meaningful contributions in the workplace, all while prioritizing safety and adhering to the highest standards.

We actively utilize our Corporate Social Responsibility (CSR) initiatives to collaborate with the communities surrounding our manufacturing facilities. By implementing impactful programs, we promote meaningful progress and support the development of these communities.

We are dedicated to advancing sustainability by actively reducing greenhouse gas emissions, enhancing resource efficiency, and minimizing our environmental impact through integrated water management and biodiversity preservation.

To foster these initiatives, we are implementing the following constructive actions:

1. Enhancing the output of blended cement while optimizing the clinker-to-cement ratio.
 2. Upgrading our equipment with energy-efficient technology to boost operational effectiveness.
 3. Investing in waste heat recovery systems and renewable energy sources to enhance our green energy share.
 4. Leveraging AI tools to monitor and optimize resource utilization effectively.
 5. Restoring water bodies and expanding green cover to promote ecological health.
 6. Adopting circular economy
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Ravichandran Chinnayan

Senior Vice President - ESG

Email: ravichandran@ramcocements.co.in

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, the Board of Directors are members of 5 Board Committees, vested with responsibility for decision making on sustainability and other related issues. The Committees with well-defined responsibilities, oversee the governance at Ramco Cements. The committee members are nominated by the Board of Directors, based on their areas of expertise and experience.

10. Details of Review of NGRBCs by the Company

	Principles	Performance against above policies and follow up action	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	P1	Committees of the Board	Committees of the Board
	P2		
	P3		
	P4		
	P5		
	P6		
	P7		
	P8		
	P9		

	Principles	Performance against above policies and follow up action	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	P1		
	P2		
	P3		
	P4		
	P5		
	P6		
	P7		
	P8		
	P9		

On a periodic basis and as and when required

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.

P1-P9 No
We propose to review the policies by appropriate external agencies in near future.

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:
Not Applicable as all principles are covered by policies.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**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	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BoD and KMPs	258	Awareness Programmes, Well-being Programmes, Regulatory Updates, Safety,	70
Workers	155	ESG, Behavioural and Technical Programmes	91

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:

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		Brief of the Case	Has an appeal been preferred? (Yes/No)
			Amount (In INR)			
Non-Submission of intimation of board meeting convened for passing a resolution, enabling the company to borrow monies including by way of issue of debentures.	Principle 4	BSE Limited	5,000		A board meeting was convened on 8 th February 2024 inter alia seeking the authority of the board for enhancing the borrowing limits including for issue of debentures. Prior intimation for the said meeting was not given two working days prior to meeting.	No
General Penalty levied under Section 73 of GST Act.	Principle 1	Deputy commissioner of GST, Tamil Nadu	1,35,290		Disallowance of credit note issued for post supply and Penalty for wrong generation of e-way bill. Appealable and levy will be challenged	Yes
Contravened Sec 18(1) Of Legal Metrology Act 2009 And Rule 6(1)(E) & 6(11) Of The Legal Metrology(Packaged Commodities) Rules,2011	Principle 9	Assistant Controller, Legal Metrology, Gudivada	25,000		Compounding Fee - 3 Nos PPC Packages found that they were not legible and prominent, unreadable declaration of MRP and Unit Sale Price	No

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Excess ITC availment	Principle 1	Commercial Tax Officer, GST-1, Puducherry	37,164	<p>a) DRC-01 received on 15-05-2024 to pay Sum Rs.47,198 (Rs.37,164-Tax Amount, Rs.10,034-Interest) due to Non-Reversal of ITC taken over and above the value auto populated in our Input Tax Register.</p> <p>b) After Discussion with Puducherry commercial officer, has agreed to pay Rs 37,164 (Only tax amount).</p> <p>c) We paid amount Rs.37,164 on 22-07-2024 and DRC-03 filed on 24-07-2024</p> <p>d) Finally we sent detailed confirmation letter to Commercial Tax officer on 19-08-2024</p>	No

Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
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:

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1.	General Penalty levied under Section 73 of CGST/SGST Act. Appealable and levy will be challenged	Appeal filed before Joint Commissioner Appeals, Chennai

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

A dedicated policy addressing anti-corruption and anti-bribery has been formulated, which includes all stakeholders of Ramco Cements. Anti-Corruption is governed under the Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy for establishing Vigil Mechanism. The whistle-blower policy extends to individuals who are in full time or part time employment with the company or its subsidiaries including those serving as consultants and contract / third party employees <https://www.ramcocements.in/investors/codes-and-policies>

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

Particulars	FY 2024-25	FY 2023-24
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Particulars	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	-	-	-	-
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.

No such cases on corruption and conflicts of interest.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	51	50

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:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	66	69
	b. Number of dealers / distributors to whom sales are made	9,729	9,632
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4	4
Share of RPTs in %	a. Purchases (Purchases with related parties / Total Purchases)	1	1
	b. Sales (Sales to related parties / Total Sales)	0.16	0.15
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	62	35
	d. Investments (Investments in related parties / Total Investments made)	-	15

LEADERSHIP INDICATORS

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

S. No.	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	1,739	New products' features and benefits, good construction practices, comparative trials and product demos, sustainability measures, manufacturing processes followed to ensure consistency in quality, Right Products for the Right Applications.	65

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 Board Members and Senior Management Personnel, Whistle Blower Policy for establishing Vigil Mechanism and Investor Grievance Policy.

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

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0.07	0.01	Our commitment to research and development enables us to consistently deliver high-quality products and services. By incorporating circular economy strategies—such as using sustainable alternative materials in our optimized raw mix—we enhance resource efficiency and reduce our environmental footprint. Furthermore, through process optimization in cement manufacturing, we have successfully lowered our clinker factor leading to CO ₂ reduction. This has been achieved through regular internal quality audits, ensuring that standards are consistently maintained.
Capex	8.43	2.46	Investments are made to reduce energy intensity by increasing efficiency and carbon emissions by upgrading the existing equipment and commissioning new waste heat recovery systems.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
No
- b. If yes, what percentage of inputs were sourced sustainably?
Not Applicable
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)**
In line with the guidelines from the Central Pollution Control Board (CPCB) on Extended Producer Responsibility (EPR), the company is actively working to phase out an equivalent quantity of plastic packaging consumed from the environment.
- b. **E-waste**
No E-waste generation from the products.
- c. **Hazardous waste**
No Hazardous waste generation from the products.
- d. **Other waste**
Nil
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 EPR registration is carried out in integrated plants as PWP (Plastic Waste Processors) to co-process the waste in our kilns. We have also registered as Brand Owner and abide by all the regulations and guidelines specified by the Central Pollution Control Board.

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.

Currently LCA is not conducted comprehensively, it will be planned and carried out in the subsequent reporting years.

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.

Currently LCA is not conducted comprehensively, it will be planned and carried out in the subsequent reporting years.

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).

S. No	Indicate input material	Recycled or re-used input material to total material	
		FY 2024-25	FY 2023-24
1	Recycled and reused material	21%	16%

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

Particulars	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

The equivalent quantity (100%) of packing material is reclaimed by an external third parties as per the Extended Producer Responsibility Regulation.

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	2,823	2,823	100	2,823	100	-	-	-	-	-	-
Female	51	51	100	51	100	51	100	-	-	-	-
Total	2,874	2,874	100	2,874	100	51	100	-	-	-	-
Other than Permanent employees											
Male	206	206	100	206	100	-	-	-	-	-	-
Female	21	21	100	21	100	21	100	-	-	-	-
Total	227	227	100	227	100	21	100	-	-	-	-

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	893	893	100	893	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	893	893	100	893	100	-	-	-	-	-	-
Other than Permanent workers											
Male	6,641	6,641	100	6,641	100	-	-	-	-	-	-
Female	230	230	100	230	100	230	100	-	-	-	-
Total	6,871	6,871	100	6,871	100	230	100	-	-	-	-

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

Particulars	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.20	0.19

2. Details of retirement benefits:

S. No	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.)
1	PF	100	100	Y	100	100	Y
2	Gratuity	100	100	NA	100	100	NA
3	ESI*	2	4	Y	0.7	3	Y
4	NPS#	34	NA	Y	42	NA	Y
5	Superannuation	-	-	-	3	NA	Y

* All eligible employees and workers are covered under ESI benefits. The workers' wages exceeding ESI limit are covered under Employee Compensation Policy.

NPS is opted by willing employees.

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 - We have accessibility facility such as Wheelchair facility, Lift and means of access such as Pathways, Ramps, Signage, Pedestrian Crossing, etc. We are constantly evaluating our workplace and improving our facility for the differently abled people.

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.

Yes

Web Link: https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.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	NA	NA	NA	NA
Female	40	75	NA	NA
Total	40	75	NA	NA

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.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Any aggrieved worker can record his grievance online in the HRMS self-service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online. In addition, the grievance can be reported during the Works Committee and Joint Council Committee. They meet periodically or as and when required.
Other than Permanent Workers	Yes. Any aggrieved worker can record his grievance online in the HRMS self-service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online. In addition, the grievance can be reported during the Works Committee and Joint Council Committee. They meet periodically or as and when required.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes. Any aggrieved employee can record his grievance online in the HRMS self-service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online. In addition, the grievance can be reported during the Works Committee and Joint Council Committee. They meet periodically or as and when required.
Other than Permanent Employees	Yes. Any aggrieved employee can record his grievance online in the HRMS self-service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online. In addition, the grievance can be reported during the Works Committee and Joint Council Committee. They meet periodically or as and when required.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category(A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category(C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	% (D / C)
Total Permanent Employees	2,874	-	-	2,718	-	-
Male	2,823	-	-	2,676	-	-
Female	51	-	-	42	-	-
Total Permanent Workers	893	334	37	929	345	37
Male	893	334	37	929	345	37
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	2,823	1,831	65	1,205	43	2,676	894	33	1,523	57
Female	51	19	37	2	4	42	6	14	7	17
Total	2,874	1,850	64	1,207	42	2,718	900	33	1,530	56
Workers										
Male	893	760	85	371	42	929	668	72	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	893	760	85	371	42	929	668	72	-	-

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	2,823	2,823	100	2,676	2,676	100
Female	51	51	100	42	42	100
Total	2,874	2,874	100	2,718	2,718	100
Workers						
Male	893	893	100	929	929	100
Female	-	-	-	-	-	-
Total	893	893	100	929	929	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes.

All locations have implemented and are certified for Occupational Health & Safety Management System. The management system covers all employees, workers and interested party's health and safety at each certified location. All our OHC are well equipped facilities with latest technology equipment's with dedicated ambulance at each plant. The system includes everything from planning to developing strategies and procedures, as well as monitoring and analysing data and improving it continually. In addition, as a part of employee benefits we are conducting complete master health check-up for all employees on and above age of 50. Periodical health camps such as Eye camp, health check-ups, First aid mock drills for contract employees as well as surrounding villages and dedicated health benefit check-ups for women above 40 years are carried out.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

1. Periodical Safety Audit
2. Hazard Identification of Various Routine and Non Routine Activities
 - i) Classifying work activities
 - ii) Identifying hazards and describing hazardous events
 - iii) Identify risk controls
 - iv) Determine risk
3. Risk Assessment for Identified Hazard
 - i) Estimation of the potential severity of consequence
 - ii) Estimating the likelihood (degree of certainty/uncertainty)
 - iii) Categorization of Risks levels (Intolerable, Substantial and Moderate risk levels are unacceptable risk and Trivial and tolerable levels are acceptable risks)
4. Actions & Time Scale
 - i) Based on the Risk Level, risk reduction/control measures implemented within defined timelines
 - ii) Ensure controls are maintained
5. Periodical Safety Committee Meetings with their Audit points and their recommendations.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)

Yes. We have implemented a safety helpdesk system that is available to everyone in the factory. This system allows for the reporting of unsafe conditions or actions, which are then directed to the appropriate personnel for resolution. Additionally, we have a process in place for site inspections conducted by safety committee members. Regular inspections are carried out, and any unsafe acts or conditions identified during these inspections are promptly addressed.

We have an employee suggestion scheme for identifying and improving work place safety.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes - Available in all units to all category of employees (Through Group Medical Insurance, ESI and OHC medical facility)

11. Details of safety related incidents :

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	1	-
	Workers	5	-
No. of fatalities	Employees	-	-
	Workers*	1	-
High-consequence work-related injury or ill health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Contract Worker

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Ramco Cements ensures Occupational Health and Safety of all its employees by:

- Exhibiting highest standards of corporate behaviour towards its employees, consumers and the society.
- Developing, introducing and maintaining safety practices & systems across the Company as per the standards, as well as statutory requirements for ensuring safety and health of the employees and protection of environment.
- Adapting engineering practices and methods for eradication of unsafe conditions & hazards.
- Motivating and involving of workers, contract employees dedicatedly for all safety improvements, safety meetings and safety week celebrations across all the factories for safe working environment.
- Implementation of IS/ISO 45001 for high level safety structure.

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

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	NIL	NIL	-	NIL	NIL	-
Health & Safety	NIL	NIL	-	NIL	NIL	-

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

We have incorporated Reverse Camera and Reverse Horn system for all the heavy vehicles used in the factory premises.

Frequency of Safety Behaviour trainings increased in work place.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

a. **Employees (Y/N)**

Yes

b. **Workers (Y/N)**

Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The statutory dues are deducted and deposited to the contract workers by the value chain partners. It is reimbursed by the entity only upon verifying the statutory remittance details.

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:

Particulars	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	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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)

Yes

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100
Working Conditions	100

Note : The boundary considered is for contract workers inside the Company's premises.

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.

No corrective actions were required to be taken, as no significant risk / concern was reported on health, safety and /or working conditions of contract workers.

Principle 4**Businesses should respect the interests of and be responsive to all its stakeholders****ESSENTIAL INDICATORS****1. Describe the processes for identifying key stakeholder groups of the entity.**

Stakeholders are identified based on the influence over the organisation the degree to which they are impacted by its activities. This approach helps direct resources and attention toward those stakeholders whose engagement is most vital to achieving organizational goals.

The key stakeholders inter alia include Employees, Shareholders/Investors, Distributors, Customers, Channel Partners, Research Analyst, Vendors, Suppliers, Regulators and Government Agencies.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

S. No	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 (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Investor	No	E-Mail, Advertisements in Newspapers, Press Releases, Virtual and In-person Meetings and Website	Quarterly, Half-yearly, Annually and as and when needed	Announcing the financials results to the investors, Dividend, Annual Reports, General Meetings, educating and encouraging the shareholders to exercise their voting rights in shareholders' meetings, explaining the procedures for claiming the shares before they get transferred to IEPF and subsequently the procedures for claiming back the dividends and shares, so transferred to IEPF.
2	Customers	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Website.	Monthly and annually	Marketing operations and promotional activities
3	Employees and Workers	No	Email, Notices and SOPs and other communication mechanisms	On need basis	Follow up for SOPs and compliances with policies of the Company.
4	Local Communities	No	Interaction with the leaders of local community, elected panchayat members and officials of district administration	Frequent and on need based	Support socially / by CSR Activities to satisfy needs of society / communities
5	Suppliers	No	Email/ con-calls, meetings, Video - conferences, Vendor portal	Frequent and on need based	Purchase of packaging material, Equipment, Consumables, etc.
6	Logistics & Mining Contractors	No	Email, Phone Calls and Physical Meetings	Routine	Liaisoning with transport agencies, Purchase of materials, etc.

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.

Ramco has formulated several Committees of which Board Members are a part to address stakeholders concerns.

These are as follows:

- I. Audit Committee:** The committee is entrusted with the Business, Economic and Environmental responsibilities of the organization. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements.
 - II. Nomination and Remuneration Committee:** The committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings. The Committee also recommends the remuneration of Senior Management Personnel of the Company. The Committee is also designated as Compensation Committee for the purpose of Administration and Superintendence of the Company's Employee Stock Option Scheme.
 - III. Stakeholders Relationship Committee:** This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group.
 - IV. Risk Management Committee:** The committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of Risk Management Policy and provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organization's risk management system.
 - V. CSR Committee:** The Committee is entrusted with the social responsibility obligations of the company. This committee is responsible for developing and modifying the organization's CSR policy, as well as for identifying the CSR programs and related expenditure for the Company to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee, as is keeping the Board updated of the organization's CSR activities.
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.

Yes.

The stakeholder consultation is used to support the identification and management of environmental and social topics of importance. The CSR annual plan and EMP are aligned based on continuous interactions with the Government Regulatory Authorities, Distributors, Suppliers and the local community and are incorporated in various policies.

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

The company actively supports education and implements initiatives to improve the lives of underprivileged individuals in society, either directly or through implementing agencies (NGO).

In addition to these efforts, Ramco is dedicated to enhancing healthcare, providing access to clean drinking water, and raising awareness in critical areas such as mental health (Atmaprasara), environmental sustainability, rural development, and sanitation.

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:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,874	401	14	2,718	322	12
Other than permanent	227	-	-	274	-	-
Total Employees	3,101	401	13	2,992	322	11
Workers						
Permanent	893	-	-	929	159	17
Other than permanent	6,871	-	-	5,426	-	-
Total Workers	7,764	-	-	6,355	159	3

2. Details of minimum wages paid to employees and workers:

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)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent	2,874	-	-	2,874	100	2,718	-	-	2,718	100
Male	2,823	-	-	2,823	100	2,676	-	-	2,676	100
Female	51	-	-	51	100	42	-	-	42	100
Other than permanent	227	-	-	227	100	274	-	-	274	100
Male	206	-	-	206	100	235	-	-	235	100
Female	21	-	-	21	100	39	-	-	39	100
Workers										
Permanent	893	-	-	893	100	929	-	-	929	100
Male	893	-	-	893	100	929	-	-	929	100
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	6,871	3,860	56	3,011	44	5,426	3,061	56	2,365	44
Male	6,641	3,646	55	2,995	45	5,277	2,917	55	2,360	45
Female	230	214	93	16	7	149	144	97	5	3

3. a. Details of remuneration/salary/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	9,00,000	1	12,00,000
Key Managerial Personnel	4	4,63,18,472	-	-
Employees other than BoD and KMP	2,819	8,84,043	51	6,96,668
Workers	893	7,62,749	-	-

b. Gross wages paid to females as % of total wages paid by the entity:

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	0.80	0.70

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Any aggrieved employee can record his grievance online in the format specified in HRMS self service portal / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have HCM Grievance portal, Works Committee and Joint Council Committee and they meet periodically or as and when the need arises.

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

Particulars	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

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

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

- a. The identity of the Aggrieved employee, Respondent, Witnesses, Statements and other evidence obtained in the course of inquiry process, recommendations of the committees, action taken by the Employer is considered as confidential and not published or made known to anyone.

- b. Reporting relationship between complainant and complaine is diverted till the enquiry process is completed.
- c. Management always pay special attention towards complainant working condition and career growth to ensure that there are no adverse consequences due to the complaint.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes.

Human rights clause has been included in vendor agreements to ensure conformance to fundamental labour principles including the prohibition of child labour, forced labour or involuntary labour, freedom of association and right to collective bargaining and protection from discrimination, safe & healthy workplace, diversity & inclusion and social security in all their operation by imparting relevant training and aligning the conduct of employees.

10. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at Workplace	100
Wages	100

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

No risk / concern has arisen. Hence there is no corrective action undertaken.

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No Grievance / complaints received hence there is no modification of business process.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Through Awareness and Robust legal & regulatory requirements compliances at all levels through our Internal HR Audit system & Safety Audit on a periodical basis.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. As per legal requirements

4. Details on assessment of value chain partners:

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

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No risk / concern has been raised hence there is no corrective action undertaken.

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:

Parameter	Unit	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	TJ	1,711	1,692
Total fuel consumption (B)	TJ	296	2,656
Energy consumption through other sources (C)	TJ	-	-
Total energy consumed from renewable sources (A+B+C)	TJ	2,007	4,348
From non-renewable sources			
Total electricity consumption (D)	TJ	1,213	1,161
Total fuel consumption (E)	TJ	44,908	48,399
Energy consumption through other sources (F)	TJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	TJ	46,121	49,560
Total energy consumed (A+B+C+D+E+F)	TJ	48,128	53,908
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	TJ/Rupees in million	0.57	0.58
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	TJ/Rupees in million adjusted for PPP	11.70	13.19
Energy intensity in terms of physical output	TJ/Tonne of Cement	2.64e ⁻³	2.97e ⁻³

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. 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.

The Bureau of Energy Efficiency's PAT scheme has been restructured and is now part of the Carbon Credit and Trading Scheme (CCTS) initiative, which is a joint program by the BEE and the Ministry of Environment and Forests. Carbon emission reduction goals are set for each facility belonging to the obligated entities, based on their production methods and established baseline data.

The designated compliance years for achieving emission reduction targets at our facilities as part of CCTS are 2025-26 and 2026-27.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)			
(i) Surface water	Kilolitres	14,74,022	17,05,493
(ii) Groundwater	Kilolitres	6,54,879	8,16,320
(iii) Third party water	Kilolitres	1,142	-
(iv) Seawater / desalinated water	Kilolitres	-	-

Parameter	Unit	FY 2024-25	FY 2023-24
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv)	Kilolitres	21,30,043	25,21,813
Total volume of water consumption (in kilolitres)	Kilolitres	21,30,043	25,21,813
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kilolitres/ Rupees in million	25.07	26.97
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Kilolitres/ Rupees in million adjusted for PPP	518	617
Water intensity in terms of physical output	Kilolitres/Tonne of Cement	1.17 e ⁻¹	1.39e ⁻¹

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

4. Provide the following details related to water discharged:

Zero Liquid Discharge is accomplished in all our Integrated Cement Plants and Grinding Units.

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

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

In the cement manufacturing process, there is no effluent produced. The water that is used in the plant and township areas undergoes treatment and is then utilized for in-premise requirements.

- The TPP effluent water is treated in effluent treatment plant. The wastewater from boiler blow down, DM plant regeneration, UF & RO rejects and cooling tower blow down of TPP are being neutralized in neutralization tank. The treated water is utilized for equipment cooling in cement plant.
- The Sewage treatment plant is in operation to treat domestic sewage from township, plant, canteen and offices. The treated water is utilized for green belt development.
- The Automobile garage wash water is being treated separately at Oil & Grease Trap.
- The treated effluent water is used for greenbelt, fugitive emission suppression and in cement plant process activities.
- By adopting all these strategies zero liquid discharge is accomplished in our units.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	MT	8,652	10,701
SOx	MT	272	387
Particulate matter (PM)	MT	689	810

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

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 Emissions	Million Metric tonnes of CO ₂ equivalent	10.28	10.91
Total Scope 2 Emissions	Million Metric tonnes of CO ₂ equivalent	0.25	0.27
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Million Metric tonnes of CO ₂ equivalent/ Rupees in million	1.24 e ⁻⁴	1.20e ⁻⁴
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)	Million Metric tonnes of CO ₂ equivalent/ Rupees in million adjusted for PPP	2.56 e ⁻³	2.74e ⁻³
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Million Metric tonnes of CO ₂ equivalent/ Tonne of cement	5.78 e ⁻⁷	6.15e ⁻⁷

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

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

The company has initiated several measures to reduce the GHG emissions. The usage of Fossil fuels is reduced by adopting Waste Heat Recovery system and wheeling of wind energy. Solar panels are installed on rooftops wherever feasible to decrease dependence on energy derived from fossil fuels.

9. Provide details related to waste management by the entity:

a. Total Waste generated

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste	365	325
E-waste	13	4
Biomedical waste	0.44	0.40
Battery waste	22	11
Other Hazardous Waste	58	103
Other Non-Hazardous Waste	7,730	7,317
Internal CPP - Fly Ash	92,394	1,17,571
Total Waste Generated	1,00,582.44	1,25,331.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/Million INR)	1.18	1.34
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/Million INR adjusted for PPP)	24.46	30.67
Waste intensity in terms of physical output - (Tonnes/Tonne of cement)	5.52e ⁻³	6.90e ⁻³

- b. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	FY 2024-25	FY 2023-24
Category of waste		
(i) Recycled	1,01,796	1,25,209
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,01,796	1,25,209

- c. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	FY 2024-25	FY 2023-24
Category of waste		
(i) Incineration	17	14
(ii) Landfilling	-	-
(iii) Authorised Disposal Facility	68	107
Total	85	121

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

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 particulate matter collected in the air pollution control equipment are used to collect and re-utilized in the respective product section.

The sludge generated in the STP is being used as manure in greenbelt activities, in place of chemical fertilizers. The chemical fertilizers are avoided inside the premises by utilizing the sludge as bio manure.

The organic wastes are segregated and composted in the vermicomposting yard. The compost is utilized for the plantations in premise. Other wastes like wood, paper and plastics are utilized as alternate fuel in the kiln.

Bio-gas plant is operated in the premises using the kitchen waste that are collected from the township.

The Bio-medical waste from the Occupational Health Centre are segregated based on the type of waste and sent to authorized Biomedical waste processor.

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:

None of the facilities are located near ecologically sensitive areas.

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

S. No	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Ravirala RF Limestone mine	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	08-04-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
2	MV Puram Limestone mine	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	11-03-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
3	Amalgamated SVP Mine Lease-I	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	24-01-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
4	Amalgamation of Pudupalayam and South of South Limestone mine	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	20-01-2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal

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:

Yes. Compliant with all the relevant regulations.

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:

- Name of the Area: Salem (TN), Mathodu (KA)
- Nature of operations: Cement Grinding Unit
- Water withdrawal, consumption and discharge:

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source			
(i) Surface Water	Kilolitres	-	-
(ii) Groundwater	Kilolitres	20,731	31,873
(iii) Third party water	Kilolitres	1,142	-
(iv) Seawater / desalinated water	Kilolitres	-	-
(v) Others	Kilolitres	-	-
Total volume of water withdrawal	Kilolitres	21,873	31,873
Total volume of water consumption	Kilolitres	21,873	31,873
Water intensity per rupee of turnover (Water consumed / turnover)	Kilolitres/Rupees in million	2.56 e ⁻¹	3.39 e ⁻¹
Water discharge by destination and level of treatment	Kilolitres	NIL	NIL

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:

Assessment has to be carried out in the upcoming year.

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

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

Not Applicable

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 :

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Installation of waste heat recovery system at Alathiyur unit.	The capacity of the WHRS has been increased to 4 MW.	WHRs reduces the dependency on fossil fuel and as an initial step towards Net Zero.

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

Yes.

All our units are aided with on-site emergency plan which holds in the disaster management plan. The on-site emergency plan are framed as per the corporate safety manual. The plan is targeted to contain the incident, minimize casualties and prevent further injuries, migratory measures, quick and streamlined relief and rescue operation without unnecessary delay, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. This can be achieved by:

- Informing the workplace hazards to the workers through awareness training.
- Identifying the areas where there is uncertainty in safety. What if analysis is carried out in appropriate area.
- Implementing controls to eliminate risk, or if elimination is not possible, reducing the risk to as low as is reasonably practicable.
- Monitoring implementation by inspecting & auditing controls to ensure they are working as expected.

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.

An assessment of environmental, social, and governance factors is conducted on key value chain partners, resulting in the establishment of a value chain partner policy that is set to be implemented in FY 25-26.

This policy will serve as a strategic framework aimed at promoting sustainability throughout the supply chain and reducing the ecological effects associated with the value chain.

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

The Value chain partners assessment will be initiated in FY 25-26.

8. How many Green Credits have been generated or procured:

NIL

Principle 7

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

ESSENTIAL INDICATORS

1.a. Number of affiliations with trade and industry chambers/ associations.

15

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 (State/National)
1	Global Cement and Concrete Association	National
2	Mining Engineers Association of India	National
3	South Indian Cement Manufacturers Association	National
4	Confederation of Indian Industry	National
5	Cement Manufacturers Association	National
6	Indian Wind Power Association	National
7	The Employers' Federation of Southern India	National
8	The Madras Chamber of Commerce & Industry	State
9	Madras Management Association	State
10	Virudhunagar Chamber of Commerce and Industry	State

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
Competition Commission of India	The Builders Association of India has filed a complaint against The Ramco Cements Limited (The Company) & Cement Manufacturers Association (CMA) and other leading cement companies, before the Competition Commission of India (CCI) in the year 2006. Vide its order dated 20-06-2012, a sum of Rs.258.63 crores were imposed as penalty against The Ramco Cements Limited for contravening the provisions of section 3(1) read with section 3(3) (a) and 3(3)(b) of the Competition Act 2002. Against the said order, the cement companies went for an appeal to the Competition Appellate Tribunal (COMPAT) and the Honourable Appellate Tribunal was pleased to refer the matter before CCI for fresh adjudication. Thereafter, by order dated 31-08-2016, CCI reiterated the substantial portion of its earlier order imposing Rs.258.63 crores towards alleged cartelisation. Aggrieved by the said order, the Company filed an appeal before COMPAT and obtained an interim order on 28-11-2016, wherein the Company was directed to deposit 10% of the penalty amount in the registry of COMPAT by way of Fixed deposit, within 60 days from the date of the order. Accordingly, the Company has deposited the amount of Rs.25.86 crores (10% of Rs.258.63 crores) on 30-11-2016. In the year 2017, central government abolished COMPAT and all its powers and functions were vested with NCLAT. Vide order dated 25-07-2018, NCLAT dismissed the Company's appeal along with the appeals of other cement companies. Aggrieved by the NCLAT order, the company preferred an appeal before the Honourable Supreme Court and the Honourable court was pleased to admit the same and directed to continue the interim order passed by NCLAT. Accordingly, the Company redeposited a sum of Rs.25.86 crores [i.e., 10% of the penalty amount of Rs.258.63 crores] and the said deposit is classified under "Bank Balances other than Cash and Cash Equivalents"	The proceedings are ongoing.

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
1	Sustainable product and usage	Through advertisement, training on Right product for Right application through the MACE team.	No	Periodically	--
2	Carbon Capture and Trading Scheme (CCTS) & GCCA	Inputs were provided for establishing a baseline and fixing targets for the entities.	Yes	As and when required	-

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.

S. No	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
1	Women Skilling Project implemented by Gram Vikas Society - Ramco Cements Limited supported a CSR initiative aimed at empowering women through vocational training in tailoring and fashion design. This project, carried out by the Gram Vikas Society, successfully trained women from Dharwad and Haveri districts. Each training batch lasted 30 days and covered technical skills, industry exposure, and financial literacy. Graduates were provided with sewing machines to facilitate self-employment and attain financial independence. This initiative not only enhanced the confidence and income of the women involved but also strengthened their roles within the community, thereby promoting empowerment among others	-	-	Yes	Yes	https://ramcocements.in/cms/uploads/SAN_India_Impact_Report_Gram_Vikas_Final_249adddfaf.pdf

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

Not Applicable

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

To ensure effective community engagement and resolution of grievances, every unit has a specialized CSR team. These teams collaborate closely with various stakeholders such as the local community and district administration aiming to devise and execute projects that offer the most sustainable solutions.

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	3%	2%
Directly from within India	95%	92%

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

Location	FY 2024-25	FY 2023-24
Rural	36%	36%
Semi-urban	31%	27%
Urban	8%	9%
Metropolitan	25%	28%

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):

No Negative Impacts Identified

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 INR)
1	Tamil Nadu	Virudhunagar	83,36,000
2	Andhra Pradesh	Visakhapatnam	34,80,000

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?

NA

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

NA

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

NA

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.

NA

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Disaster Relief	19,220	94.80
2	Education	11,963	94.34
3	Environment Sustainability	12,561	51.94
4	Health	62,279	35.50
5	Rural Development	33,215	58.74
6	Sports	1,626	84.62
7	Sanitation	3,125	71.36
8	Water	24,142	59.38
9	Vocational Skills - Women Empowerment & Livelihood	6,129	100.00

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 educating all construction professionals – Masons, Architects, Contractors, and Engineers – through its awareness/ promotional programs.

All the complaints were resolved during the year as it's because of poor concreting practices . No customer complaints due to the quality of the product is pending at the end of the year.

The Company carries out consumer surveys / consumer satisfaction trends, through interaction with end users and the information is utilized to improve the business operations/ services.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	The company ensures that all its products meet statutory requirements, with necessary information on the packaging as per BIS standards.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	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	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	-	Not Applicable
Forced recalls	-	Not Applicable

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

Yes. Cybersecurity and Data Privacy Policy is available in website

Web link : <https://ramcocements.in/investors/codes-and-policies>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

We had implemented a robust set of cybersecurity measures to ensure the system security and safety and privacy of our customer's data. These measures include:

- Secure Server/Network Infrastructure
- Strong Access Controls
- Multi-Factor Authentication (MFA)
- Data Minimization and Privacy by Design
- Encrypt Data
- Regular Software Updates and Patch Management
- Regularly Backup Data
- Secure Communication Channels
- Regular Security Audits and Penetration Testing
- Security Monitoring

By adhering to these security protocols, we have significantly reduced the risk of cybersecurity breaches and fortified the protection of customer data.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

NIL

b. Percentage of data breaches involving personally identifiable information of customers

NIL

c. Impact, if any, of the data breaches

Not Applicable

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Ramco provides information about the product and services through its Website, News Paper /TV advertisements, Facebook and Instagram. Primary source of the information is our corporate website which can be accessed on

Company Website - <https://www.ramcocements.in>

X - <https://x.com/ramcocements>

Facebook - <https://www.facebook.com/theramcocementsltd>

Instagram - <https://instagram.com/theramcocementsltd>

Youtube - <https://www.youtube.com/@TheRamcoCementsLimited>

Linkedin - <https://www.linkedin.com/company/theramcocementsltd>

Threads - <https://www.threads.net/@theramcocementsltd>

Whatsapp Business App - <https://wa.me/9150023245>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services

Information regarding usage of product and end use applications are given in the respective product catalogue, Website of the Company, etc. The information on proper usage of products is provided with live demonstrations to Masons, Architects and Dealers at Ramco Research and Development centre.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services

The products and services offered by the Company does not constitute in the category of essential services and hence this disclosure is not applicable.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The required information are given on all the products of the Company as required by the applicable laws. For some products, information over and above the mandated requirement is also provided. Customer satisfaction survey and the feedback is a continuous process as the dealers, sales and technical team are in constant touch with the customers to ensure that this is communicated transparently across the value chain.

We are in touch with customers through promotional meetings and one to one interactions with them through sales and MACE team at various places. As and when challenges /queries of customers come up they are redressed.

Note: Previous year's BRSR figures have been restated wherever necessary