



BALDOTA  
WE ARE LIFE



*above the curve*



Having been above the curve, among peers, in the Indian mining sector, we Ramgad Minerals and Mining Limited have contributed to both, the development of the nation as well as building our inhouse resilience. Our business performance during the pandemic is a testimony of the same. We seek to further inculcate sustainable practices into our core business operation thereby embarking on a journey towards a sustainable future. By continually adopting to industry best practices, we ensure high operational efficiency, thus optimal use of resources. Our continuous investment in our motivated workforce, value chain members, local communities and process excellence augments our business resilience. We are committed to be above the curve to cope with change, the only constant, by investing in operational expertise, human capital and social capital.

# *index*

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# preamble

Dear Stakeholders,

I am delighted in presenting RMML's sixth biennial sustainability report, that depicts our value creation pursuits in strengthening social and environmental capitals, thus holistically augmenting our economic performance. I acknowledge the continued support of all stakeholders, across the value-chain, for propelling our organizational growth, despite the pandemic. Through our COVID relief support and continued corporate social responsibility initiatives, we could effectively contribute to the holistic development of our local communities. Through empowering sustainable value creation initiatives, we could enhance RMML business growth as well. We have been diligently and transparently disclosing our value creation performance, across the triple bottom

active participation in industrial forums and associations enables us to have effective interactions with our key stakeholders, including our host communities and governments, employees, supply chain partners and our industry peers. In line with our vision to be valued as a leading provider of iron ore and value-added products, we could contribute effectively to the infrastructure and transportation sectors, aided with supportive government policies. Despite the pandemic, the cumulative impact of all our initiatives yielded in impeccable growth. This encourages us to gear-up our performance to achieve our organizational vision.

As in previous years, this report also provides insights



**Value creation, being the epicenter of our sustainability strategy, is ingrained in RMML's business ethos and our operations to ensure sustained business.**



line, which has been essential in garnering and strengthening the trust of all our stakeholders.

At RMML, sustainability is an integral part of our business strategy and corporate ethos. Thus, we consciously invest in optimization of natural capital consumption and augmentation of social capital to continue our business providing long term shared value for all our stakeholders. Our commitment towards our stakeholders and environment has transformed us into an organization that is unwavering in its effort to become successful in the triple bottom-line front and one that conducts business in a conscientious manner. The report highlights few of our persistent efforts in enhancing value creation across the various activities. Our

on our efforts towards building a safe and inclusive working environment, investing in the local community upliftment, preservation of the natural environment. These relevant ESG parameters pertaining to our portfolios of mining and mineral exploration along with wind division are considered. For the reporting period, we have maintained our previous material topics, due to their relevance.

I acknowledge the impacts of our mining operation to climate change. We have identified climate change among our high priority material topics, to avert the potential risk on our business processes. Hence, key aspects of UN Sustainable Development Goals have been incorporated in our business operations' internal targets thus empowering a sustainable value

creation. We augment this endeavor through implementation of energy efficient measures, increasing our renewable energy footprint and supplement our afforestation drives. Through these initiatives, we intend to transition towards a sustainable low carbon future by utilizing green financing instruments and supported by appropriate regulations. As one of our mines is amid Ramgad Reserve Forest, biodiversity preservation is also a critical aspect. Through collaborations, we ensure that impact on the existing ecosystem is minimized. We are vigilant about our environmental performance, with no significant environmental events reported in any of our sites during reporting period.

**Taking forward our CSR commitments, we invested around INR 27 Million in community development initiatives, approximately 1.5 times more than the preceding reporting period, despite the COVID impact.**

It is a notable contribution for community value creation, considering the challenges brought about by the pandemic-imposed lockdown and disruptions to business. Few of the major investments were for Samarpan Project, providing educational assistance, contribution for construction of girl's hostel and for Maharashtra flood relief initiatives. In addition to these, we continued to improve our reach with investments for earlier community engagements in thematic areas such as healthcare, education, women safety, enhancement of employment skills, environmental sustainability and infrastructure development in our villages adopted, protection of Hampi heritage, etc. With conviction, RMML can confirm these fostered grass-root level improvements, bringing about economic empowerment and sustained value creation with enduring benefits and inclusive growth in the local communities.

Our human capital is our strength who helped us achieve great strides, when there were universal operational disturbances in

the aftermath of the pandemic. Their commitment and zeal are highly commendable. Our HR policies and OHSMS are comprehensive and well-structured to ensure the wellbeing and holistic development of our employees. The safety performance parameter during the reporting period was upheld with zero lost-time injuries. We have incorporated leading indicators that focus more on prevention as a broadened approach for measuring safety performance. Specific workshops and hands-on trainings with key relevance to uphold business ethics, integrity and safety were imparted to employees as part of our continual improvement programs. These have paved way to empower our workforce and reinforce the stakeholder trust to enable sustained business value creation. Further, we could ensure strict compliance to all regulations, thanks to our robust risk management system and maintain smooth operations.

I wish to place on record the commitment of our resilient RMML team and sincere thanks to all our stakeholders for supporting our sustainable value creation endeavors. The drive and guidance of my fellow Board members provided the needed inspiration to continue our pursuit of business excellence and commitment to a sustainable future.

**Narendrakumar A. Baldota**  
Director





# Our sustainability highlights



**Around 2.25 lakh MWh of renewable energy generated**



**Around 45,000 GJ of energy consumed during the reporting period, considering all scopes**



**13% reduction in Wind power plant energy consumption**



**INR 12.44 million towards our environmental expenditures which includes air quality management, soil quality management, noise management, R&R and afforestation**



**12% reduction in water consumption**



**Injury free operations across the organization during the reporting period**



**Around 184 manhours of trainings provided for all employees during the reporting period**



**Increase in total workforce by 8%**



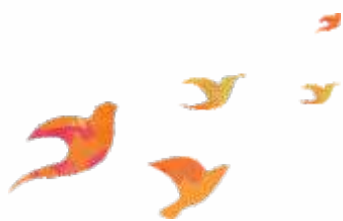
**Investment of around INR 27 Million in impactful CSR activities**



**Around 21% increase in net economic value retained**



## About the report



Keeping up with our regular practice of releasing information on our sustainability performance; through this bi-annual sustainability report, we illustrate our commitment in disclosing our key financial and non-financial aspects to our stakeholders. This report, our sixth sustainability report, details our performance during the period 01

April 2019 through 31 March 2021 (hereafter referred as FY 2019-21 in the Report). The report conforms with GRI Standard 'in accordance - core' criteria. This report attempts to inform all our stakeholders on how RMML is progressing on the path of long-term sustainable growth.

## Reporting guideline

Since our inception in 1978, our success is predominantly attributable to our business ethos and our stakeholders' reinforced trust. We believe that a symbiotic progression of the company and its stakeholders is essential for business sustenance. Thus, we actively invest in acknowledging key material issues through continuous stakeholder engagements. Transparent reporting of our sustainability performance to all our stakeholders is a part of our business ethos. We have identified and disclosed on few select material topics, that have been categorized as high impact as per the materiality matrix, in line with the GRI standard guidance (2018). GRI reporting principles for defining content and quality have been adhered while preparing this report. We present a balanced and fair disclosure on policies, management systems along with our performance across the triple bottom line. The associated data reported has been reviewed and validated internally to ensure accuracy in reporting.

Aspects such as stakeholder inclusiveness, materiality, sustainability context and completeness have been considered while developing the content of this report. An attempt is also made in aligning this report to the United Nations Sustainable Development Goals (UNSDGs) and International Council on Mining and Metals (ICMM). Please refer to GRI Content Index for a complete listing of GRI disclosures included in this report.

There are no significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain. We have undertaken a carbon foot printing study of major activities, within the reporting boundary from 2017, which has resulted in restatements of energy consumption data for FY 2017-18 and FY 2018-19. The material topics have not undergone any significant change either, since the last published sustainability report.

## Reporting boundary

In this report, our internal boundary coverage of Ili Gurunath Mines, Wind Energy Division, Mineral Exploration Division and Corporate Office at Hosapete is restricted to operations in India. We continue to report of all the business verticals, that we have been reporting on our previous reports. Our most recent sustainability report for the financial

year April 1, 2017 - March 31, 2019, can be accessed on <https://baldota.co.in/company-overview/rmml/csr/csr-reports/>

All queries, comments and feedback related to this report may be directed to Mr. Shrenik Kumar N Baldota, through [sn.baldota@mspllimited.com](mailto:sn.baldota@mspllimited.com)

**Forward Looking Statement-**This report includes forward-looking statements based on certain assumptions and management plans. In the report, these statements have been identified by words such as 'intend',

'anticipate', 'believe', 'expect', 'project', 'plan', etc., as far as possible. Should they materialize, the achievement of the projections is subject to risks and uncertainties.



## The Baldota Group

The Baldota Group has been an ardent supporter of nation-building, since its establishment in 1961. We have also excelled in bolstering the aspirations of nation time and again, by contributing to our country's growth story. Being a critical resource provider for infrastructure and manufacturing, our iron-ore mining business is a sector leader. We also

own a wind farm of 67.75 MW capacity. We owe our success to our environment and our communities and our approach towards these continues to be driven by Shri Abheraj H. Baldota's philosophy and vision in supporting community inclusion and environmental protection as one of our organizational priorities.

## Ramgad Minerals and Mining Limited (RMML)

Ramgad Minerals and Mining Limited (RMML), founded in 1978, is a public company headquartered in Maharashtra with its Corporate Office in Hosapete, Karnataka. It is one of the valued flagships of the Baldota Group of companies, with a diverse portfolio of gold and iron ore mining, wind power generation and mineral exploration. RMML has grown rapidly while remaining consistently devoted to long-term

sustainability. Today, we are ideally positioned as one of the Baldota Group's fastest expanding companies. We have been continually obtaining awards in appreciation of our sustainability initiatives.

Below are few awards, received by us during the reporting period;

- RMML received the 1st prize in 2019-20 from the Mines Environment & Mineral Conservation Association, in the following categories:
  - ◆ Mineral Conservation
  - ◆ Afforestation
  - ◆ Environmental Management
  
- RMML received the 2nd Prize for Overall Performance in 2019-20 from the Mines Environment & Mineral Conservation Association and other prizes in:
  - ◆ Systematic & Scientific Development
  - ◆ Reclamation & Rehabilitation
  - ◆ Mineral Beneficiation
  - ◆ Swatchh Khadan







## *above the curve*

*At RMMI,  
we are above the curve in adopting  
sustainable mining practices,  
Resettlement & Rehabilitation,  
beneficiation & mineral  
conservation, skill upgradation  
of community members and creating  
more growth opportunities for them.*

# Our VISION

Be valued as one of world's leading resource companies

# MISSION



To become the leading iron ore supplier in the country by meeting the direct and implied needs of domestic and global customers to their best

satisfaction, through the employment of state-of-the-art technology and services committed and knowledgeable team members

Along with our vision and mission the below guiding principles, have a pivotal role in our success strides, as they are ingrained in all our operations



## Commitment

An unflinching promise of providing nothing short of the best in quality and quantity through state-of-the-art R&D and continuously upgrading the skill quotient of managers and workers



## Creativity

Innovatively harnessing the resources to find creative solutions that augment business operations



## Concern

A genuine and meaningful interest in the environment, by embracing green technologies, afforestation programs and air, water and soil management

## Care

For the community we work in, by taking initiatives that make a real difference at the grass roots level in the areas of education, healthcare and overall enhancement in the living standards of the community



## Core Values

These are quality, customer relations, safety, care for environment, ethical business practices, forming the basis on which the group functions & supports the framework of its operations



## Our diversified portfolio



### IRON ORE MINING

Iron ore mining accounts for a significant portion of our endeavors followed by wind power, which has facilitated our establishment in the sector as one among leading enterprises at a national level. We have ensured that through suitable processes driven by innovation, our quality remains a top priority throughout production. Through continual growth and persistent efforts, we have been successful in investigating low-grade iron resources such as Banded Hematite Quartz (BHQ). We have implemented conservation initiative to achieve the threshold values declared by Indian Bureau of Mines. The Iyil Gurunath Iron Ore Mine serves as the primary location constituting major operations of our mining activities. We have received certification for ISO 9001:2015 standards for our mine in mining,

processing and marketing accomplishments for iron ore over a range of grades and sizes by Bureau Veritas. During the reporting period, our mining production capacity was 0.5 million tonnes per annum.

### GOLD MINING



Ramgad Minerals & Mining Limited is presently conducting exploration for Gold in Hosur block under a granted Prospecting License. Since 2015 the Indian mining regulation has undergone a lot of churning. First, Government of India amended the MMDR Act in 2015 to mandate auctioning of all mineral concessions but saved those RPs and PLs which were granted prior to January 2015 and where the licensee has complied all stipulated terms &

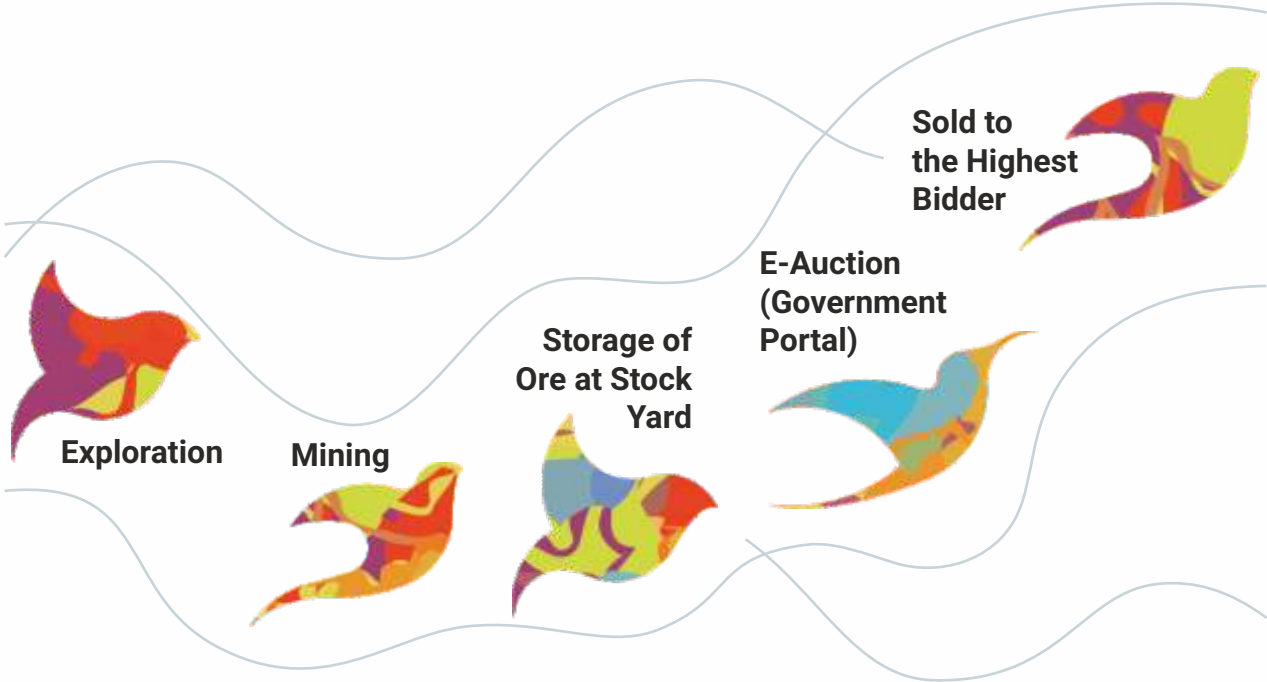
The supply chain for our mining processes undergoes stringent monitoring by the regulatory authorities. The extracted iron ore follows a path towards the stock yard usually located at the site of mining. This iron ore undergoes an auction which takes place electronically via a government regulated platform which stands as the only permissible program for trading in iron ore. The highest bidder on the platform of iron ore proceeds to claim his share from our storage yard.

conditions. Again in March 2021 the Act was amended to say that all pending applications of PL and ML shall lapse on 28th March 2021 and put up for auction. Sangli granted ML and 8 applied MLs carved out of Gadag RP, thus, under the March'21 amendment have lapsed. The Company has resorted to legal course and all matters are sub-judice and shall be heard by the Supreme Court.

## MINERAL EXPLORATION

Our technology solutions lead the way in all our mining exploration activities, thus ensuring self-reliance in this department. Selecting the best possible mining methodology remains crucial and we ensure sound decisions right from identification, exploration and drilling at any potential area, specifying dimensions of a mineralized body till categorizing according to its specific grade quality. Our in-house technology includes our own deep diamond drilling machines, geophysical

instruments, the NITON X-Ray Fluorescence (XRF) analyzer, Polarization Microscope Leica DM2500-P and exploration and mining software like datamine, SURPAC and WHITTLE. Our operations are spread across the states of Karnataka, Tamilnadu, West Bengal, Gujarat and Rajasthan. We are involved in profound exploration through implementation of the technologies for minerals like gold, rare earth metals and iron ore.



## WIND ENERGY DIVISION

With a total installed capacity of 67.75 MW under wind energy, we aim to achieve our intent to give back to the nature. Investing in wind energy is illustrative of our commitment to source clean

energy. We have successfully installed wind farms across Karnataka, Rajasthan, Gujarat and Maharashtra which facilitates our business to cater specifically to the Indian market.





*Birds of a feather flock together*

## *Industry association*

The risk management strategy and stakeholder engagement initiative at RMML is spearheaded by our participation in several industry forums, forming a significant aspect of our associations. Our continual association with the following national forums ensures adequate sharing of intellectual resources focused on responding to significant industry dilemma, policy and regulation formulation to facilitate adoption of best business practices nationally.

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**Indian Wind Power Association (IWPA)**

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**Federation of Indian Chambers of Commerce & Industry (FICCI)  
Chemicals & Allied Products Export Promotion Council  
(CAPEXIL) Council for Fair Business Practices**

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**Karnataka State Council Membership**

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**Mines Safety Association Karnataka**

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**Federation of Karnataka Chambers of Commerce & Industry  
(FKCCI) Mining Engineers Association of India (MEAI)**

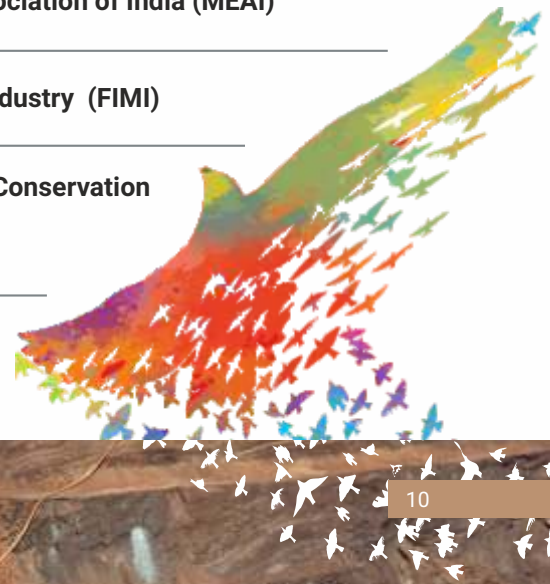
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**Federation of Indian Mineral Industry (FIMI)**

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**Mines Environment & Mineral Conservation  
Association (ME & MCA)**

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# Corporate governance

The pillar that holds up our strong corporate governance draws inspiration from our visionary founder, late Shri Abheraj H. Baldota. The values he stood for have been our guiding light in all governance initiatives and decisions. At RMML, we strongly believe in our core values of corporate

governance set in place right from the time of establishment of our organization and continue to uphold them, with great emphasis on independence, responsibility, transparency, professionalism, accountability, integrity and the code of ethics.

## BOARD OF DIRECTORS

Name of the Director	Nature of Function and Independence
Mr. Narendrakumar A. Baldota	Director
Mr. Rahul Kumar N. Baldota	Director
Mr. Shrenik Kumar N. Baldota	Managing Director
Mr. Ramakrishna Hemappa Sawkar	Independent Director
Mr. Madhava Ravindra	Independent Director
Mrs. Lavina R. Baldota	Whole-time Director
Mr. K. Prabhudevappa	Whole-time Director

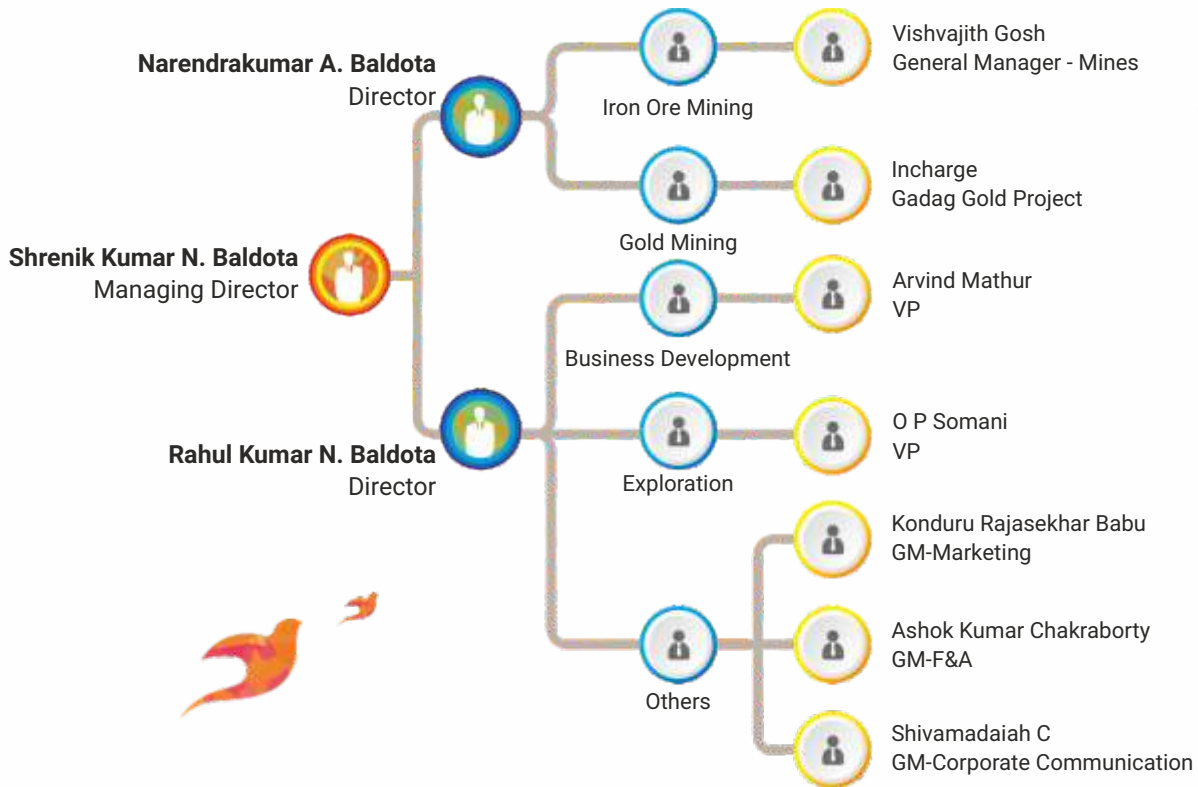
The Board of Directors at RMML are at the apex position in our governance pyramid. Our thorough and rigorous appointment procedures and evaluation systems play an important part in guaranteeing quality of efficiency and leadership on the Board. Our directors play a pivotal part in supporting the Board's discussions on issues such as strategy, organizational direction, risk management, performance, resources, sustainability agenda, critical appointments and

standards of behavior by bringing an independent sense of judgement to the table. The members of the Board take responsibility for evaluating their performance once a year based on the triple bottom line factors, ensuring that this is done so while maintaining strict compliance with the Companies Act 2013. This eliminates any occurrences of a conflict of interest and warrants transparent and fair evaluation.



Our current organization chart depicting the relationship between the Directors and the Senior

Management functions as on March 31st, 2021, is as illustrated below:



- 1) CSR Committee - This committee is tasked with formulation and recommendation of the CSR Policy to the Board and the implementation of the approved CSR activities and actively monitors the CSR policy and corresponding impact created in the community
- 2) Audit Committee - Audit Committee is tasked with the responsibilities including examination of the financial statements and auditors report, recommendation for appointment, remuneration and terms of appointment of statutory auditors, the approval of related party transactions entered by the company with its related parties

under the Companies Act, 2013

- 3) Nomination and Remuneration Committee (NRC) - NRC Committee is tasked with various responsibilities including the formulation and recommendation of the NRC policy to the Board on fair and competitive remuneration for directors, KMP and employees within the organization, identification and recommendation of the qualified persons for appointment and removal, carry out the effective evaluation of performance of Board, its committees and individual directors.

Sr. No.	Committees	Chairman	Members
01	CSR Committee	Narendrakumar A. Baldota	Madhava Ravindra Ramakrishna Hemappa Sawkar Lavina R Baldota
02	Audit Committee	Madhava Ravindra	Ramakrishna Hemappa Sawkar Shrenik Kumar N. Baldota
03	Nomination and Remuneration Committee (NRC)	Madhava Ravindra	Narendrakumar A. Baldota Ramakrishna Hemappa Sawkar

# Risk Management

Keeping in mind the volatile nature of our business, a robust risk management framework is essential for our sustained and profitable growth and development within and beyond the organization.

We conduct frequent internal audits. The audits, through external agencies, are scheduled such that all departments are covered, every two years, thus enabling us to assess possible operational level risks and opportunities. These are also internally mapped through the Enterprise Risk Management program by incorporating a long-standing approach in-line with the core objectives of the organization. Critical aspects of Finance and Accounts, Mining Operations, Windmill Operations, Sales, Marketing and Logistics, Procurement of Materials, Inventory and Stores, Treasury, Human Resources and Payroll, Statutory Compliance, IT General Controls, Fixed

Assets and Capex, Project Management Review, Insurance, Legal and Corporate Communications are reported as a part of the internal audit annually. Resulting reports of the risk assessment, residual risks and the internal audit are forwarded for perusal by the senior management. Our Audit Committee is responsible for reviewing the operational, financial, strategic and regulatory risks. The Board has ensured the formulation of multiple committees, each being responsible for focused solutions of issues across varied sectors. This Committee operates vested with roles and responsibilities as deemed fit by the Board as per their charter/ terms of reference. We follow a process of periodic reviews of the goals set by the Audit Committee in-line with the management's decisions and wherever necessary the mid-course corrections are implemented.

## Compliance framework

Our business operations are traditionally environmentally dependent, which requires strict governance through all-inclusive rules and regulations. Our compliance management policy and systems enable efficient tracking and monitoring to ensure stringent compliance across all significant regulatory and legal requirements subject to the purview of our business. This facilitates and guarantees comprehensive and

maximum compliance in applicable laws. According to our policies, functional heads across sectors must ensure compliance with all applicable legislation. A Departmental Compliance Report (DCR) is mandatory to be submitted to our Managing Director, who then prepares and presents to the Board a Company Compliance Report (CCR) based on information in the DCR.

### ANTI-CORRUPTION

Fair competition and prevention of corruption are upheld as the most significant factors contributing to our compliance initiatives. Our reporting period is

free of any incidents of corruption and anti-competitive behavior that may inflict damage to our values and operations.

### CODE OF CONDUCT

As a part of our Code of Conduct (CoC) at RMML, we have laid down a collective set of standards and expectations for our business and from our employees in spheres of ethical business practices, international business, personal conduct, health, safety & environment, equal opportunities, human rights, anti-bribery, corruption and disclosure of

information.

The RMML CoC accounts for and extends towards all our stakeholders including our employees, customers, communities where we have ongoing operations, value chain partners and financial stakeholders.



Our main aim of developing a thorough CoC is to fundamentally ensure that our business mission is carried out effectively in avenues of environment, labor practices, economical regulations, societal issues and effective governance. We have ensured that our CoC covers all aspects of ethics and conduct, while formulating the methods for dealing with resolving conflicts of interest that have been significantly outlined in the code, which stand relevant to all personnel as mentioned. We do not

offer or give any company funds or property or other resources as donations to any specific political party, candidate or campaign and prevent any activity that could be interpreted as mutual dependence / indulgence with any political body or person, as per our CoC. Our CoC undergoes a periodical evaluation to remain up-to-date and significant with changing scenarios around us. Below are the various aspects covered in our code of conduct:



At RMML, we are up to date with new and current laws, rules and policies and their appropriate implementation pertaining to our business operations within the reporting boundary. All regulatory requirements relating to mining, emissions, safety and other clauses of applicable

Indian legislations are followed. Our products are sold / auctioned in accordance with all the applicable laws. There were no instances of monetary fines assessed against us throughout the reporting period.

# Sustainability at RMML

## SUSTAINABILITY GOVERNANCE

Our priority through our sustainability lens is to ensure that every action and operation undertaken in our business reflects the welfare of our people, our community and the environment and our interactions with it. For us, the integration of sustainability through inclusion of environmental and social factors associated with material

thematic areas highlighted by KPIs is of utmost importance in organized management and futuristic business planning. Our goal, aligned with our vision, is to facilitate long-term shareholder value through the exploration, mining and development of natural resource marketing.



### People

We look to create a culture of safe and trusted relationship with our employees through strong governance and open communication

### Society

We support the development of diversified local economies that contribute to improved quality of life beyond the life of our operations



### Environment

We aim to minimize the environmental impacts from our activities and work in partnership with our associated stakeholders to support environment protection

As an organization, RMML strives to foster and preserve strong, genuine and respectful relationships with all our stakeholders, in order to ensure our long-term viability for all our business

endeavors while contributing towards and seeking assistance from the communities where we operate.



**Every feature of our sustainability framework is shaped by major global and national blueprints which encourage us all to envision a holistic approach.**

## **SALIENT FEATURES OF OUR SUSTAINABILITY FRAMEWORK**



### **Zero waste**

We ensure recovery of more than 90% minerals via scientific and systematic process of mining, processing and stocking



### **Controlled GHG Emissions**

We monitor our Green House Gases (GHG) emissions, while identifying the areas to achieve enhanced energy efficiency and investing in renewable energy



### **Ensuring Safety**

Safety performance is reviewed on a periodic basis. Personnel engaged & machines deployed are as per MMR 1961 & we have Safety Management systems approved by DGMS

### **Retaining our people**

We value our employees and their contribution and try to ensure that there are no layoffs to the extent possible



We have chosen leaders for the environment, economics and social aspects of our organization to assure the implementation of these projects. Our Chief Financial Officer oversees the economic side, our Vice Presidents of Mining and Wind Energy, as well as our Environment Officer, oversee the environmental side and our GM CSR oversees the social side.

The senior management at RMML is our highest governance body, responsible for defining our purpose, value and mission statements and they also possess the authority for approvals for strategy, policy and goals in all three spheres which are reviewed periodically.

## INTEGRATING SUSTAINABLE DEVELOPMENT GOALS IN OUR SUSTAINABILITY AGENDA

Our company's philosophy is to improve community quality of life while also increasing long-term value for our shareholders. We would continue to work hard to achieve sustainable development, enhanced

inclusive growth and social equality. We have aligned our performance and are following through on the process of integrating 6 sustainable development goals across our business priorities:



### GOOD HEALTH & WELL-BEING

We continue to remain invested in the well-being of our workforce and hence employee health & safety is one of our utmost priorities. Our 'zero accident' ambition is a testimony of our commitment.

### CLEAN WATER & SANITATION

Water scarcity, has over the years, grown as a major national concern. With most parts of the country reeling under severe water stress becoming the norm, water governance has emerged as a viable solution. At RMML, we have set an ambition of becoming water positive and have invested in specific interventions into rainwater harvesting and storage, water recharge and water recycling. We intend to reduce our water intensity, through implementation of innovative initiatives.

### AFFORDABLE & CLEAN ENERGY

We aspire to run our operations on 100% clean energy. We have invested heavily towards developing a pole position in wind energy generation. We further aim to increase our renewable energy generation capacity thereby making it more affordable.

### SUSTAINABLE CITIES AND COMMUNITIES

Our primary belief in improving people's quality of life serves as a guiding factor in how we conduct business. We work collaboratively with the government and NGOs to address and alleviate societal concerns through our numerous community projects.

### CLIMATE ACTION

Mitigating climate change and environment protection are two of our top business priorities and hence we've devised policies to address them. Building awareness among stakeholders, minimizing the environmental impact of our operations and clean energy generation are all part of our climate change mitigation strategy.

### LIFE ON LAND

We've identified effects on biodiversity as a major concern and we're constantly engaged towards minimizing and reducing the negative impacts of our operations. In addition, as part of our CSR efforts, we have established several programs aimed towards improving the state of bio-diversity around our operational sites.

# Stakeholder engagement



We, at RMML are cognizant of the impacts of our business operations. We cherish the relationship that we have with all our stakeholders and continue to further invest in them - our social capital, thus

earning both their trust and social license to operate. The valuable inputs obtained through continuous stakeholder dialogue, is essential for our sustained development.

Below is the 6-step process that encompasses stakeholder engagement & materiality assessment at RMML.

1. Identification of topics relevant to company through sector and peer study
2. Assessment of these topic against materiality filters like - stakeholder concerns and expectations, policy drivers, regulatory requirements, economic impact and risks, peer performance
3. Gather inputs from all stakeholders through discussions, workshops, or surveys
4. Categorization of topics relevant to RMML in terms of their importance to the company versus their importance to stakeholders
5. Prioritize the material topics for their criticality, on a scale of high, medium and low
6. Review of the material topics by the senior management



Communities, employees, vendor & suppliers along with regulatory authorities and customers are identified as our key stakeholder through the prioritization process. We continue to consider the above-mentioned stakeholders for interactions, since the last prioritization process exercise. Our

local community consists of self-help-groups, beneficiaries & entrepreneurs that have benefitted from our CSR activities. During the reporting period, we could not conduct a comprehensive stakeholder engagement, owing to limitations and restrictions imposed due to COVID-19.

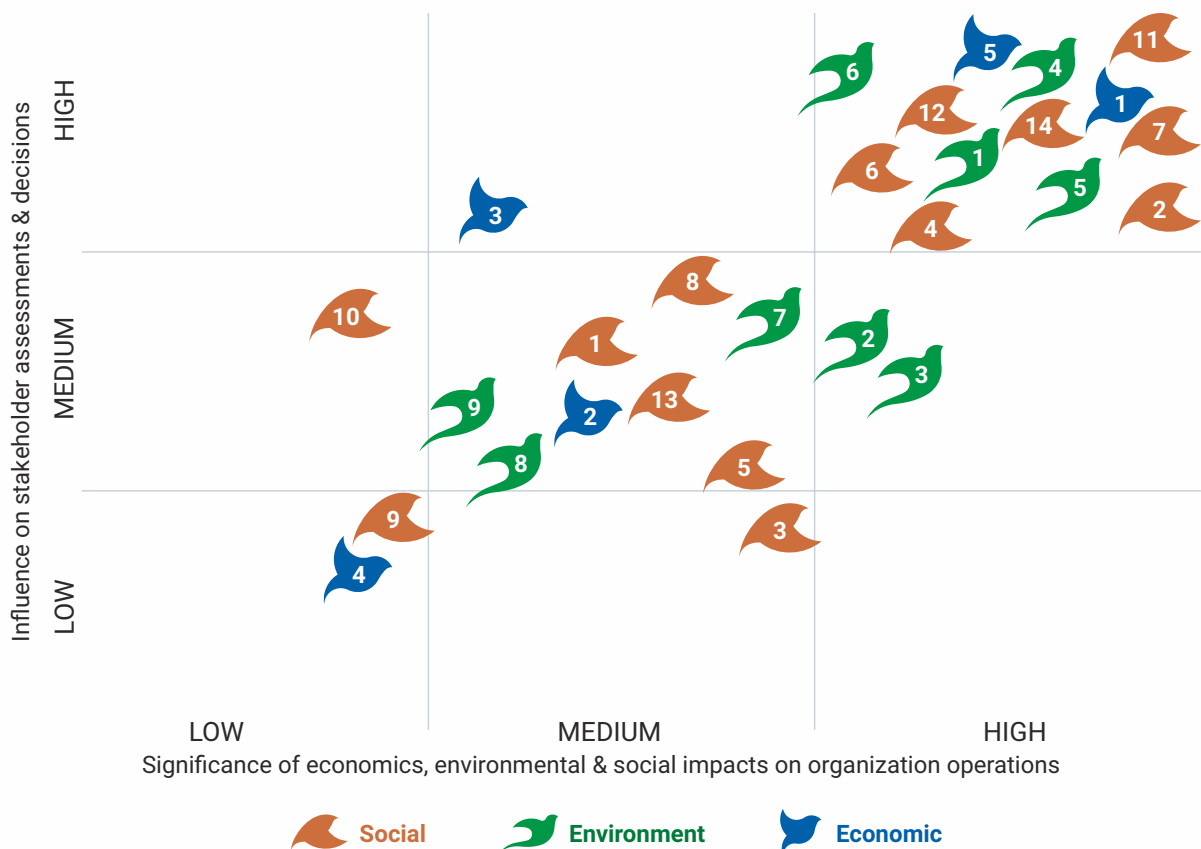
Key Stakeholder Groups	Mode of Engagement	Frequency of Engagement	Key Expectations
Communities	Field visits and Interaction by CSR executives	Regular / Need based	* Development initiatives of RMML * Minimize environmental impact arising out of our operations * Contribute towards sustainable community building
Vendors and suppliers	1. Contract Negotiations 2. Contract performance reviews	Regular / Need based	* Quality, delivery, cost, following HR policies * Build mutually benefitted relationship

Key Stakeholder Groups	Mode of Engagement	Frequency of Engagement	Key Expectations
	3. Regular interactions and feedback		* Conduct business with high transparency and fair competition
Customers	Customer feedback / satisfaction survey	Annual feedback and regular Interactions	* Quality, delivery, cost * Customizing solutions to suit customer requirements * Exceeding expectations through superior product & service delivery
Employees	1. HR Policy 2. HR Interactions 3. Notices 4. Announcements 5. Mailers	Continual	* HR policies & practices, employee training and development initiatives * Create a learning organization develop & nurture leaders * Build diverse workforce
Regulatory Authorities	Applications, Compliance returns	Regular	* Compliance

## Materiality assessment

During the reporting year we assessed our material topics based on our last report, peer study and sector trends. Below is the snapshot of the select

topics, which are further plotted based on their impact and our assessment into high, medium and low categories.



Sr.No.	Social	Environment	Economic
1	Employment	Energy	Economic Performance
2	Occupational health & Safety	Water	Indirect economic performance
3	Labor Management Relationships	Materials, Effluents & waste management	Market presence
4	Employee training & development	Biodiversity	Procurement practices
5.	Diversity & equal opportunity	Emissions	Risk management
6.	Local communities development	Transport	
7.	Compliance	Supplier Environment assessment	
8.	Customer health and safety	Environment grievance redressal mechanism	
9.	Customer privacy	Climate change risk	
10.	Child labor		
11.	Anti-Corruption		
12.	Corporate Governance		
13.	Products service & labeling		
14.	Grievance redresal mechanism		

## Our material topics

Material Topics	Aspect Boundary	Report Coverage
Occupational health and safety	Internal	Employee Health & Safety
Employee training and development	Internal	Workforce at RMML
Energy	Internal	Energy Management
Local community development	External	Our CSR Activities
Corporate governance	Internal	Corporate Governance
Bio-diversity	External	Bio-diversity
Grievance redressal mechanism	Internal	Workforce at RMML
Economic performance	Internal & External	Economic Performance
Climate change risk	Internal & External	Environmental Performance
Risk Management	Internal	Risk Management
Emissions	Internal & External	Emission Management
Materials, effluents & waste management	Internal & External	Material Consumption Waste Management
Water	Internal & External	Water Management
Compliance Management	Internal	Compliance Management



## *above the curve*

*above the curve is a growth  
paradigm for us at RMMI.*

*We aspire to soar high in all our pursuits,  
analyse and leverage each opportunity  
with an innovative hawk-eyed  
perspective.*



# Environmental performance

We, at RMML are cognizant of our reliance on water, energy and corresponding emissions along with effluents and waste generated owing to our operations, that cumulatively contribute to our environmental footprint. Despite our diverse business portfolio, within the current scope, we recognize our mining operations to be the predominant contributor to our footprint. By employing the precautionary principle at all levels, along with a thorough assessment of our environmental impact through formal EIA and varied baseline assessment tools, we ensure a continuous evaluation and monitoring of our existing systems to mitigate negative environmental impacts. Responsible optimization of our natural capital is essential for our business sustenance. This

necessitates periodic review of potential adverse environmental impacts and proactive implementation of mitigation measures. Through these initiatives, we intend to contribute towards SDG# 14 Life Below Water and SDG# 15 Life on Land. We had invested INR 12.44 million towards our environmental expenditures which includes air quality management, soil quality management, noise management, R&R and afforestation successes during our reporting period. During the reporting period, there were no incidences of non-compliances related to environmental laws and regulations. Our existing environmental policy in motion is strictly compliant with the national and international industry specific standards and addresses the following:

- Environment protection measures, spearheaded by pollution control and environmental impact reduction;
- Optimizing operational impacts (air, soil and noise pollution) and prioritizing sustainable growth;
- Reducing the spillage of iron ore in our operations;
- Strengthening the ecology around operational sites through afforestation;
- Ensuring local, national and international compliance (norms, legal requirements and charters subscribed to);
- Framework for constant identification and review of environmental objectives;
- Adopting the EMS approach for documentation, implementation and sustenance of our endeavors along with constant monitoring and improvisation;
- Being transparent in all operations and ensuring that our environmental policy is duly communicated to the public.



Our increased dependence of natural resources, across our business ventures, escalates our climate change vulnerability, an imminent risk. In this regard, we have considered climate change among our high priority material topics. The Board is instrumental in designing and implementing our climate change response, which encompasses incorporation of green technology and mitigation strategies. Through the implementation of these initiatives, we seek to build our climate resilience, that would in

turn contribute to holistic preservation of ecosystem. Our diversification into the renewable energy sector, is one among the climate adaptation strategies. These projects are registered under Clean Development Mechanism (CDM) program by the United Nations Framework Convention on Climate Change (UNFCCC). We intend to increase our clean energy portfolio and transition into a low-carbon future, thus contributing to SDG #7 Affordable and Clean Energy.

## Material consumption

At RMML we ensure that our resource consumption is maximized to its optimum potential, thus bolstering our mission to reduce the environmental impact of our business activities. The most essential materials utilized across our business operations are grease, lubricating oils and explosives. Our R&D team in the exploration division, is probing various avenues for utilization of iron and other minerals for purposes apart from steel

manufacturing. Minor resources utilized in the wind division are gearbox oil and hydraulic oil. The wind division at RMML mainly utilizes grease, lubricating oils, filter elements and transformer oils for maintenance. The cotton waste that is generated in our operations is reused or dispatched to vendors. The below table provides the facility wise material consumption

### TREND IN IYLI IRON ORE MINE MATERIAL CONSUMPTION



Iyli Iron Ore Mines						
Materials	UoM	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18	FY 2016-17
HSD	KL	415.34	462.22	439.08	446.25	327.65
Slurry	Kgs	3,950.00	3,825.00	4,900.00	3,625.00	-
SOD	Nos	18.00	12.00	36.00	40.00	4.00
Cardex fuse/ Detonating fuse	Metres	3,025.00	2,655.00	3,725.00	3,200.00	600.00
Safety fuse	Metres	35.32	21.96	66.00	73.00	7.00
Other explosives (Cord Relay + Excel)	Nos	42.00	32.00	42.00	32.00	4.00

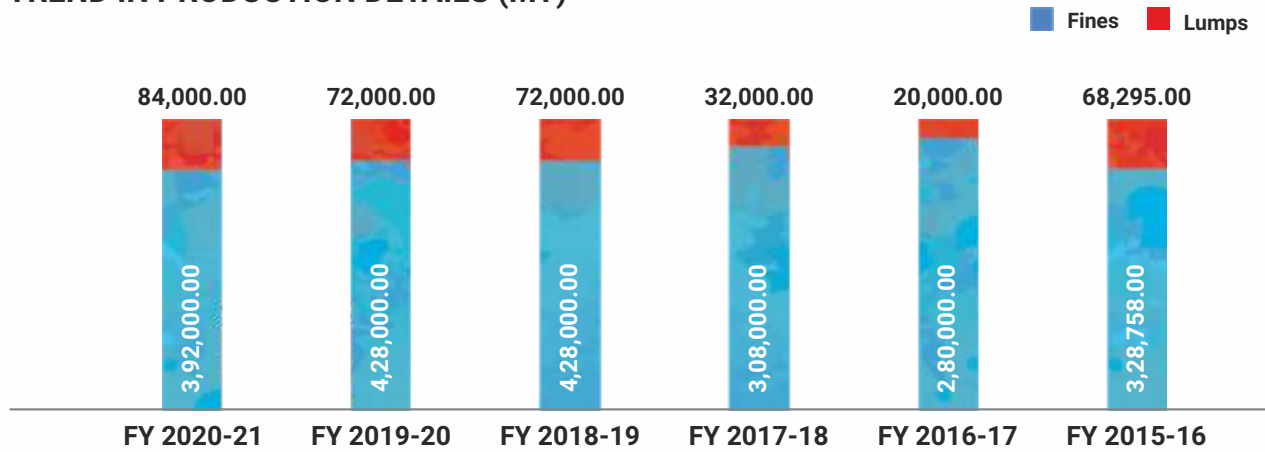
### TREND IN GADAG GOLD MINE MATERIAL CONSUMPTION

Gadag Gold Mine			
Materials	UoM	FY 2020-21	FY 2019-20
HSD	KL	1.203	1.382

### TREND IN WIND DIVISION MATERIAL CONSUMPTION

Wind Division							
Materials	UoM	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18	FY 2016-17	FY 2015-16
Grease	MT	0.68	1.05	0.59	1.05	0.89	1.00
Cotton Waste	MT	0.13	0.14	0.12	0.12	0.13	0.14
Cotton Waste (Recycled)	MT	1.28	1.15	0.23	0.24	0.52	0.69
Lubricating Oils	KL	0.003	0.0002	2.09	6.14	1.13	2.68
Transformer Oil	KL	0.95	2.03	0.39	1.53	0.82	0.51
Hydraulic Oil	KL	0.65	0.46	0.29	0.41	0.26	0.21
Gearbox Oil	KL	5.61	2.29	1.08	1.05	6.22	0.03
Filter Element	Nos	34.37	38.47	28.00	47.00	36.00	25.00

## TREND IN PRODUCTION DETAILS (MT)



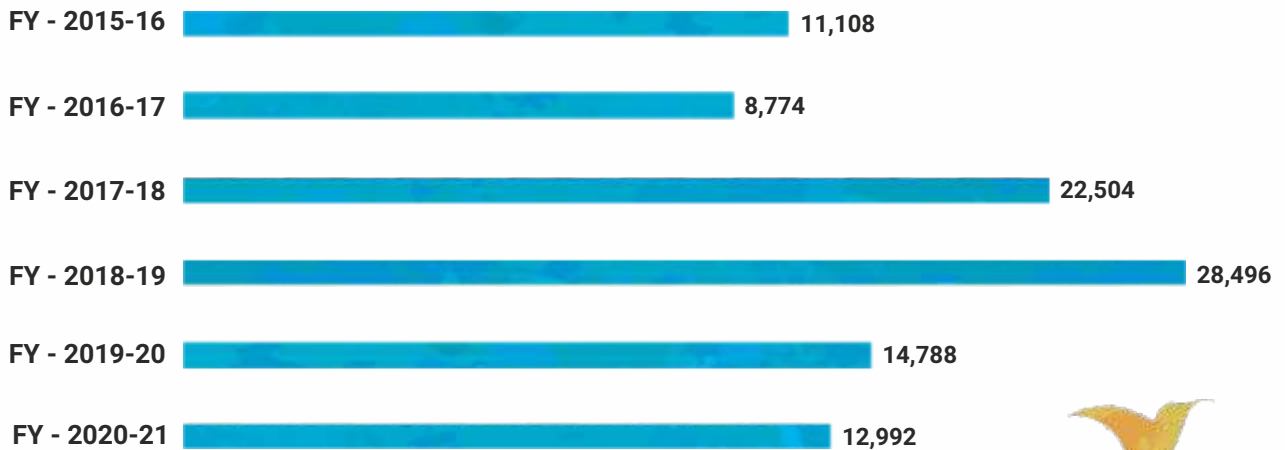
## Water management

Our high dependence on water, as a resource, across our business operations, necessitates a proactive water governance and optimization. This assumes significance owing to the fact that India has been ranked among the top thirteen water scarce countries globally by WRI. Water being an indispensable resource for our operations, we are committed to constantly improve our water management systems. We aim to achieve productivity, long-term business sustainability and long-term social and environmental results through managing risk, improving performance and transparency, effectively valuing water in decision-making, using appropriate technology, while encouraging collaborations towards achieving a common conservational goal for water management and water-related risk mitigation. Our holistic water management plan drives sustainability endeavors, such as effective runoff water management, as advised by Commission for Environmental Cooperation (CEC). We have also recognized the need to reduce freshwater utilization and consumption for our essential business operations and thus we venture into recycling and reusing of wastewater created at our operations for domestic purposes. Wastewater is predominantly generated at our canteens is disposed through soak pits. For our business, this ensures that there is a significant reduction in our wastewater discharge across all RMML operated facilities thus mitigating negative impact on surface water quality in our operating regions. During the reporting period, the data illustrated is inclusive of 14,788 KL and 12,992 KL of tanker water used in Iyli mines for FY 2019-20 and FY 2020-21 respectively. The data illustrated

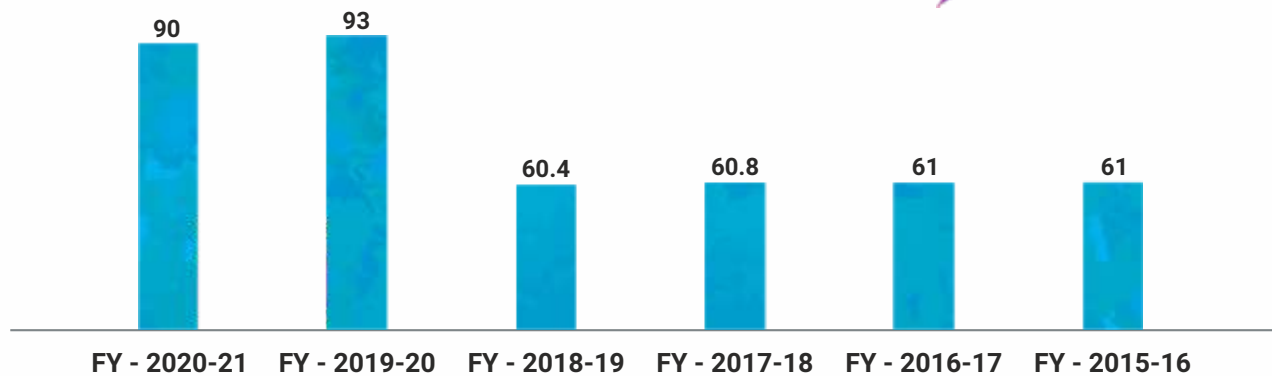
under water discharge is inclusive of 93 KL and 90 KL of wastewater generated and discharged through soak pits at Iyli Mines for FY 2019-20 and FY 2020-21 respectively.



## WATER WITHDRAWAL FROM IYLI MINE (KL)



## WASTE WATER DISCHARGE FROM MINING OPERATIONS (KL)



## Waste management

We acknowledge that waste generated from our business operations, especially from mining, must be handled with precaution. Various inhouse process improvement initiatives have resulted in reduced waste generation. Along with improving process efficiency and minimizing environmental impacts, we are exploring alternative usage for non-iron ore minerals recovered in our mining operations. Zero-waste management concept is at the core of all these initiatives. Our site-specific waste management plan emphasizes on source segregation, maximization of waste reusability, along with storage, transportation and responsible disposal to authorized recyclers. We ensure compliance with all relevant regulations, to reduce the probable environmental impacts. The overburden produced is stored and reused through our systematic management systems, while waste

oil is sealed in barrels and sold to State Pollution Control Board authorized waste management vendors. During the reporting period, there weren't any significant spills at any of our operational facilities. Following is the consolidated data on the quantity of waste generated.



## TREND IN WASTE GENERATION AT RMML MINE OPERATIONS

Materials	UoM	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18	FY 2016-17	FY 2015-16
Overburden	MT	90,795.00	94,798.00	3,06,000.00	3,19,904.00	2,52,408.00	72,216.00
Lube oil	KL	0	0	0	0	2,876.00	12,961.00
Grease	MT	0	0	0	0	273.00	862.00
Cotton Waste	MT	0	0	0	0	0	0
Scrap	MT	0.025	0.025	71.50	0	-	-

## TREND IN WASTE GENERATION AT WIND DIVISION



Materials	UoM	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18	FY 2016-17	FY 2015-16
Lube Oil	KL	2.37	6.21	2.81	7.03	1.26	0
Grease	MT	0.39	0.82	0.37	0.87	0.05	0.06
Transformer Oil	KL	0.26	0	0.27	1.36	0.01	0.01
Waste Oil	KL	0.820	0.800	0.602	0.910	0.813	0.838
Oil-Soaked	MT	1.99	1.85	0.75	0.73	0.73	1.08
Cotton waste							
Filter Element	Nos	38	34	15	18	13	9
Hydraulic Oil	KL	0.02	0.08	0.00	0.00	0.00	0.00

## Energy management

Our mining operations are highly energy intensive, which in turn contribute to high GHG emissions. Improvement in energy efficiency is among a key aspect that we have focused over the years to reduce our energy consumption. Business sustenance is at core of all our decisions. Hence, we strive to strike a balance towards optimizing our production and its energy consumption. Through our current renewable energy installed capacity of 67.5 MW, we intend to reduce our reliance on fossil fuel-based energy. Our concerted efforts, through implementation of energy efficiency initiatives, seek to improve our energy usage patterns and reduce our specific energy consumption, thus reducing the overall associated emissions. We have a mechanism to monitor energy from multiple sources. Relevant data monitoring wasn't possible to the pandemic induced restriction.

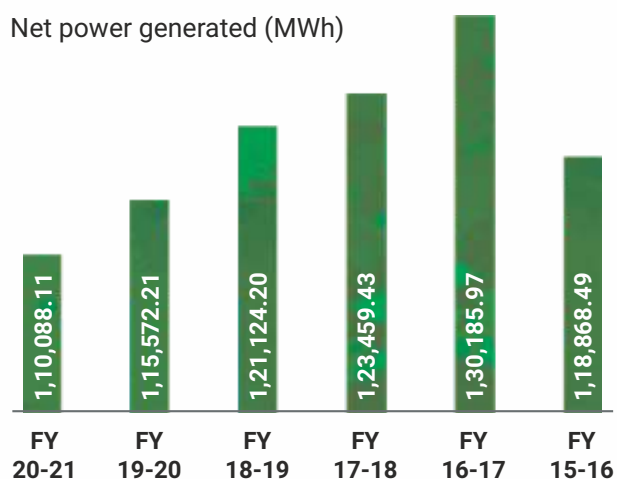
We believe that proactive measures to curb GHG emissions are essential, especially while operating in the mining sector. We, at RMML, are cognizant of the global movement to mitigate climate change related impacts and constantly work towards building resilience. Through our installed capacity of

67.5 MW of renewable energy (wind), we seek to actively contribute to one among India's Intended Nationally Determined Contributions (INDC). We seek to contribute towards SDG #7 Affordable and Clean Energy through our energy efficiency and renewable energy footprint. During the reporting period, our wind farms generated around 2,25,660 MWh of energy. The following graph provides information on the energy generated and consumed from the grid, by our wind power plant.

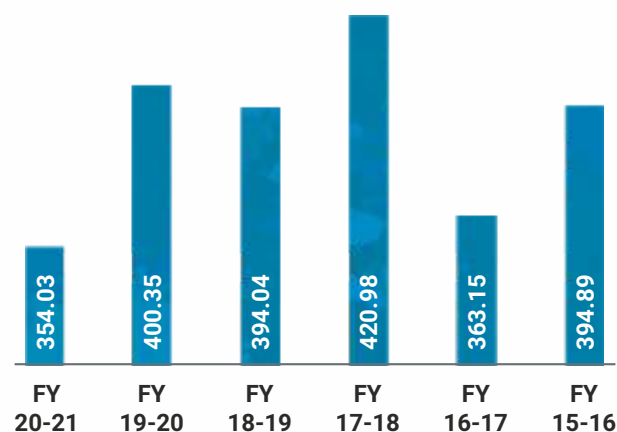


## RENEWABLE ENERGY GENERATED AND CONSUMED

Net power generated (MWh)



Net power consumed (KWh)



## Emission management

A global sectoral study indicates the annual GHG emissions from the global mining sector alone amounts to around 5.1 GT of CO<sub>2</sub> equivalent (CO<sub>2</sub>e). It further predicts excessive temperature increase along with other extreme weather conditions by 2050, if no effective mitigation measures in-line-with COP-25 are implemented. This calls for a concerted effort, to achieve the 'below 2 degree' goal. Effective mitigation through innovation, could reduce these emissions. We, at RMML, are aware of the India's Nationally determined contributions (NDC), a voluntary commitment, to reduce the emissions intensity of its GDP by 33-35 percent by 2030, compared to 2005 levels. We intend to actively

contribute to this commitment, through the implementation of emission reduction strategies across our business operations, thus contributing to SDG #13 Climate Action. We have a mechanism to monitor energy from multiple sources. Relevant data monitoring wasn't possible to the pandemic induced restriction.

Ambient air quality is an essential component of safe operations. Regular air quality monitoring and using sprinklers to suppress fugitive dust are currently being employed at our facilities. The stack emission parameters (SPM, SO<sub>x</sub> and NO<sub>x</sub>) monitored at our mines are as below:

## SPECIFICS ON FUGITIVE EMISSION

Sources	UoM	Regulatory Requirement	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18	FY 2016-17	FY 2015-16
PM (10)	micro g/Nm <sup>3</sup>	100	63.88	70.75	69.50	70.17	72.40	71.2
PM (2.5)	micro g/Nm <sup>3</sup>	60	18.75	20.42	24.58	24.67	23.86	46.47
SO <sub>x</sub>	micro g/Nm <sup>3</sup>	80	7.23	8.95	9.08	10.44	10.09	24.12
NO <sub>x</sub>	micro g/Nm <sup>3</sup>	80	8.33	10.37	10.22	11.58	11.89	<0.5
Benzene	micro g/Nm <sup>3</sup>	5	BDL	BDL	BDL	BDL	BDL	0.08
Lead	nano g/Nm <sup>3</sup>	1	BDL	BDL	BDL	BDL	BDL	<0.5
Nickel	nano g/Nm <sup>3</sup>	20	BDL	BDL	BDL	BDL	BDL	<0.5
Arsenic	nano g/Nm <sup>3</sup>	6	BDL	BDL	BDL	BDL	BDL	<0.5
Benzopyrene	mili g/Nm <sup>3</sup>	1	BDL	BDL	BDL	BDL	BDL	0.16
Carbon Monoxide	micro g/Nm <sup>3</sup>	4	0.18	0.25	0.50	0.55	0.25	<20
Ammonia	micro g/Nm <sup>3</sup>	400	16.78	16.92	17.58	17.67	19.59	10.16
ODS	micro g/Nm <sup>3</sup>	180	16.34	21.00	23.25	24.08	15.37	13.21

## Biodiversity conservation

We acknowledge the impacts of mining operations on biodiversity. Hence, we have established an elaborate Biodiversity Management Plan to ensure an inclusive biodiversity conservation. As we operate amid Ramgad Reserved Forest, a medium-range forest with a thin layer of vegetation, we work closely with all the stakeholders to support in the conservation of the forest. A bear sanctuary, Daroji Bear Sanctuary, is located over 12 kilometers from our operations. No other ecologically sensitive region is within a 50-kilometer radius of our operations.

Operating in proximity to an ecologically sensitive area, calls for stringent measures to ensure reduced or nil impact to the existing ecosystem. Our Biodiversity Management Plan defines our conservation, restoration and improvement

measures. Accordingly, we constantly monitor the changes in the adjacent ecosystems and implement necessary mitigation plans, approved through relevant stakeholder consultation, for protecting the existing biodiversity.

The Abheraj Baldota Foundation, in association with local panchayats, forest department and affiliate organizations; has been regularly undertaking plantation drives along with awareness initiatives on biodiversity conservation. We could effectively curb poaching, through various projects in the region. We believe that amongst other alternatives, the best method to conserve any ecosystem is by preserving its active fauna.



**Mother earth belongs to all the habitats and we consciously strive to conserve the bio-diversity surrounding our operations. Because we believe that if we protect the nature, nature protects us.**



## *above the curve*

*Our social performance was above the curve during the period, despite the adverse impact of pandemic. Most of our employees, contractors and vendors are local and together we grow. Furthermore, our holistic community development strategy aims to make the community members self-reliant through skill upgradation and empowerment.*





# Social performance

We, at RMML, acknowledge the contribution of our workforces to our business excellence. In our constant endeavor to develop value creation, we continuously strive to empower them through constant engagements and trainings and strive to create a conducive environment that promotes organic growth. Driven by our five cardinals, which is deeply ingrained in our operations, motivates our employees to go over-and-beyond thus enhancing customer satisfaction. We cherish this amongst our employees, as we seek to tap budding talents and

retain our veterans, to ensure on-job knowledge sharing, helping us to remain above the curve in the Indian mining sector. We also give due consideration to ensure compliance with global human rights standards. Safety is a high priority aspect, especially as we operate in the mining sector. Our various training programs provides them a plethora of opportunities for personal growth and thus contributing to the overall business performance. We also give equal importance to employee diversity and inclusion.

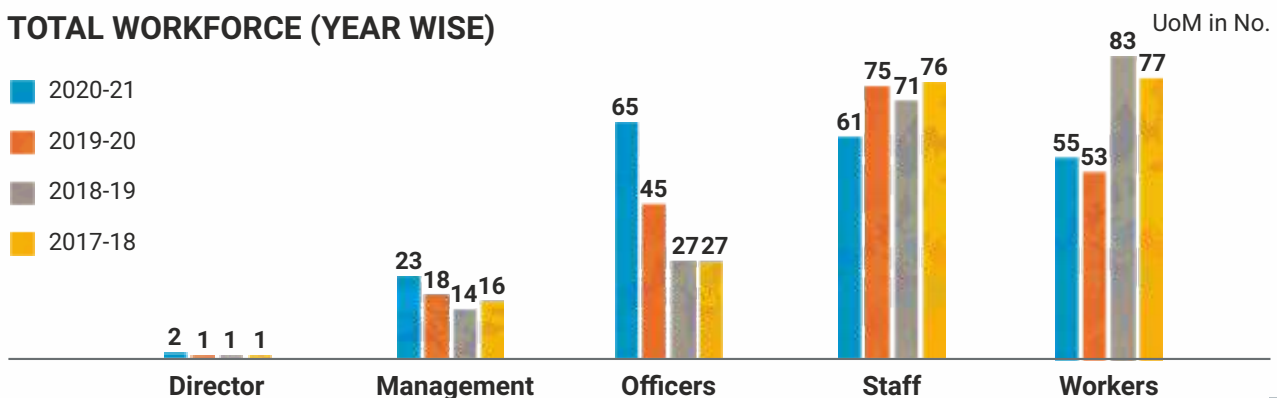


## Workforce at RMML

Our business performance predominantly relies on manual labor, amongst other factors. Our diverse business operations, at remote locations, necessitates local hiring and up-skilling of youth from the local communities. Through our initiatives, we intend to contribute to SDG #8 Decent Work and

Economic Growth. We strive to ensure a fair and merit-based hiring process within India, taking cognizance from our Affirmative Action Policy. We aim to continually improve our relationships through better engagement with our people.

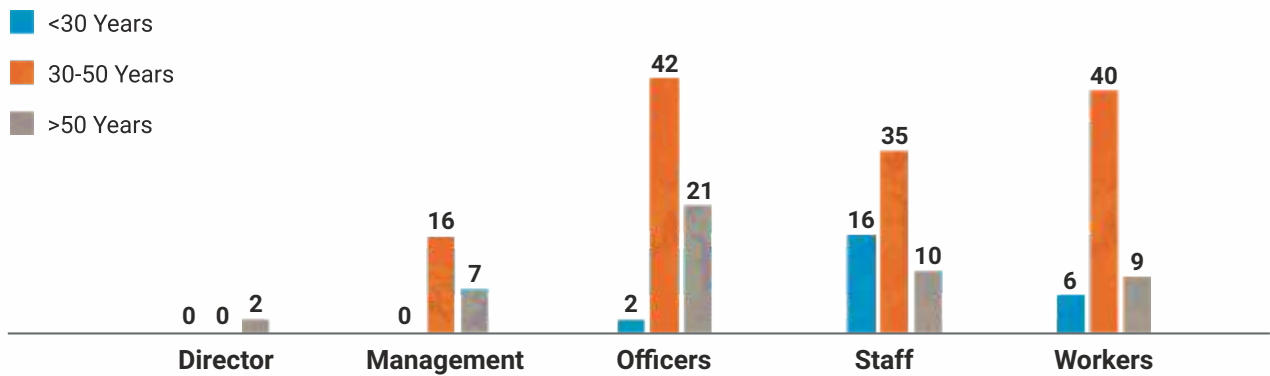
### TOTAL WORKFORCE (YEAR WISE)



## AGE WISE WORKFORCE 2020-21

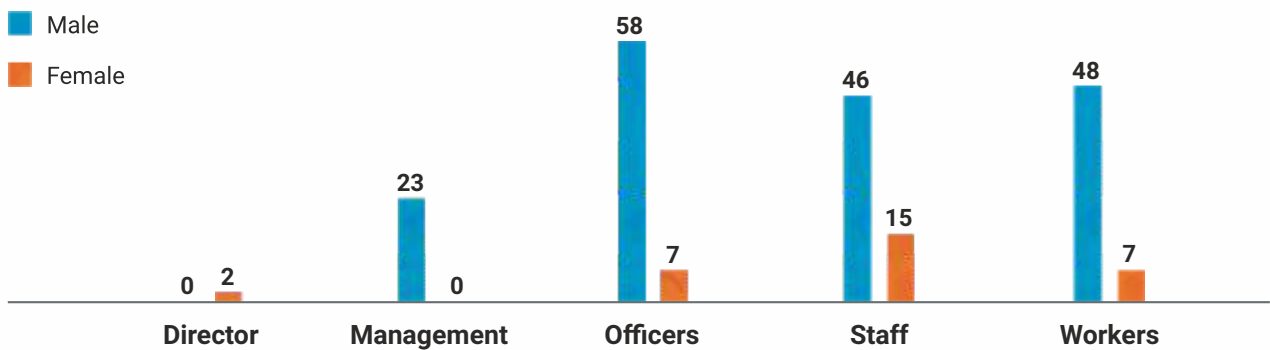


UoM in No.



## GENDER WISE WORKFORCE 2020-21

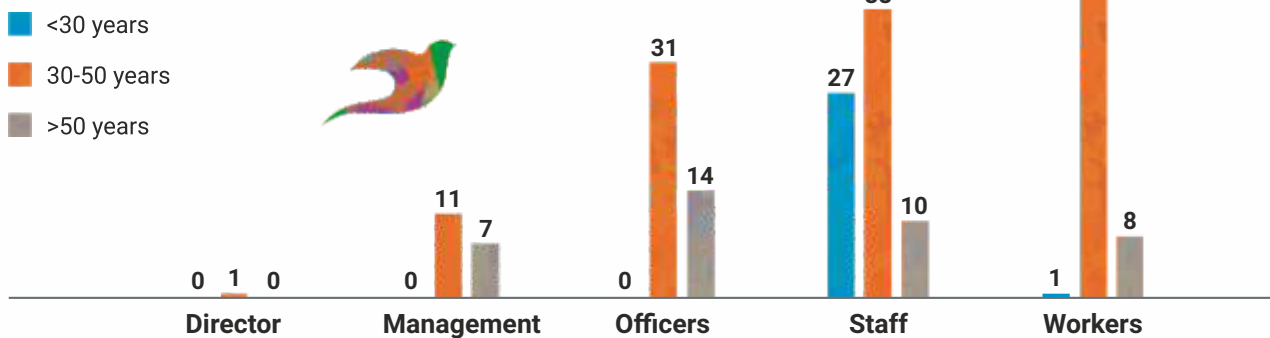
UoM in No.



## AGE WISE WORKFORCE 2019-20

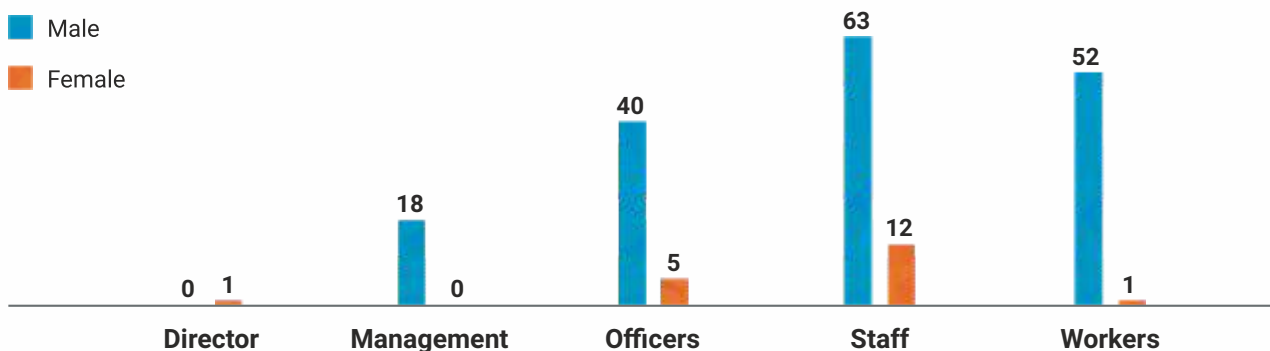


UoM in No.



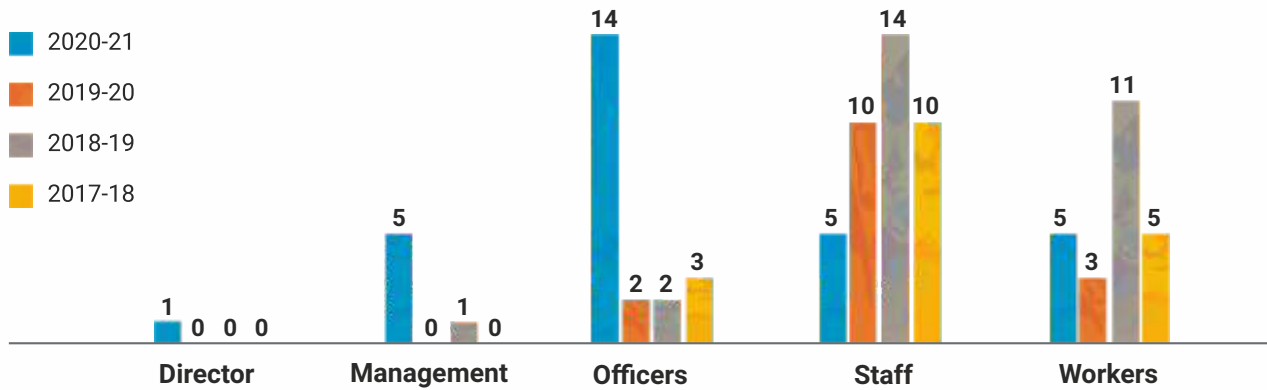
## GENDER WISE WORKFORCE 2019-20

UoM in No.



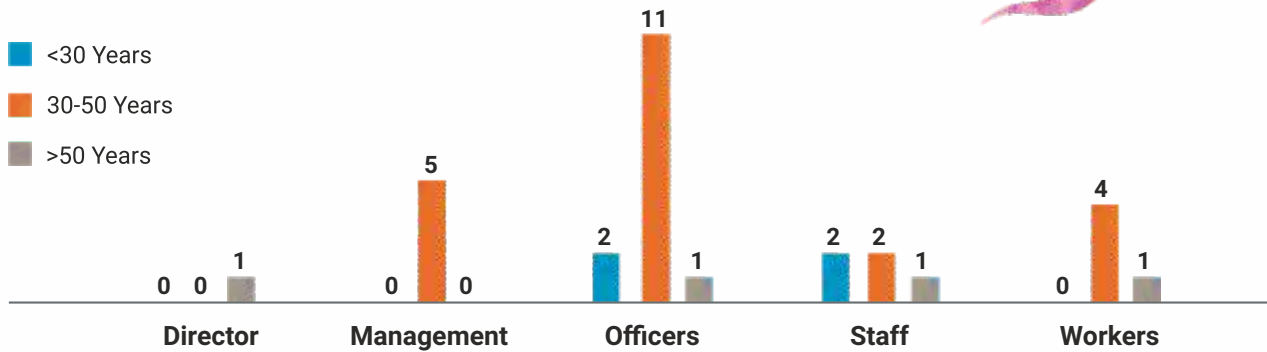
### NEW JOINEES (YEAR WISE)

UoM in No.



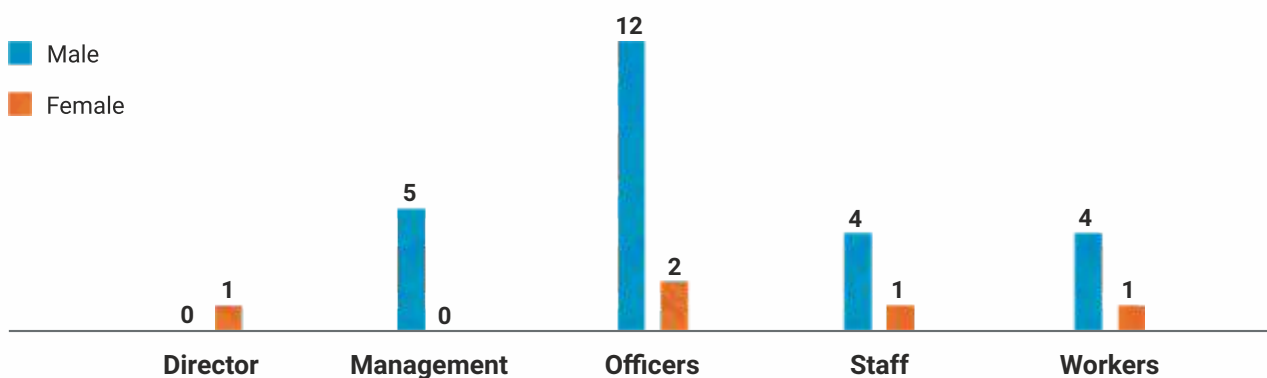
### NEW JOINEES - AGE WISE - 2020-21

UoM in No.



### NEW JOINEES - GENDER WISE - 2020-21

UoM in No.

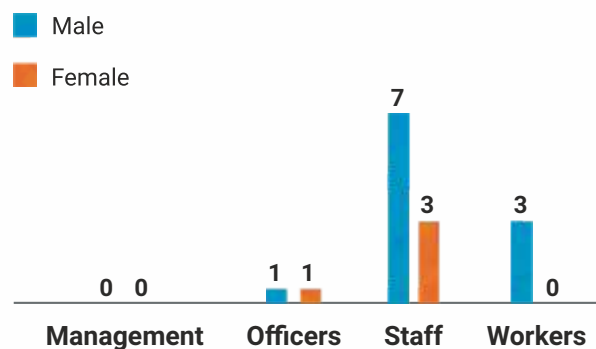


### NEW JOINEES - AGE WISE - 2019-20



### NEW JOINEES - GENDER WISE - 2019-20

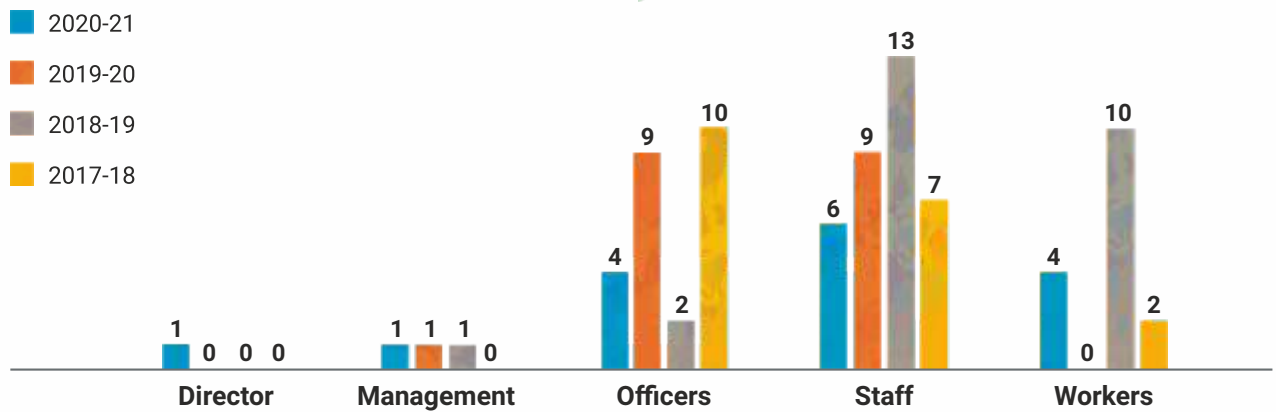
UoM in No.



## WORKFORCE TURNOVER (YEAR WISE)

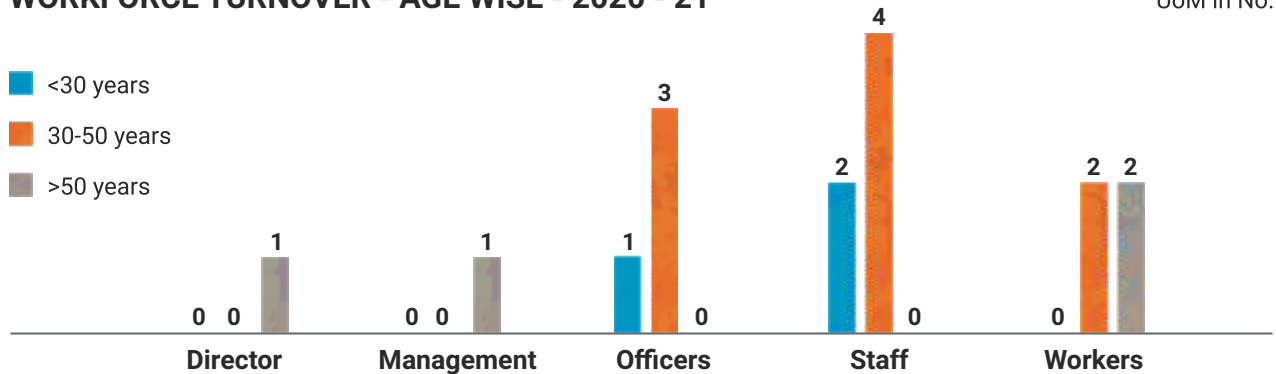


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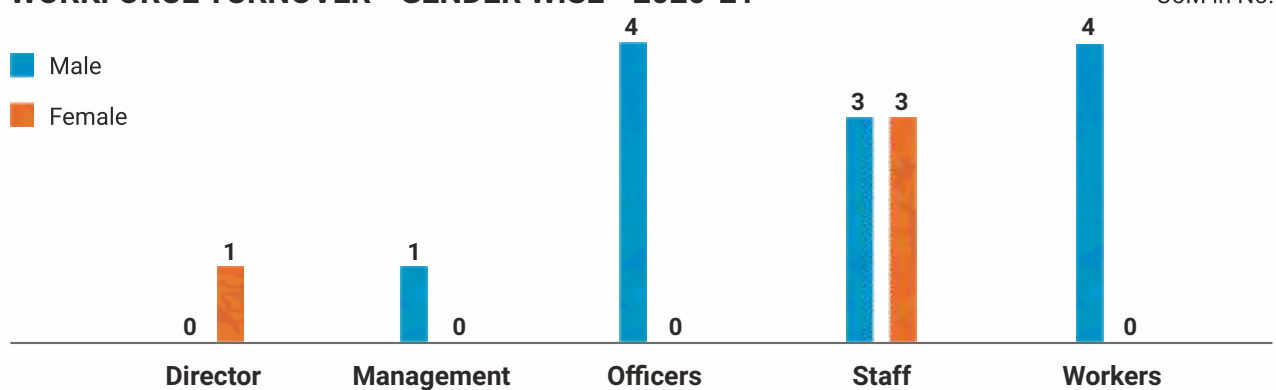
## WORKFORCE TURNOVER - AGE WISE - 2020 - 21

UoM in No.



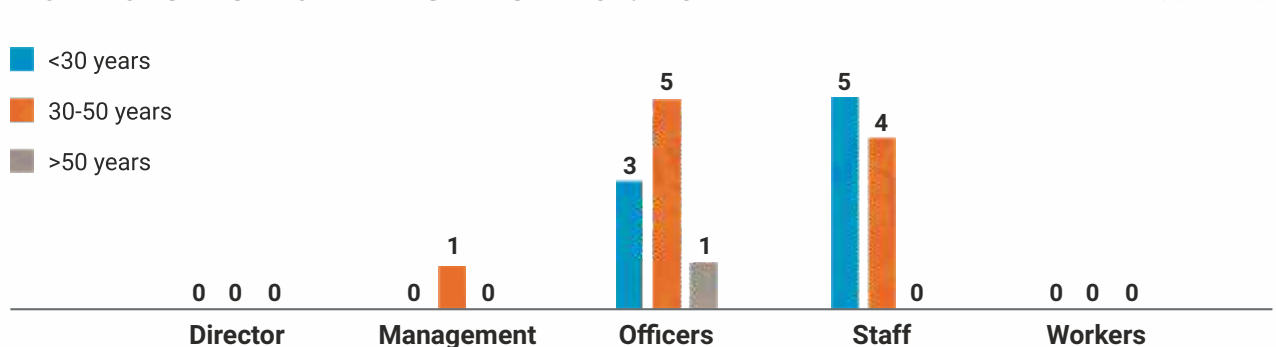
## WORKFORCE TURNOVER - GENDER WISE - 2020-21

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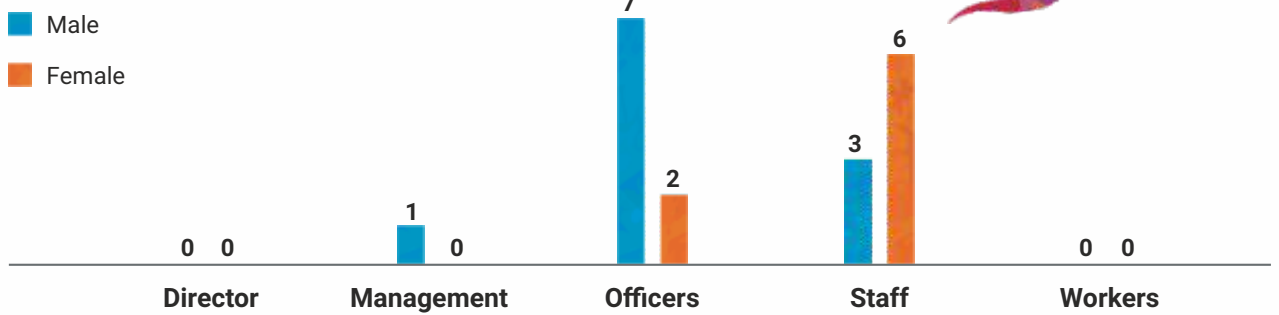


## WORKFORCE TURNOVER - AGE WISE - 2019-20

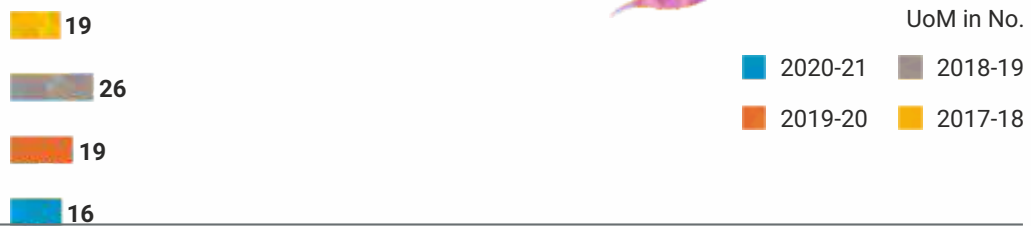
UoM in No.



## WORKFORCE TURNOVER - GENDER WISE - 2019-20



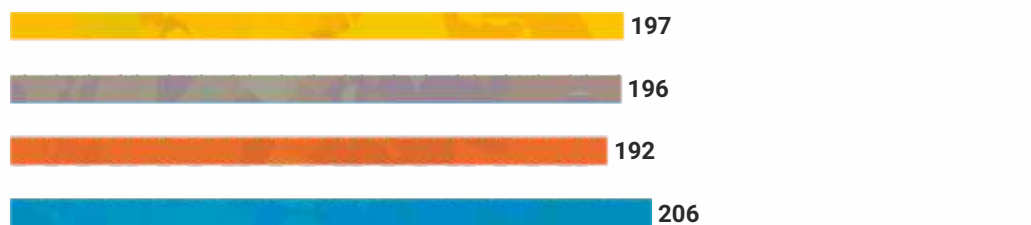
## WORKFORCE TURNOVER



## NEW JOINEES



## TOTAL WORKFORCE



The Indian mining sector being, reliant on manual efficiency and effectiveness, necessitates us to tap-into budding talents in the market along with ensuring the retention of existing employees. This would help us achieving world class quality. We believe that inclusion and diversity could effectively propel business growth. Our HR policy, as below, outlines few key aspects:

- The management provides fair as well as reasonable working conditions, setting a benchmark in the region.
- Ensuring that a two-way effective communication platform is built, where employees and employers can easily communicate.
- Providing a forum for employees to submit their grievances if any and ensuring that a speedy process is put in place for redressals.
- Ensuring that workers actively participate in safety management programs to promote co-operation between workers and management to maintain a safe environment.
- Providing growth opportunities to all the workers, including training programs and skill development programs at different levels, to completely utilize and further develop the potential of employees.
- Motivate employees at different levels to ensure that they devote their energies towards quality production.
- We have a well-established, documented management system in place for implementing continued compliance towards improving workplace conditions.

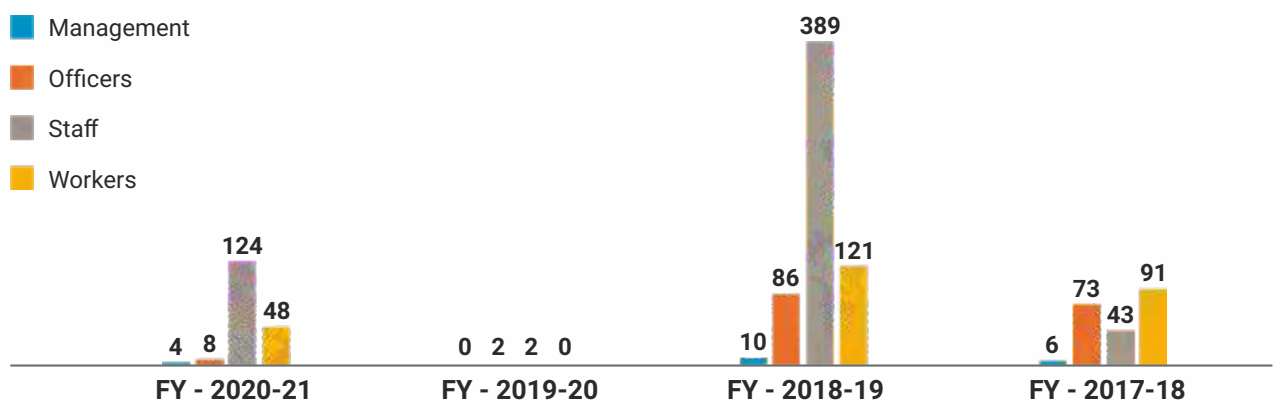
# Talent management

Continuous capacity building is integral for sustained value creation. Through multiple engagements and trainings, we seek to mold our future torch-bearers being mindful of their holistic development, to be at-par-with their industry peers. We provide a plethora of opportunities, which encourage continuous learning. All our staff receive work-related training, general training and safety training. During the reporting period, the cumulative average training hours per employee was 0.89 hrs.



## COMBINED TRAINING (MAN HOURS)

UoM in Man Hours



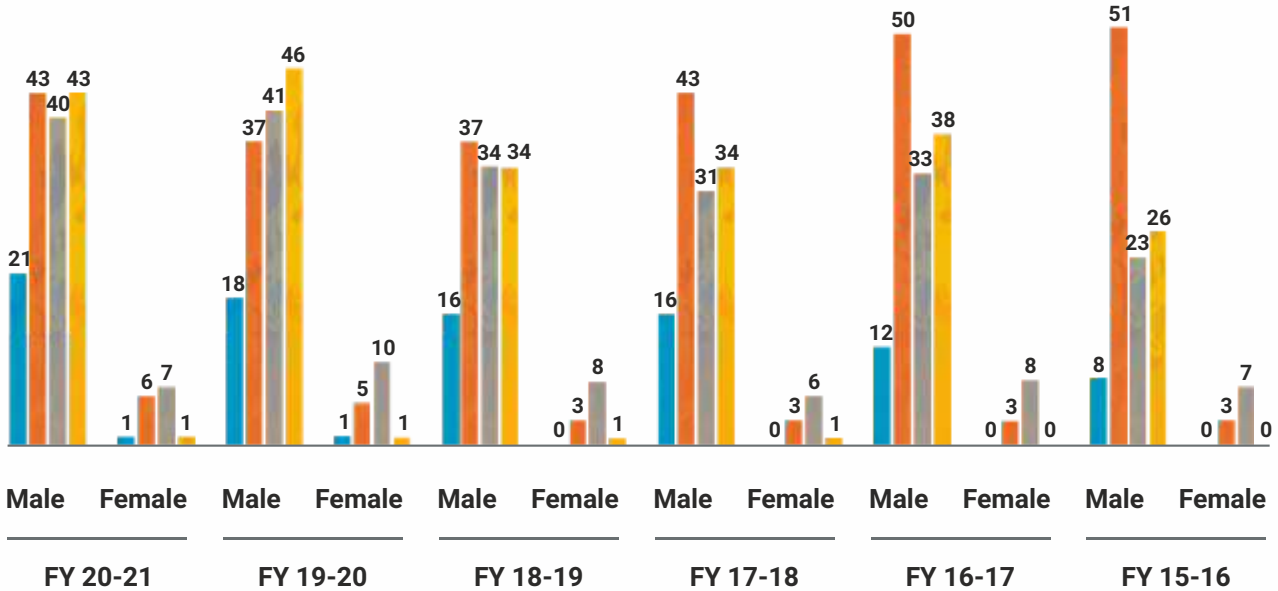
As we groom our in-house talent, it is essential to provide necessary course corrections, at frequent intervals. We provide constructive feedback for both our permanent and contract employees. Their annual performance is reviewed against Board approved objectives, which reflects in their employee compensation. Through these

engagements, we ensure career progression of all our employees. These cumulatively enhance our employee performance, thus ensuring customer satisfaction. Through this annual exercise, we seek to instill a sense of ownership and ensure their vigorous participation for the company's success. All our resources are well remunerated.

# PERMANENT EMPLOYEE PERFORMANCE REVIEW



- Management
- Officers
- Staff
- Workers



We, at RMML, ensure compliance with the United Nations' (UN) Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the 10 UN Global Compact principles, across its business operations. Through our zero-tolerance approach to violations of employees' fundamental rights, we ensure that the key aspects of human dignity and their fundamental rights are upheld. During the reporting period, no incidences related to discrimination were reported. Through

our periodic human right due diligences across our business activities, we seek to mitigate the identified risks. Our HR policy encompasses aspects of International Labor Organization (ILO) conventions, UN convention on the rights of the child and the Universal Declaration of Human Rights. We do not encourage forced labor compulsory labor or child labor in our operations or value chain. Human rights are among the several screening criteria while qualifying any contractor.





Our employees have been given absolute freedom to join labor union and formulate collective bargaining agreements. Our Code of Conduct (CoC) ensures prevention of discrimination based on caste, region, religion, disability, gender, age, or sexual orientation. We have a well-equipped operational Occupational Health Center that serves all of our employees. Our permanent employees are provided with annual bonuses, performance-based rewards, health care, life insurance, retirement

provision and maternity leave as per statutory mandate and regulatory norm. Employees are told three months in advance of any major operational changes. In addition to performance bonuses, transportation and canteen facilities, the organization strives to strengthen the employer-employee relationship year-round through a variety of sports and cultural activities. We provide maternity leave according to the legal norms.

## BENEFITS PROVIDED FOR OUR PERMANENT EMPLOYEES

UoM in INR

Employee Benefits	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18	FY 2016-17	FY 2015-16
Provident Fund	9,785,468.00	9,637,881.00	18,470,549.00	17,392,945.00	2,303,571.00	42,241,441.00
Life insurance (GSLIS)	109,500.00	117,700.00	186,623.00	74,232.00	309,800.00	171,000.00
Mediclaime Policy	667,134.00	623,940.00	567,219.00	383,014.00	950,564.00	711,072.00
Group personal accident	176,395.85	170,430.00	167,089.00	148,248.00	300,897.00	159,286.00
Paid maternity leave	0.00	291686.00	19,980.00	176,800.00	Nil	35,890.00
Bonus	1,795,484.00	8,205,885.00	6,353,625.00	5,678,968.00	7,066,808.00	7,066,808.00
Group insurance in lieu of EDLIS	482803.00	405794.00	432,994.00	60,200.00	448,377.00	328,364.00
Employee marriage gift	-	-	-	-	11,912.00	27,854.00
Housewarming gift	-	-	-	-	Nil	Nil
Gratuity	2,284,675.00	5,095,622.00	1,210,399.00	195,511.00	3,029,142.00	2,496,318.00
Safety PPE's	168,000.00	155,000.00	140,000.00	41,000.00	108,423.00	30,532.00
Canteen	2860.00	321.00	59,000.00	299,000.00	594,105.00	8,929.00
Transportation	16,56,000.00	16,56,000.00	887,000.00	821,000.00	1,436,924.00	1,330,990.00



## Employee health and safety

Operating in the mining sector, necessitates strict health and safety practices to mitigate potential risks and hazards. We, at RMML, strive towards a healthy and hazard free working environment for all our employees. Our human rights policy covers key aspects of occupational health and safety. Our safety strategy aims to reduce injury, eliminate fatality and prevent potential catastrophic events. UN Sustainable Development Goal (SDG) #3, Good Health and Well-Being, being among key focus areas, makes it imperative to ensure safe operational conditions. Adequate trainings are provided for both permanent and contract employees, to ensure that our workforce is abreast with all our safety practices. The safety initiatives, including audits, are governed by our occupational health and safety management system. We also

have detailed policies and procedures in this regard.

Along with regular trainings, we provide awareness especially to our field officers on safe practices, while strictly monitoring their operations to take preventive measures in case of any deviations. Operation specific safety officer and medical officer, assisted by departmental heads periodically assess risks and deploy mitigation measures, through safety initiatives. The employees operating at high risk designated areas are frequently subjected to health check-ups. All employees are encouraged to report any potential hazards. The respective departmental heads are entrusted with resolving these concerns. During the reporting period, no injuries, fatalities, or illnesses were reported.

### COVERAGE OF OCCUPATIONAL HEALTH SAFETY MANAGEMENT SYSTEM

Year	Total No. of Employees	Total No. of contract/temporary employees and workers	Percentage of contract/temporary employees and workers covered under occupational health and safety management system
2020-21	74	43	100
2019-20	68	38	100
2018-19	73	44	100
2017-18	82	53	100



## Economic performance

Being a veteran in the Indian mining sector calls for making informed decisions to cope with the demand and supply disproportion, ensuring business sustenance. Global studies and national trends indicate a growth in allied sectors that rely on iron and steel, thus indicating a sector growth. This growth along with favorable regulations have provided the nation with cost competitive advantage, thus the future looks bright for RMML. We are cognizant of implementing initiatives that augment our economic, environmental and social performance; thus ensuring better performance across the triple-bottom-line. Economic performance, being among our high priority material

topics that contributes to SDG #8 Decent Work and Economic Growth, is indeed among our business sustainability priorities. Through the direct and indirect economic value generated as a result of our business operations and its value chain, we contribute to an inclusive sustained growth. We adequately apportion budget for procurement from suppliers, that are compliant with all national regulations. Our screening criteria for suppliers include key aspects of ESG, to ensure operational resilience. Most of our suppliers are within India, due to the nature of our operations within the scope of this report. Below are the details related our suppliers.

### OUR SUPPLY CHAIN PARTNERS

Category of suppliers	Total No. of suppliers	Percentage of local suppliers to total (%)	Budget Allocation for local sourcing (INR Lakhs)
Domestic	261	99.46%	4,577.18
Import	4	1.51%	109.13

## Our approach

The Finance & Accounts department is responsible for the financial management of the organization in compliance with the financial rules and the accounting guidelines of the company. While the Board of Directors is accountable for oversight of the overall governance process. The department aids staff, managers, the Board of Directors and stakeholders towards securing the fiscal health of the company. The Department manages the flow of

finance to ensure that the company operates within financial regulations and satisfies various external financial requirements. It also ensures that the corporate financial records comply with internal and external audits. During the reporting year, we did not receive any financial assistance from the government.



### ECONOMIC PERFORMANCE

Particulars	UoM in Million INR			
	2020-21	2019-20	2018-19	2017-18
<b>Economic Value Generated</b>	<b>1,982</b>	<b>1,893</b>	<b>1,469</b>	<b>1,346</b>
<b>Economic Value Distributed</b>				
• Operating Costs	477	598	556	414
• Community Investments	18	9	9	8
• Payments to Governments	334	302	161	123
• Employee wage and benefits	238	224	182	182
• Payment to providers of capital	117	99	171	205
<b>Economic Value Retained</b>	<b>798</b>	<b>660</b>	<b>390</b>	<b>414</b>

## TREND IN OUR CONTRIBUTION

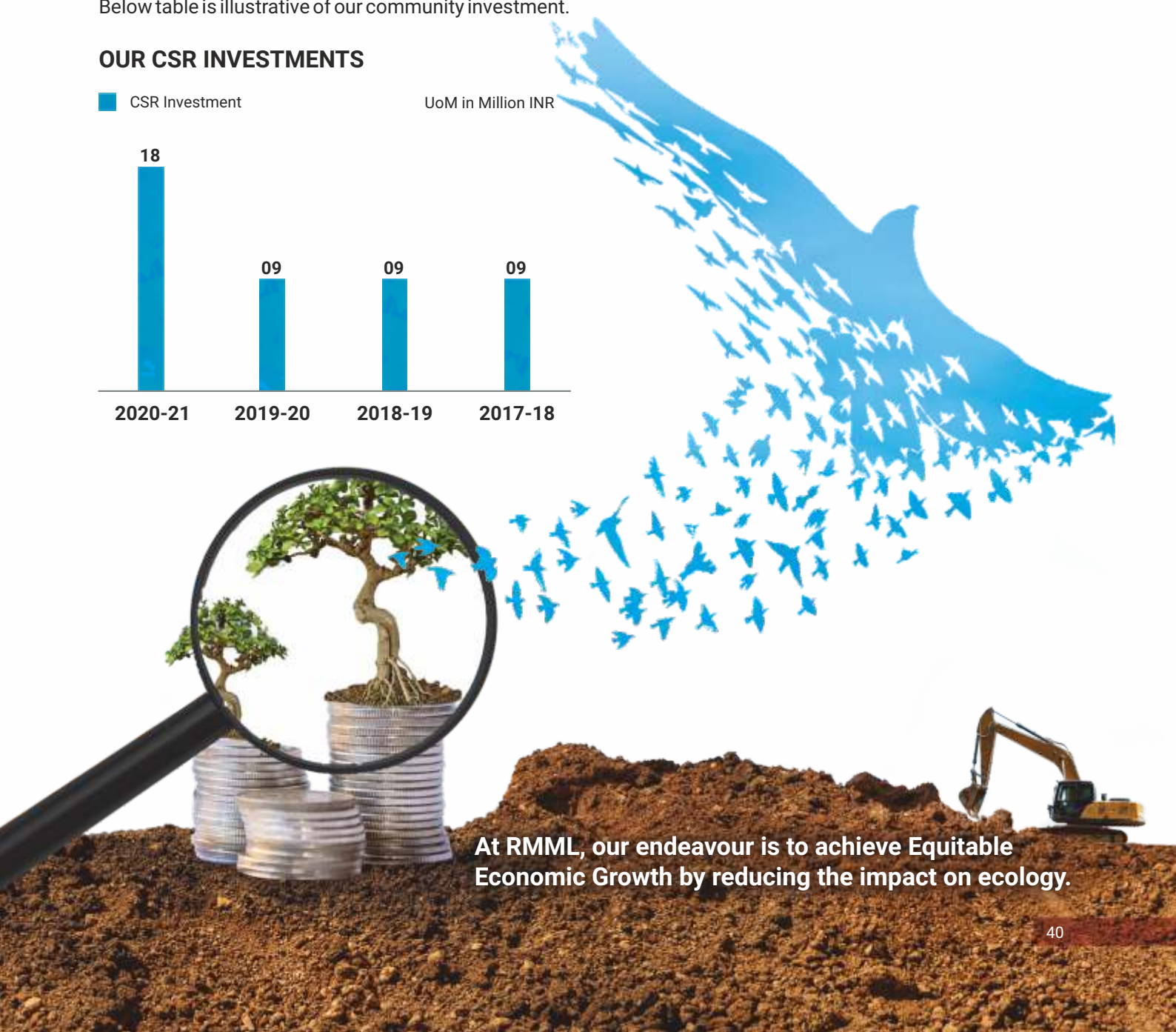
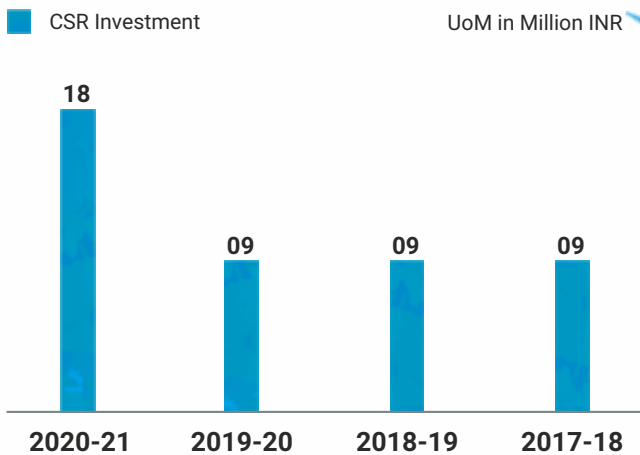
Contribution	UoM	2020-21	2019-20	2018-19	2017-18
SPV	Million INR	133	130	73	79
DMF	Million INR	63	50	56.6	55

## Our indirect economic performance

Along with our relentless efforts in contributing to nation-building activities, we also give due importance to the holistic development of the communities in which we operate, through our CSR initiatives. Through our initiatives, we seek to build credibility, trust and thus their social consent to operate. Since inception, we have vouched for local hiring. About 89% of our total employee all our senior management are hired locally, within India. Through our local employment, we were able to effectively enhance their skills and improve their standard of living. Our local sourcing of materials has encouraged local development. These positive and progressive changes have strengthened our relationship with the local communities.

Below table is illustrative of our community investment.

## OUR CSR INVESTMENTS

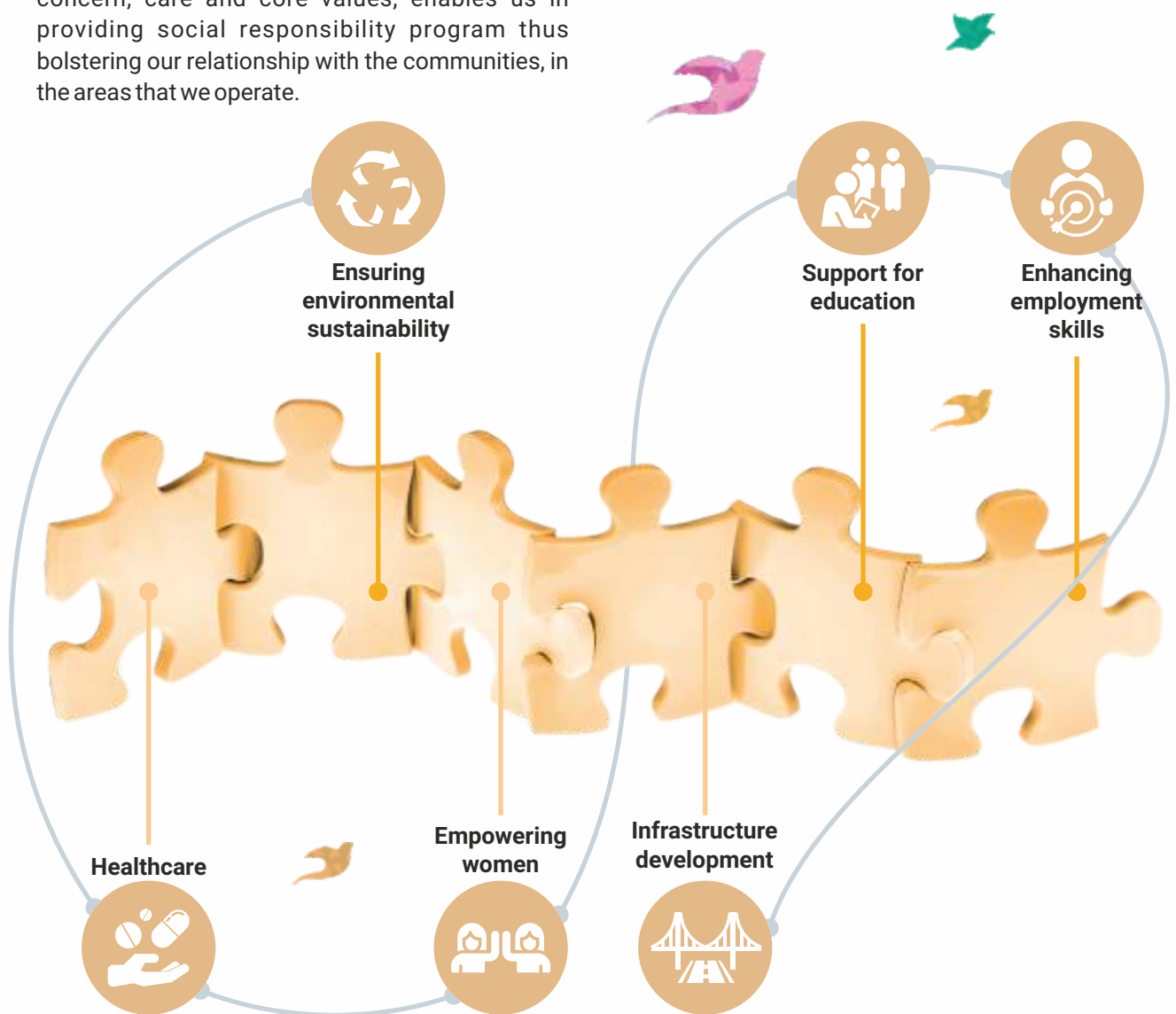


**At RMML, our endeavour is to achieve Equitable Economic Growth by reducing the impact on ecology.**

# Our Community

Acknowledging the importance of earning social license to operate, we continuously invest in CSR activities that contribute to local community development and thus, improving their quality of living. We are cognizant of the impacts caused due to our business operations and hence relentlessly work towards mitigating the impacts, especially in local communities, through our strategic CSR activities. Promoting community inclusion, among the key aspects of Shri Abheraj H. Baldota's vision, along with our focused SDG commitments, form our guiding force while determining and implementing the CSR initiatives. We also ensure continual transparent dialogue with the local communities, thereby understanding their requirements and delivering value. Our CSR policy, encompassing the five cardinals namely - creativity, commitment, concern, care and core values, enables us in providing social responsibility program thus bolstering our relationship with the communities, in the areas that we operate.

We take cognizance of our focused SDGs and the MCA guidelines while planning our CSR strategy. Through our systematic planning, implementation, evaluation and documentation of stakeholder engagement activities we ensure to include a range of culturally and socially inclusive engagement activities, which are annually updated with-respect-to feedback. We constantly monitor our CSR activities through tools namely - benchmarking CSR activities, social audit processes, assessment (external and internal) and feedback processes. These enable us in meeting CSR policy objectives. The valuable insights obtained from these tools provide scope for improvement. Our field officers are instrumental in proactive resolution of complaints and grievances. Below are our CSR key focus areas, during the reporting period 2019-21.



# COVID - 19 relief initiatives



## DISTRIBUTION OF RATION KITS DURING LOCKDOWN

The COVID-19 pandemic had indeed shaken the need for effective and resilient supply-chains. We had provided ration kits to those at the bottom of the pyramid in villages of Jaisingapura, Kallahalli,

Siddapura and Venkatagiri. Around 747 families had benefited from the ration kits that had been distributed.

## COVID-19 AWARENESS AND MASK DISTRIBUTION DRIVE

Awareness program was conducted at adopted village and SHGs in respective villages, emphasizing on social distancing, regular hand wash, usage of face masks, symptoms of COVID-19, social gathering on events, spitting in public places etc.

Banners and demonstration were also used to provide better understanding. Around 2,500 people benefited from the mask distribution drive conducted at Jaisingapura, Siddapura, Kanivihalli and Shrungaratota.



## PROVIDING AN AMBULANCE FOR GADAG DISTRICT HOSPITAL

Acknowledging the importance for first aid, which is essential especially during the pandemic, we had donated a well-equipped cardiac ambulance to the District Hospital Gadag.



## PROVIDING PPE KITS AND SANITIZERS FOR HEALTH WORKERS

We had been supported by Asha workers and Anganwadi teachers in creating awareness on health and hygiene among villagers. The PPE kits and 2 liters sanitizer provided to each Asha workers and Anganwadi teachers operating in Kanivihalli,

Jaisingapura and Siddapura villages, benefited 12 health workers from 3 villages. Each PPE kit consisted of a reusable face shield, hand gloves, masks and body wear.

## PROVIDING THERMAL SCANNERS, FACE MASK AND SANITIZERS FOR SCHOOLS

We had provided 889 face masks, 40 liters of sanitizer and thermal scanners to 4 government schools in our adopted villages, thus providing support to the staff and students during the pandemic.

## Our CSR activities

### Safe drinking water

Availability of safe drinking water is essential for public health and well-being. It is considered as a fundamental right and an essential step towards improving living standards. In our endeavor towards ensuring the same, Reverse

considerably reduced the occurrence of water-borne diseases in these villages. We have formulated village-wise committees to create awareness on drinking clean water and ensuring proper maintenance of our RO plants.



Osmosis (RO) plants were installed in our adopted villages where drinking water had high fluoride and acidity levels. This ensured affordable pure drinking water at minimal cost. This program has

We were also instrumental in the installation of a Reverse Osmosis (RO) plant at Police quarters near KSRTC bus depot, Hosapete, which provides potable water for the public.

# Preventive medicine and healthcare

We at RMML consider providing accessible and affordable healthcare services for our local community as a high priority service. Through our targeted check-up camps catering to oral health, orthopedics, gynecology, ophthalmology and diabetes etc, we intend to provide free consultation

## GENERAL HEALTH CAMP

We at RMML deeply care about the health and wellbeing of the communities in our adopted villages. The health camps are targeted for people who neither have basic knowledge regarding health and hygiene nor can afford medical treatment. These camps also serve the purpose of spreading awareness and various healthy practices. During the reporting period, 237 villagers reaped the benefit from our 3 general health camps conducted at Kanivihalli, Jaisingapura and Siddapura villages. During the reporting year, among other initiatives, we were also able to effectively support those at the bottom of the social pyramid through our financial contribution to JITO diagnostic center, Mumbai.

and medicines to the needy. Reduced travel time for availing medical facilities, is the key factor driving villagers, especially senior citizens to these camps. All COVID-19 protocols were ensured at all the camps venues by our CSR staff.



## GYNAECOLOGY CAMP

Understanding the importance of healthcare for women, we conducted gynecology camps at 3 of our adopted villages namely Kanivihalli, Jaisingapura and Siddappa village. Awareness on aspects such as pregnancy, infant care, and many

other gynecological issues were addressed through seminars and informative talks conducted at these camps. Over 167 women benefited from these camps.

## EYE SCREENING CAMP

During the reporting period, we conducted eye screening camps at Shrungharotota, Kanivihalli, Siddapura, and Jaisingapura villages. Around 260 villagers were screened, 65 referred to the surgery and 35 villagers underwent cataract surgery.

## ENT CAMP

During the reporting year, we conducted ENT (ear, nose, throat) camps at Kanivihalli village. Around 89 villagers were screened and diagnosed for ENT related health issues.



## ORTHOPEDIC AND PEDIATRIC CAMP

We were instrumental in arranging urgent or regular medical consultation for our local community stakeholders that couldn't avail adequate medication. Through the camp conducted at Jaisingapura village, we provided awareness on diseases related to the bone and joints, orthopedic related issues, their preventive measures, pediatric infections, and basic hygiene in the rural population and that benefited around 129 villagers.



## PROSTHETIC LIMB SUPPORT

Through our Jaipur foot camp initiative at Hosapete, we were instrumental in providing 206 differently abled people with 98 below the knee limbs, 35 above the knee limbs and 29 calipers, etc. We also provided 21 crutches, 2 walkers, 1 wheelchair and 2 hand paddled tricycles through this platform for indigent individuals.

Our association with Bhagawan Mahaveer Vikalanga Sahayat Samithi, Jaipur, we were able to organize 'Stanford artificial limb fitment camp' in Hosapete' where we provided advanced prosthetic legs for 45 people, designed by Stanford University, USA.





## AWARENESS ON REPRODUCTIVE CHILD & MOTHER HEALTH



We regularly conduct programs that augment the awareness on reproductive health in our adopted villages in association with Anganawadi teachers and Asha workers. Key aspects such as nutrition, necessity of vaccination, mother and childcare, breastfeeding, personal hygiene etc. are discussed

though this program which is targeted at new mothers and pregnant women. During the reporting period, 4 such programs were conducted at Kanivihalli, Jaisingapura and Srungaratota villages, benefitting 74 women.

## MEDITATION CLASSES

Along with augmenting a person's immune system and greater physical/psychological resilience, studies indicate that meditation could improve focus, reduce anxiety and relieve one's depression. Acknowledging that 'A healthy mind resides in a health body' we organized 2 meditation classes at Jaisingapura and Shrungaratota. The demonstration classes were attended by 110 students and 15 SHG members who were provided awareness on the benefits of meditation.



## NUTRITION

Ensuring a balance diet is essential in ensuring general fitness. With a growing need for improved immune system coupled with micro-deficiencies, due to increase use of fertilizers, we organized an awareness creation session on nutritious food and its benefits. Through 3 cooking competitions among Self Help Group members at Shrungaratota and Jaisingapura villages, we achieved this objective. Around 54 SHG members participated in cooking competition, while the best participants were awarded based on the nutritional value of recipes, hygiene, taste and presentation.



## SAMPARAN: DE-ADDICTION PROJECT



'Project Samparan' was conceived with the objective of helping attain freedom from addiction, restoration of health, healing of family relationships and pursuing of productive careers. Through the project, we provide assistance for de-addiction, improve mental health & wellness. Through a holistic blend of psychiatry, mindfulness and counselling, supplemented by expert guidance on health, yoga, proper diet and meditation we seek to build their willpower, that is essential to overcome addictions and restore mental health, thus ensuring overall wellbeing. This also prevents any withdrawal

syndrome. Active participation is key, among the methods employed, to impart coping skills to ensure a progressive recovery process. We are indeed proud of announcing that our project has best addressed this growing issue, by applying integrated approach of psychology, psychiatry and neurosciences on lines of international practices & guidelines. Assistance is provided through experienced counsellors and highly qualified healthcare professionals at the Samarpan Wellness Centre located in Churchgate, Mumbai.

# Support for education



## REPORT ON SPECIAL CLASSES FOR RURAL SSLC (10TH) STUDENTS

We take privilege in ensuring that children in our adopted villages are provided with the necessary quality education, which would enhance their capabilities. We take it upon ourselves to contribute to the statutory requirement of providing 14 years of schooling. In this regard, we at RMML have been providing free tuition (special classes) to help class 10 students afford quality education in the rural areas. We seek to provide intensive coaching in Mathematics, English, and Science through the assistance of teachers, Shrungaratota and Kanivihalli villages. A total of 89 students benefitted through our initiative during the reporting period. We were also instrumental in providing necessary electronic education aid to ensure continued

learning for students, despite COVID imposed restrictions.



## INSTALLATION OF SCIENCE LAB AT GOVERNMENT SCHOOLS



Hands-on experience along with demonstration is key in understanding all scientific concepts. Hence, science labs serve as beacons on knowledge. We have been instrumental in installing 80 module mini science labs in Government Primary School Jaisingapura. The labs are equipped to conduct various kinds of experimental works, thus augmenting the capabilities of the students.



## FURNITURE FOR ANGANWADI AND SCHOOL

By providing utensils and furniture to the Anganwadi School, Basapur and Jaisingapura village, we contributed to the effective implementation of National Program of Nutritional Support to Primary Education (NP-NSPE), a central government sponsored mid-day meals scheme.



## EDUCATIONAL SCHOLARSHIP PROGRAM

Among many factors, the socio-economic background is the primary influencer leading to girl students dropping out of school. Our educational scholarship program was conceived to promote rural girl students, to pursue higher education. Since its inception in 2020-21, we have been successful in providing scholarship for 25 girl students doing their graduation.

## SMART CLASS PROJECTORS

We had installed 3 smart class projectors (Epson projector, interlock screen, 2 Speakers, monitor, CPU and amplifier) amongst 3 government schools to enhance the attendance of the students from our adopted villages. Through this initiative, we intend to contribute towards providing quality education to the community. Post our intervention, we have noted that both the teachers and students has equally benefitted, and the overall quality of education has enhanced.



# Enhancing employment skills



## **TAILORING, EMBROIDERY, AND BEAUTICIAN TRAINING COURSES**

We have been providing various vocational courses, specially targeted for rural women empowerment in order to improve their standard of living. The new skill set acquired through our courses augment their family income, thus helping them sustain their families. These courses encourage women to become financially independent.

During the reporting period, we conducted 2 sessions at Srungaratota and Kanivihalli villages, benefitting 64 women. We were also successful in initiating training of 30 women at Siddapura village.

We believe that cosmetology is an equally attractive career option. India has witnessed the rapid growth in the need of beauticians, over the past decade. We took advantage of this opportunity and during the reporting year, the training provided at Kanivihalli village benefitted 20 women.



## **COMPUTER TRAINING**

Our computer training program is crafted for primarily for youth to enhance their digital knowledge, thus tackling one among the plethora of factors that contribute the widening the industry academia gap. We provide essential trainings on basic and intermediate computer operations, software and its application thus building their capacity for seeking jobs through internet navigation. Through the 6 months training program at Kanivihalli village, we had empowered 42 students thus contributing to their financial independence.



# Awareness on cleanliness



## **EMPLOYEE CLEANLINESS DRIVE**

The active volunteering of 22 IGIOM employees were instrumental in cleaning as well as spreading awareness on cleanliness and sanitation amongst villagers of Siddapura village.

## **CLEANLINESS AT SCHOOL**

We understand that early awareness and adoption of preventive health care & sanitation, especially among adolescent and school children would be beneficial. Instilling cleanliness through value education programs, enable our reach to spread awareness and ensuring its daily practice. Key aspects such as drinking RO water, usage of toilets, prevention of typhoid, fever, dengue & malaria are covered during the awareness sessions including demonstration. During the period we had conducted 5 awareness programs in Govt. schools, which benefitted 258 students.



## Empowering women

We at RMML consider that empowerment of rural women would in-effect contribute to overall rural empowerment. According to a recent study, it is noted that women contribute to one-third of the 25% of the Indian labour force that belong to poor and marginalized sections of the society. We contribute to the formation of self-help groups (SHGs), that would catalyse rural development, women, and

social empowerment. We have been successfully running 29 self-help groups in our adopted villages, which has improved the financial independence of 409 families. Activities such as animal husbandry program, petty shops, bangle shops, construction and repair of house etc. are initiatives that we drive through the SHGs, which would lead to their financial benefit.



### CAPACITY BUILDING OF SELF-HELP GROUPS

Financial literacy for the SHGs is essential, as it enhances transparency amongst the group members and establishes linkages for financial and other support. During the reporting period, we had conducted 53 trainings for SHG members at Jaisingapura, Kanivihalli and Srungaratota villages on topics such as common fund management, income generation activities, linkage, and network with other institutions along with importance of bookkeeping, that had a participation of 504 women. Animal husbandry is one among our SHG initiatives would yield an alternate household revenue stream. During the reporting period, we

were successful in initiating 6 families to take-up animal husbandry, provide support in irrigation for a farmer at Kanivihalli and encourage 4 farmers to engage in floriculture cultivation at Shrungaratota villages, through our SHGs.



## Ensuring environmental sustainability and ecological balance

The CSR team along with RMML volunteers, engage in road-side plantation in the adopted villages. Through our interaction, we have been able to create awareness amongst the local community on the significance of tree plantations. During the reporting period, we planted 101 saplings at Siddapura and Venkatagiri villages.

## Infrastructure development



### SUPPORT TO JATF TO CONSTRUCT HOSTEL FOR GIRLS

With our innate commitment to empowering women and leveraging their potential to propel economic growth, we have actively participated in the construction of JATF Baldota Girls Hostel. This facility would primarily cater to the needs of girl students from economically backward families, by providing them with food and accommodation.



## Promotion of indian art and culture

### SUPPORT FOR UTSAV, FLOOD RELIEF AND SPORTS MEET

During the reporting period, we also extended support for Hampi Utsav. We further financially supported the flood relief activities at Maharashtra.

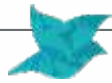


# GRI Disclosure content index

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	102-3 Location of headquarters	--	Ramgad Minerals & Mining Limited (RMML)	05
	102-4 Location of operations	--	Ramgad Minerals & Mining Limited (RMML)	05
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Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	--	Our community	41
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Anti-Corruption	205-1 Operations assessed for risk related to corruption	No such risks are currently foreseen		-
	205-2 Communication and training about anti-corruption policies and procedures	Frequent mailers on anti-corruption policies and procedures are mailed to all employees		-
	205-3 Confirmed incidents of corruption and actions taken	No such incidents		13
	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No such legal actions		13



## Environmental Disclosures

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	403 - 5 Worker training on occupational health and safety	Gender-wise captured training data isn't for certain trainings	Talent management	35
	403 - 6 Promotion of worker health	--	Talent management	37
	403 - 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	--	Employee health & safety	38
	403 - 9 Work-related injuries	No injuries or fatalities were recorded during the reporting period	Employee health & safety	38
	403 - 10 Work-related ill health	No injuries or fatalities were recorded during the reporting period	Employee health & safety	38
Training & Education 2016	404 - 1 Average hours of training per year per employee	--	Talent management	35
	404 - 3 Percentage of employees receiving regular performance & career development reviews	--	Talent management	36
	405-2 Ratio of basic salary and remuneration of women to men	Equal pay for men and women		
Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	--	Talent Management	36
Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	--	Talent Management	36
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	--	Talent Management	36
Local Communities 2016	413 - 1 Operations with local community engagement, impact assessments & development programs	--	Our community	41
	413-2 Operations with significant actual and potential negative impacts on local communities	No Such Negative Impacts		--
Public Policy 2016	415 - 1 Political contributions	--	Compliance Framework	14
Socioeconomic Compliance 2016	419 - 1 Non-compliance with laws & regulations in the social & economic area	--	Compliance Framework	13





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<b>Ethical Business</b>			
1.1 Establish systems to maintain compliance with applicable law	Partially Reported	Environmental Performance	22
1.2 Implement policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments.	Reported	Compliance Framework	13
1.3 Implement policies and standards consistent with the ICMM policy framework.	Partially Incorporated	-	-
1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level.	Reported	Salient features of our sustainability framework	16
1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.	Reported	Corporate governance	14
<b>Decision making</b>			
2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments decision-making processes relating to investments and in the design, operation and closure of facilities.	Reported	Preamble	01
2.2 Support the adoption of responsible health and safety, environmental, human rights and labor policies and practices by joint venture partners, suppliers and contractors, based on risk.	Partially Reported	Talent Management	36
<b>Human Rights</b>			
3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human decision-making processes relating to investments and in rights, undertaking human rights due diligence and providing for, or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.	Partially Reported	Talent Management	36
3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people.	Not Reported	-	-
3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.	Not Reported	-	-
3.4 Respect the rights of workers by: not employing child or forced labor; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating harassment and discrimination; respecting freedom of association and collective bargaining; and providing a mechanism to address workers grievances.	Reported	Talent Management	36
3.5 Remunerate employees with wages that equal or exceed exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.	Reported	Talent Management	37
3.6 Respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; apply the mitigation hierarchy to address adverse impacts; and deliver sustainable	Not Reported	-	-

# ICMM Principles Mapping

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<b>Human Rights</b>			
benefits for Indigenous Peoples.			
3.7 Work to obtain the free, prior and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands and territories or of critical cultural heritage and capture the outcomes of engagement and consent processes in agreements.	Not Reported	–	–
3.8 Implement policies and practices to respect the rights and interests of women and support diversity in the workplace.	Partially Reported	Talent Management	35
<b>Risk Management</b>			
4.1 Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders and publicly disclose assessment results. These should cover issues such as air, water, bio-diversity, noise and vibration, health, safety, human rights, gender, cultural heritage and economic issues. The consultation process should be gender sensitive and inclusive of marginalized and vulnerable groups.	Not Reported	–	–
4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area.	Not Reported	–	–
4.3 Implement risk-based controls to avoid/prevent, minimize, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognized international standard or management system	Partially Reported	Employee Health and Safety	38
4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice.	Partially Reported	Employee Health and safety	38
<b>Health &amp; Safety</b>			
5.1 Implement practices aimed at continually improving workplace health and safety and monitor performance for the elimination of workplace fatalities, serious injuries and prevention of occupational diseases, based upon recognized international standard or management system.	Reported	Employee Health and safety	38
5.2 Provide workers with training in accordance with their responsibilities for health and safety and implement health surveillance and risk-based monitoring programmes based on occupational exposures.	Reported	Talent Management	35
<b>Environmental Performance</b>			
6.1 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.	Not Reported	--	–



# ICMM Principles Mapping

ICMM Principle	Status	Report Section	Page No
<b>Environmental Performance</b>			
6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.	Partially Reported	Water Management	24
6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognized good practice, to minimize the risk of catastrophic failure	Not Reported	-	-
6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste and address potential impacts on human health and the environment.	Partially Reported	Waste Management	25
6.5 Implement measures to improve energy efficiency and contribute to a low-carbon future and report the outcomes based on internationally recognized protocols for measuring Co2 equivalent (GHG) emissions.	Reported	Emission management	27
<b>Conservation of Bio-diversity</b>			
7.1 Neither explore nor develop new mines in World Heritage Sites, respect legally designated protected areas and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated	Not Reported	-	--
7.2 Assess and address risks and impacts to bio-diversity and ecosystem services by implementing the mitigation hierarchy, with the ambition of achieving no-net-loss of bio-diversity (The ambition of no net loss applies to new projects and major expansions to existing projects that impact bio-diversity and ecosystem services.)	Not Reported	-	--
<b>Responsible Production</b>			
8.1 In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources and materials.	Not Reported	-	--
8.2 Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.	Not Reported	-	--
<b>Social Performance</b>			
9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic well-being, in partnership with government, civil society and development agencies, as appropriate.	Partially Reported	Our Community	41
9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers and also by supporting initiatives to enhance economic	Not Reported	--	--

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<b>Social Performance</b>			
opportunities for local communities.			
9.3 Conduct stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to effective mechanisms for seeking resolution of grievances related to the company and its activities.	Reported	Sustainability at RMML	15
9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local artisanal and small-scale mining (ASM).	Not Reported	--	--
<b>Stakeholder Engagement</b>			
10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner	Reported	Stakeholder Engagement	18
10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project	Not Reported	--	--
10.3 Report annually to GRI (min GRI core)	Reported	About the the report	04
10.4 Conduct assurance and validation (ICMM membership requirements / GRI assurance {from 2022})	Not externally assured	--	--



## Abbreviation



BHQ	Branded Hematite Quartz
CAPEXIL	Chemicals & Allied Products Export Promotion Council
CCR	Company Compliance Report
CDM	Clean Development Mechanism
CEC	Commission for Environmental Cooperation
CoC	Code of Conduct
COP	Conference of Parties
DCR	Departmental Compliance Report
EDLIS	Employees Deposit Linked Insurance Scheme
EMS	Environmental Management System
FICCI	Federation of Indian Chambers of Commerce & Industry
FIMI	Federation of Indian Mineral Industry
GDP	Gross Domestic Product
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GSLIS	Group Savings Linked Insurance Scheme
HSD	High Speed Diesel
ILO	International Labour Organisation
INDC	Intended Nationally Determined Contributions
ISO	International Organization for Standardization
IWPA	Indian Wind Power Association
KPI	Key Performance Indicators
L&D	Learning and Development
MCA	Ministry of Corporate Affairs
ME & MCA	Mines Environment & Mineral Conservation Association
MEAI	Mining Engineers Association of India
MTPA	Million Tonnes Per Annum
NGO	Non-Governmental Organisation
NP-NSPE	National Program of Nutritional Support to Primary Education
NRC	Nomination and Remuneration Committee
ODS	Ozone Depleting Substances
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series
PM	Particulate Matter
PPE	Personal Protective Equipments
R&R	Restoration and Rehabilitation
RO	Reverse Osmosis
SHG	Self Help Group
SOP	Standard Operating Procedures
SPM	Suspended Particulate Matter
SSLC	Secondary School Leaving Certificate
tCO <sub>2</sub> e	Tonnes of CO <sub>2</sub> equivalent
WRI	World Research Institute
UNFCCC	United Nations Framework Convention on Climate Change
UNGC Principles	United Nations Global Compact Principles
UNSDG	United Nations Sustainable Development Goals
UoM	Unit of Measurement





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