

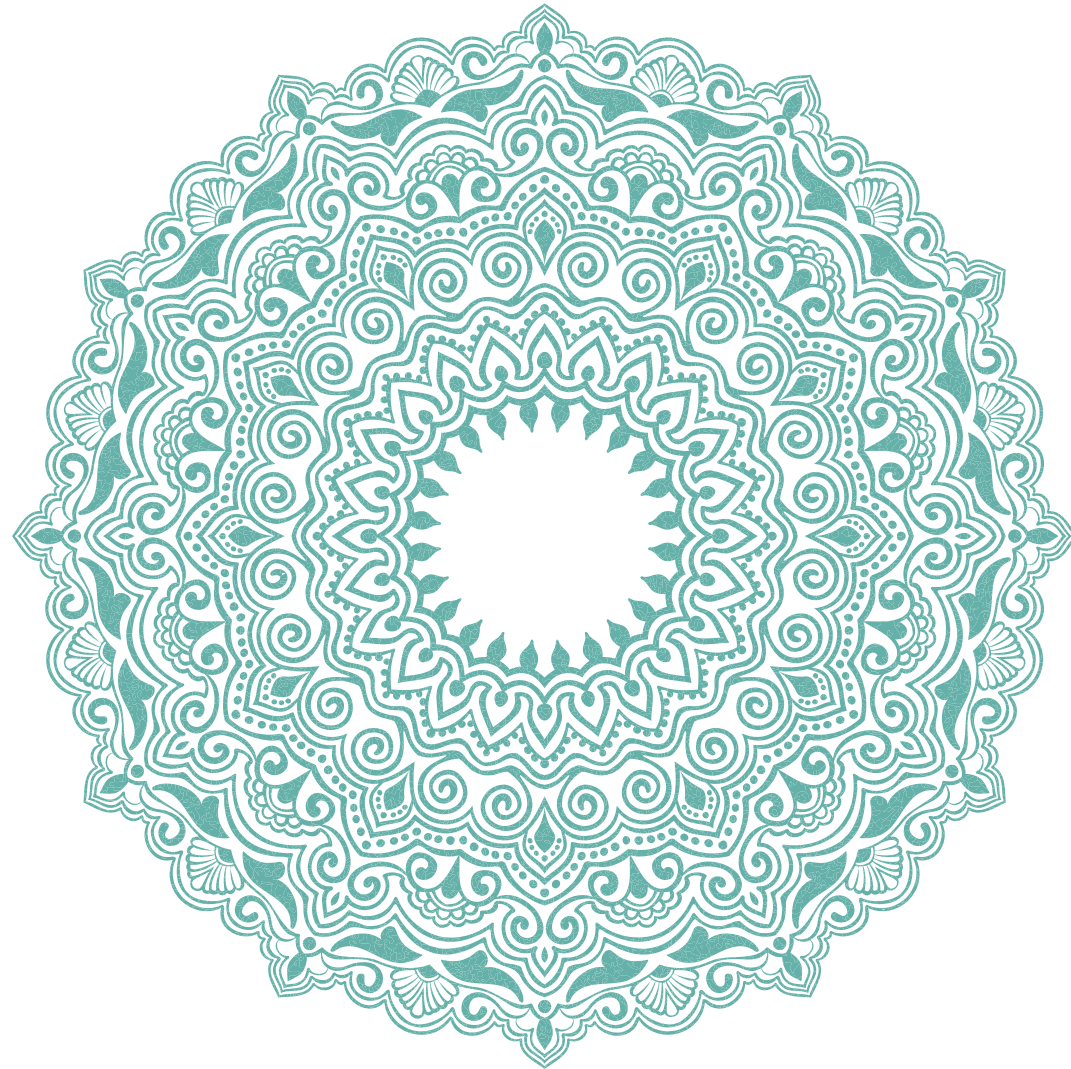
CORPORATE SUSTAINABILITY REPORT 2015-2017

RAMGAD MINERALS AND MINING LIMITED



EXPLORING INNOVATION

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and what lies before us
are tiny matters compared to
what lies within us



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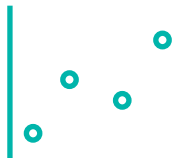
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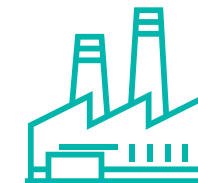
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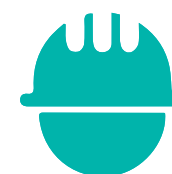
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Message From The Management

“At RMML, we believe that business success is only possible when the surrounding communities and environment prosper and grow along with the business.”

Narendrakumar A. Baldota
Director



Dear Valued Stakeholder,

The adversities of past have served as a stepping stone for us to look ahead at a brighter future.

Our actions demonstrate our spirit of responsibility, accountability and sustainability and we will continue to do the same in the future.

It is a great delight to present to you RMML's fourth sustainability report. At RMML, we believe in the integrative power of business priorities and sustainable development.

With mining being our core business activity, we work closely with natural resources and we believe that environmental sustainability is fundamental to the long term sustenance and success of our business. To this end, we continue to strive towards adopting sustainable mining practices and believe that the best way to achieve success is only possible by embedding sustainability into our business strategy. The past few years have been extremely challenging for the iron ore mining industry. Especially in the region of our operation. Turbulent business environment, regulatory obligations and political influence have affected our business performance to a great deal.

However, led by our guiding principles, core values and strong ethos, we have picked up after ourselves, and have emerged successful. With our mineral exploration division at the height of its activity, we are all set to begin production in the near future. We place our employees high on our priority account. We believe that the human resource of an organization is one of the most important pillars of its foundation. We have human rights policies that ensure that our employees face no discrimination or hardships at work. Our workforce is responsible for our success, environmental progress and outstanding safety performance.

At RMML, we believe that business success is only possible when the surrounding communities and environment prosper and grow along with the business. Bearing this principle in mind, we contributed ₹ 16,25,27,025 for the development of the communities around our operational facilities and towards environmental conservation. Our CSR initiatives aim to support growth and sustainable development initiatives and also solve issues around basic needs that are prominent in a developing country like ours. Our initiatives also address some of the United Nations' Sustainable Development Goals or SDGs. Our commitment towards our stakeholders and surroundings 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.

Our actions demonstrate our spirit of responsibility, accountability and sustainability and we will continue to do the same in the future. Inclusive growth is at the core of our sustainability agenda. Our CSR committee is in constant touch with the communities in our adopted

villages to understand issues faced by them, and to strategize effective methods to resolve the issues. Our CSR committee has initiated various programs that revolve around education, women empowerment, healthcare, sanitation, skill building etc. to improve the livelihood of communities. Our CSR efforts focus on various Sustainable Development Goals oriented towards women empowerment, clean drinking water, sanitation, clean energy, and providing education to all. We believe in working beyond just our business activities - believing in inclusive growth, we work with the communities around us for their overall benefit. Despite many challenges that we have faced, we have initiated various CSR activities to improve the livelihoods of the communities around us. We have started healthcare programs in the villages surrounding our operational sites - oral health camps, cardiac and diabetic check-up camps, eyesight camps, general health camps, mother and childcare camps, orthopaedic camps and ENT camps etc.

Through our skill development and training activities, we hope to empower communities to become self-reliant in a changing world, and to also boost the entrepreneurship skills of individuals, in order to improve their livelihood and economic conditions. We believe that empowerment of women can lead to the overall development of the community. Keeping this in mind, we have encouraged women to be a part of Self Help Groups (SHGs), and we work towards assisting them at every step so as to help them achieve their goals. In order to empower women, we have also initiated a nationwide movement called DARE (Defence Against Rape and Eve Teasing), to provide women with the best training when it comes to safety, we have provided LPG connections to various households in our adopted villages to create a smoke-free indoor environment while cooking. This leads to various health benefits, and is a more sustainable option when compared to firewood.

Understanding the importance of education, we at RMML work towards providing quality education and training through special classes to students in our adopted villages. We have worked towards empowering the students by providing them with computer skills that are highly required in today's progressive world. We also provide students with English coaching classes, to improve their communication skills, helping them have access to more job opportunities.

Over and above these aspects, environmental protection is also of extreme importance to us. We ensure that all our operations are run in an environmentally conscious manner, incorporating sustainability into every step. Responsible business practises are followed throughout all our operational sites. Our wind division has received the Best Performing Wind Farm in Karnataka in the Category 2MW and above from Indian Wind Power Association during their 4th International Conference on Wind Energy in 2015. We have worked with SWaN- Society for Wildlife and Nature, a local NGO to assess, monitor and preserve biodiversity. Through our plantation drives, we hope to work towards greening the environment in our adopted villages and around our operational sites.

Here's presenting our fourth sustainability report to all our stakeholders! I appreciate your interest in our sustainability performance and welcome your feedback.

Narendrakumar A. Baldota
Director





ABOUT US

The Baldota Group

Established in 1961, the Baldota Group today comprises one of India's leading iron ore mining companies and holds the distinction of being one of the largest producers of wind power in the private sector in the country. Built around the core ethos laid down by Shri Abheraj H. Baldota, it has demonstrated unflinching commitment to the community and environment.

RMML

A flagship of the Baldota Group of companies, Ramgad Minerals and Mining Limited, or RMML is a public company headquartered in Maharashtra, with its corporate office located in Hosapete.

Founded in 1978, we are the first private sector gold mining company in India. Integrating diversity into our business, our activities range from gold and iron ore mining to wind power generation and mineral exploration.

Through our mining sector, we cater to the needs of the steel industry and through wind power generation, we contribute to the renewable energy demands.

RMML has expanded horizontally as well as vertically, whilst remaining steadfastly committed to sustainability. Today we are well poised as the fastest growing company in the Baldota Group.

Company Profile



Mining

Iron ore mining:

At RMML, mining is one of our main business activities. We mine and produce iron ore, continuously adding value by suitable processing. Along with this, we are also in the process of exploring low grade iron deposits, including Branded Hematite Quartz (BHQ).

We operate the lyli Gurunath Iron Ore Mine, spread across an area of 20.23 hectares. Our mine is certified for ISO-9001:2015 standards by Bureau Veritas for mining, processing and marketing of iron ore of different grades and sizes.

Gold mining:

In our pursuit of unearthing value at RMML, we struck gold. Having achieved two prospecting licenses and one mining lease in the Gadag Gold Field, we are well on our way to begin operations in the near future.



Exploration

At RMML, our exploration division consists of a high technology exploration team working on the exploration of Gold, Rare earth metals and Iron ore. Our team currently works on exploration in the states of Karnataka, Tamil Nadu, West Bengal, Gujarat and Rajasthan.

We are a self-sufficient division at RMML, with our own deep diamond drilling machines, geophysical instruments, NITON X-Ray Fluorescence (XRF) analyser, Polarisation Microscope Leica DM2500-P & exploration/mining software.

The process of exploration at RMML, includes the steps of defining a mineralized body in three dimensions- length, breadth and width as well as its grade quality, checking for viability of exploration at the mine division, mining by open cast or underground mining methods, exploring the potential target area and drilling the target area using drilling machines.



Wind Energy

Investing in wind power generation is RMML's way of giving back to nature. With a total installed capacity of 67.75 MW, the company's wind farms are spread over four states of India, namely Karnataka, Rajasthan, Gujarat and Maharashtra.



67.75 MW
Installed rated capacity

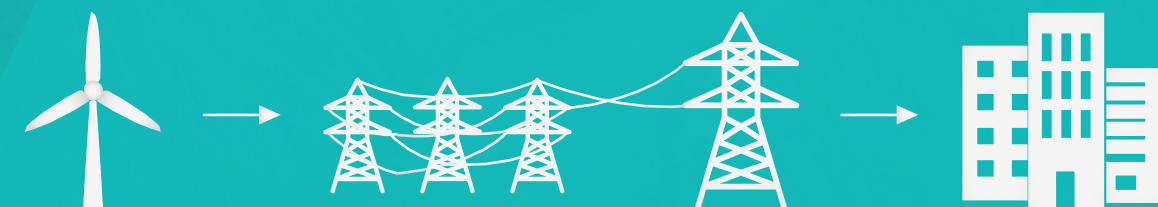
Although our core competency is mining and wind power generation, we have delved into the field of mineral exploration as well. The following pages will give you an overview of our business activities and our supply chain.

OUR SUPPLY CHAIN



Supply Chain – Iron Ore

Our supply chain for mining activities is heavily regulated. The extracted iron ore is transported to our stock yard which is on our mining site. This ore is then auctioned in a government regulated online platform. This is the only platform through which we are allowed, by regulation, to trade iron ore. Through this process, iron ore is sold to the highest bidder, who then collects the iron ore from our site.



Supply Chain -Wind Power Generation

Wind power generated from RMML wind farms, spread across India, is sold to the government power grid, which is then distributed to the end-user.

Our Mission, Vision and Cardinal Guiding Principles

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.

Vision: Be valued as one of world's leading resource companies

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.

CORE VALUES

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

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.

RMML

About this report

At RMML, we acknowledge the need to communicate our sustainability performance and goals to our stakeholders. We strive for credible reporting systems and encourage open dialogue with our stakeholders for enhanced transparency.

We present to you this sustainability report which delineates our sustainability performance covering the period FY2015-FY2017.

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Report boundary

The scope of the Report includes performance of our mining operations, the wind energy division and mineral exploration division. The report covers all our operations over which we exercise control, that generates significant sustainability impacts (actual and potential) and we disclose these impacts and material issues to address the expectations and concerns of our stakeholders.

Report data

This Report includes data for the reporting period 1st April 2015 to 31st March 2017. The precision of data collection continues to improve each year. Consolidated data is collected through centralized databases, with additional data collected at site level. The measures reported reflect a combination of leading and lagging performance indicators, which are further discussed in our approach.

Report content

This report includes data for the reporting period 1st April, 2015 to 31st March 2017. In preparing this report, we have sought to add value through a broadened materiality process and have not only consulted our employees and the community directly but have also included government officials as in previous years. Through this consultation process, we were able to identify the issues that are most material for these groups and define priorities which further allowed us to focus the report on the topics most material to our stakeholders.

GRI Application Level

For this edition of our Sustainability Report, we have decided to report under the Global Reporting Initiative (GRI) G4 Guidelines. These guidelines offer a more comprehensive approach when compared to the previous version of GRI.

This report also follows the GRI G4 Mining and Metals Sector Supplement and is in accordance with the comprehensive approach. Please refer to the GRI Index at the end of the report.

Our previous report for the period April 2013 to March 2015, can be found on our website at <http://baldota.co.in/downloads/csr-reports/>



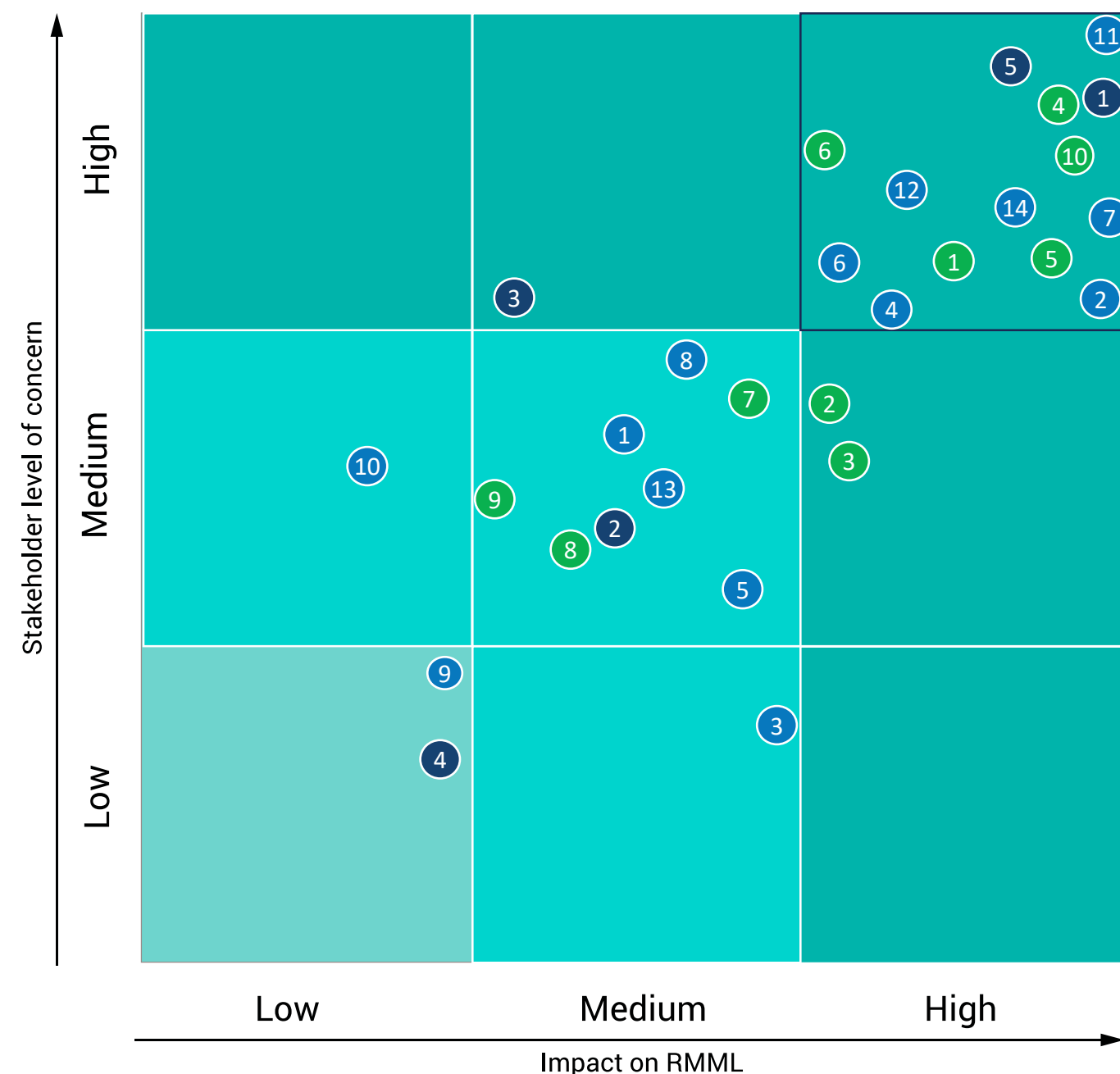
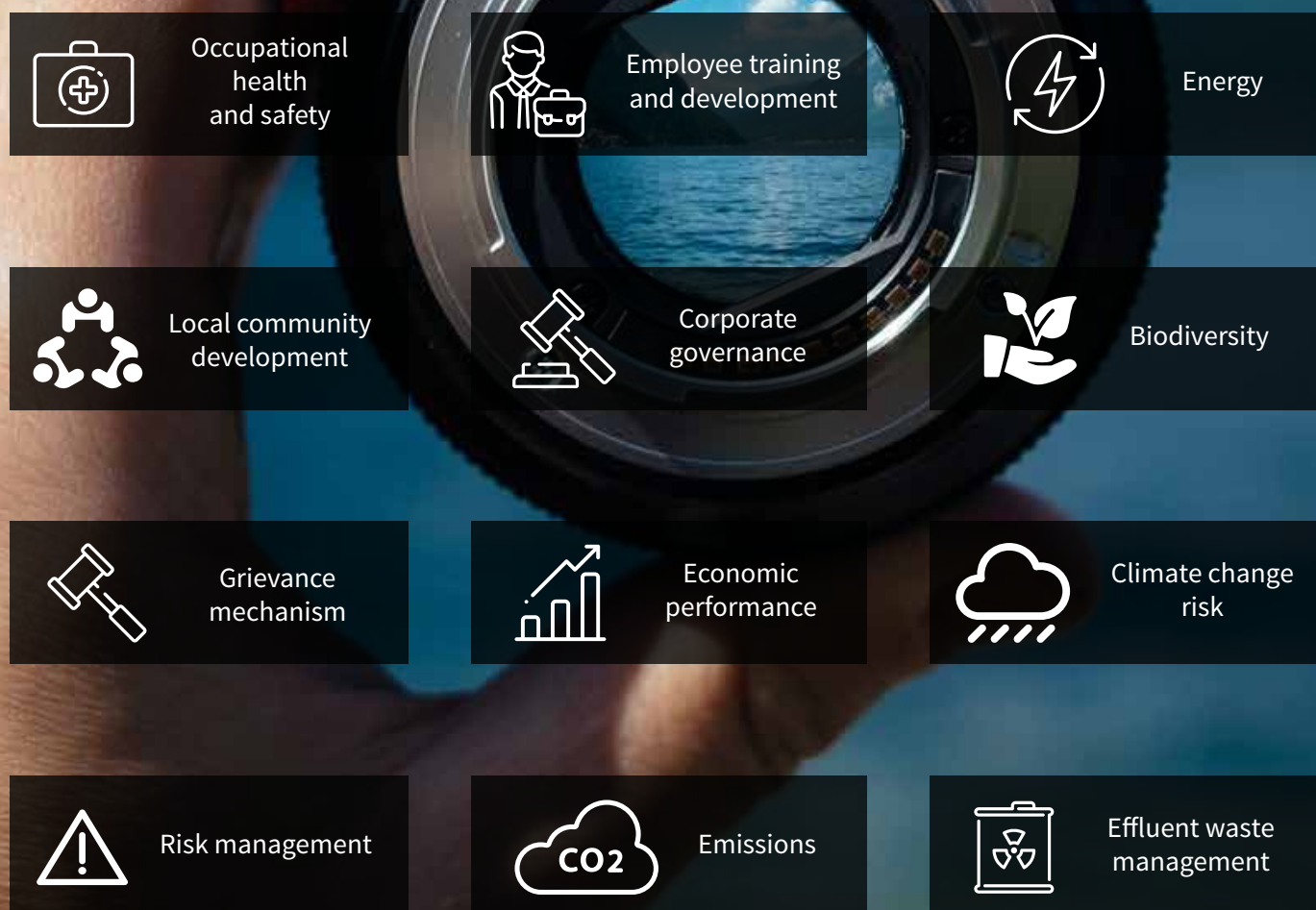
Materiality

Materiality is the guiding principle that ensures reporting is relevant and focuses on what matters to the company. RMML's materiality process is in-line with the Global Reporting Initiative (GRI) guidance. Material issues guide our efforts in developing and implementing the sustainability framework. It is imperative to identify material issues which are not only of business interest but also reflect stakeholder concerns and expectations.

This year we conducted training and interaction sessions with the selected stakeholders and conducted

a materiality workshop. During this session, we handed over a set of questionnaires to the members and gained stakeholder perspectives and feedback. Additionally, face to face interviews were conducted for better understanding. These discussions were documented and these have provided valuable inputs in mapping our materiality matrix.

Following are the key material aspects that influence the performance of our company.



Social

- 1 Employment
- 2 Occupational Health and Safety
- 3 Labour Management Relationships
- 4 Employee Training and Development
- 5 Diversity and Equal opportunity
- 6 Local Communities development
- 7 Compliance
- 8 Customer Health and Safety
- 9 Customer privacy
- 10 Child labour
- 11 Anti Corruption
- 12 Corporate governance
- 13 Product Service & labeling
- 14 Grievance mechanism

Economic

- 1 Economic Performance
- 2 Indirect Economic Impacts
- 3 Market Presence
- 4 Procurement Practice
- 5 Risk Management

Environment

- 1 Energy
- 2 Water
- 3 Materials
- 4 Effluents and Waste Mgmt
- 5 Biodiversity
- 6 Emissions
- 7 Transport
- 8 Supplier Environment Assessment
- 9 Environment grievance mechanism
- 10 Climate change risk



Our stakeholders



We treat our stakeholders as partners in our development journey towards growth and excellence by working together and meeting their expectations.

Our periodic interactions with stakeholder groups provide important feedback and guidance to help improve our social performance. Effective engagement helps us to communicate our business objectives and understand the interests and concerns of our stakeholders. It also helps to identify emerging issues that could influence stakeholders' perceptions, business operations and market conditions in a timely manner. Strategically, effective engagement is critical to establishing credibility as a partner of choice. While the nature of our engagement can vary from an ad - hoc meeting to a long-term partnership, the way we engage is always driven by our core values.

We believe in giving back to our communities and adding value to their lives. We trust in an equitable partnership with all our stakeholders and respect the interests of all and protect the surrounding environment and communities. While we continuously engage with all our stakeholders, we give priority to local community, employees, our shareholders, government and customers thus making community care, compliance, delivering quality and creating equitable work environment our top accomplishments.

Our surrounding communities are largely dependent on us and hence we increased our voluntary contributions for community development during the last few years. We have adopted a self-sustaining model of community development so that the communities can thrive with lesser external dependence. This includes a thrust on skill development, women empowerment and entrepreneurship development in areas like animal husbandry, tailoring etc. which can further strengthen rural economies. Formal and informal ways of communication are used to engage our various stakeholders to seek participation and effective dialogue. We have public relations and corporate social responsibility departments that manage the interface with all local stakeholders, including industrial associations and other groups, so as to allow a full understanding of the local concerns about the environment and impacts on communities. Stakeholder expectations and concerns are mapped on regular basis through various engagement modules and appropriate actions are developed to address their expectations. These actions are approved by our Board and is a way for our Board to engage with our stakeholders. These expectations and concerns form a vital input to materiality assessment and overall business planning.

Appropriate response actions are developed as a part of sustainability framework and business planning activities to address stakeholder expectations and concerns. Communication on response actions is provided to stakeholders through various media based on the engagement modules.

During the reporting period, we conducted a stakeholder feedback collection exercise with important stakeholders to understand their perspective and expectations on our sustainability agenda. These focused group interactions with community and one-to-one interactions with stakeholders like contractors / suppliers, customers, employees, NGOs and regulatory authorities were conducted. The feedback was collated and analysed to further sharpen our sustainability focus. The feedback was also used as an input for the materiality assessment process.

Stakeholder Group	Engagement Module	Frequency of Engagement	Key areas of interest
Communities	<ul style="list-style-type: none"> Field visits and interaction by CSR executives 	Regular / Need Based	<ul style="list-style-type: none"> Development initiatives of RMML Minimize environmental impact arising out of our operations Contribute towards sustainable community building
Employees	<ul style="list-style-type: none"> HR Policy, HR Interactions Notices Announcements Mailers 	Continual	<ul style="list-style-type: none"> HR Policies and Practices, Employee Training and Development Initiatives Create a learning organization Develop and nurture leaders Build diverse workforce
Vendors & Suppliers	<ul style="list-style-type: none"> Contract Negotiations Contract Performance Reviews Regular Interactions and Feedback 	Regular / Need Based	<ul style="list-style-type: none"> Quality, Delivery, Cost, Following HR policies Build mutually benefitted relationship Conduct business with high transparency and fair competition
Regulatory Authorities	<ul style="list-style-type: none"> Applications Compliance Returns 	Regular	<ul style="list-style-type: none"> Compliance
Customers	<ul style="list-style-type: none"> Customer Feedback Satisfaction Survey 	Annual Feedback & Regular Interactions	<ul style="list-style-type: none"> Quality, Delivery, Cost Customizing solutions to suit customer requirements Exceeding expectations through superior product and service delivery



Sustainability at RMML



Our Sustainability Commitment

At RMML, we believe in responsible corporate citizenship. We maintain that it is important for us to be committed to our stakeholders when it comes to important aspects of the triple bottom line.

At RMML, as a comprehensive approach to corporate sustainability, we have developed a structured process to identify matters that reflect our significant economic, environmental and social impacts and matters identified as being of particular interest to our stakeholders.

While identifying our material aspects, we also aim to look at our performance in context, considering the extent to which we benefit or impact the economy, environment and society at sector, local, regional and national levels.

We aspire to follow this contextual approach in our reporting process as well. We have focused our attention on completeness, not only in terms of scope, boundary and time, but also by improving the way we manage information, collation and reporting practices for both identifying our material aspects and subsequent reporting.

Zero Waste Mineral

We ensure recovery of 100% 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

Retaining our People

We value our employees and their contribution and try to ensure that there are no lay-offs to the extent possible.

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.

Corporate governance



We see effective corporate governance as critical to achieving goals and increasing our Company's value.

Stable corporate governance is integral to our culture. With our core business activities set against a backdrop of highly volatile business environment and a heavily regulated mining industry, it has become increasingly relevant for us to have ethical and flawless corporate governance structure.

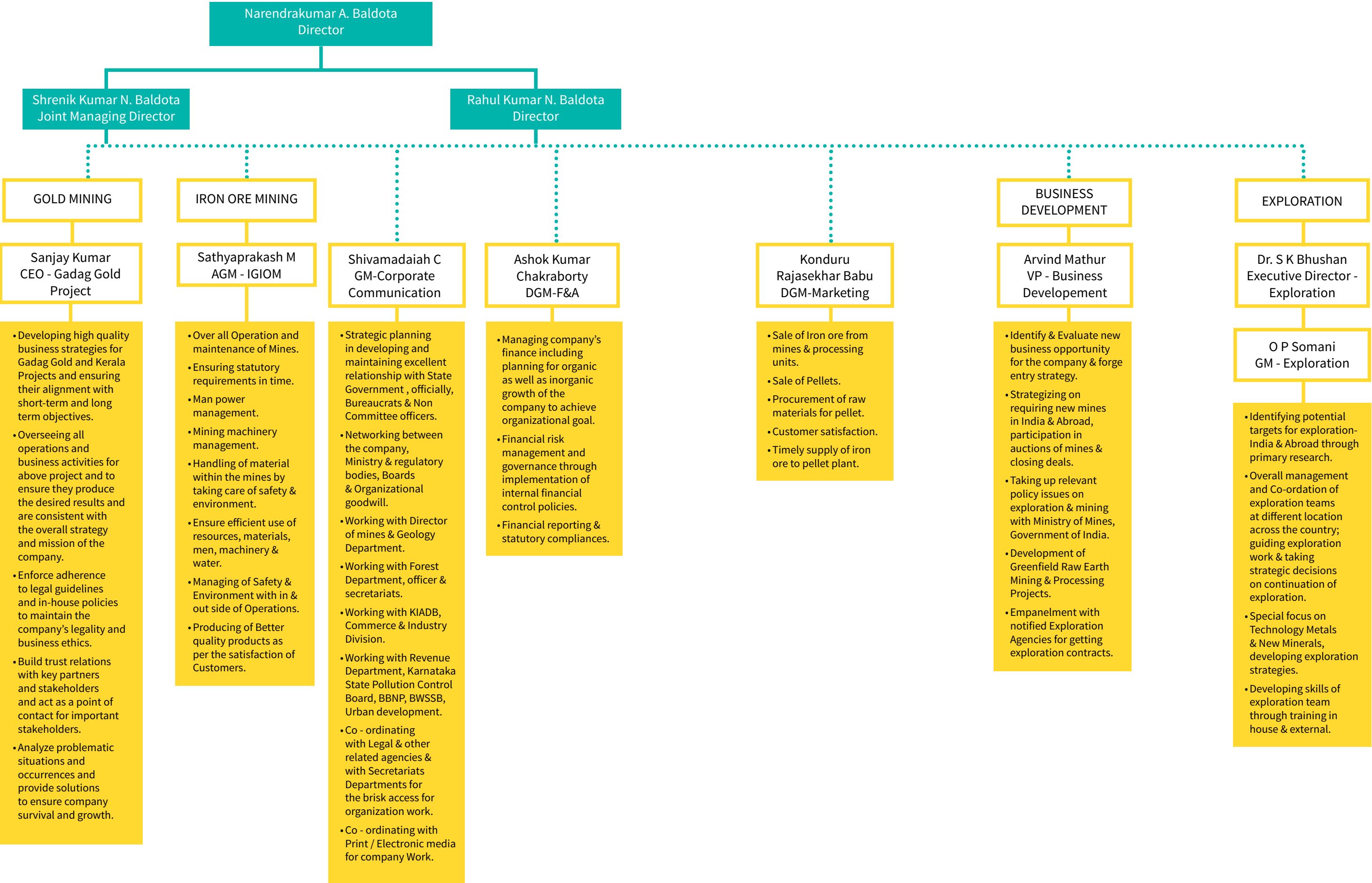
Our management systems act as an implementation tool to ensure long-term sustainable performance. Being aware of our responsibilities as a mining company operating in a developing country, we are committed to maintaining the highest standards of corporate governance, transparency and protection of human rights. Our governance system is aligned with the values of honesty and transparency, which ensures that we operate in a sustainable way on the path of lasting success.

Our Governance and Risk Management framework oversees the performance on economic, environmental and social aspects. Even during turbulent times in the area of iron ore mining, we have demonstrated the values of good governance and guided by our highly qualified board of Directors we are confident that we will continue to do so in the future as well.

Originally founded by late Shri. Abheraj H. Baldota in 1961, our business and operations are currently headed by the son of late Abheraj H. Baldota, Shri Narendrakumar A. Baldota, and his two sons, Rahulkumar N. Baldota and Shrenikkumar N. Baldota, all of whom are on the Board.

Name of the Director	Nature of function and independence
Narendrakumar A. Baldota	Non-executive/Non-independent
Rahul Kumar N. Baldota	Non-executive/Non-independent
Shrenik Kumar N. Baldota	Joint Managing Director/Non-independent
Lavina R. Baldota	Whole time director
Ramakrishna Hemappa Sawkar	Non-executive/Independent
Madhava Ravindra	Non-executive/Independent





CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

Corporate Social Responsibility at RMML is more than just a business strategy. It is a way for us to engage with our external stakeholders – the communities around us. We believe in inclusive growth and in the prosperity of all. To oversee our CSR initiatives, our Board has set up a CSR Committee. This Committee is responsible for high-level decision making with respect to CSR.

Name of the Director	Designation
Narendrakumar A. Baldota	Chairman
Madhava Ravindra	Member
Ramakrishna Hemappa Sawkar	Member

AUDIT COMMITTEE

The Audit Committee is entrusted to oversee matters related to financial statements and reporting and audit procedures of the Company. The Committee also reviews findings, if any, of the internal auditors and recommendations. It is also responsible for recommending the Board on appointment / reappointment / replacement / removal of statutory auditors and fixation of their audit fees and fee for other services.

Name of the Director	Designation
Madhava Ravindra	Chairman
Ramakrishna Hemappa Sawkar	Member
Shrenik Kumar N Baldota	Member

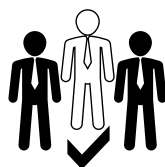
NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee determines the remuneration and variable pay of Executive / Whole Time Directors and reviews the performance of Executive / Whole Time Directors including parameters related to the environmental and social aspects. The Committee is also responsible for formulating criteria for determining qualifications, positive attributes and independence of a director, key managerial personnel and other employees.

Name of the Director	Designation
Madhava Ravindra	Chairman
Ramakrishna Hemappa Sawkar	Member
Narendrakumar A Baldota	Member



Governance procedures



At RMML, we strive to ensure that remuneration commensurate with the role and responsibilities, is paid to directors and employees of our Company.

Our nomination and remuneration practices:

In order to attract and retain appropriately qualified members and best talent at all levels, it is our aim to maintain fair and competitive remuneration consistent with industry standards and practices.

To facilitate this process, we have a Nomination and Remuneration Committee at our Board level, which formulates and recommends a remuneration policy for our directors and all our employees. Our remuneration policy is performance driven and is structured to motivate our directors and employees. We recognize their merits and achievements and promote excellence in their performance. Individual performance pay is determined by performance which is measured through an appropriate appraisal process.

The remuneration of the Board members, Key Managerial Personnel and the Senior Management is based on our market presence, our economic and financial position, industrial trends, compensation paid by our peers, and other such factors. Our policy governs that no director, KMP or other employee is involved in deciding his or her own remuneration, hence ensuring no conflict of interest.

The Nomination and Remuneration Committee also identifies persons who are qualified to become directors and who may be appointed to our senior management in accordance with the criteria laid down, and recommends to the Board their appointment and removal. The committee also formulates the criteria for evaluation of Independent Directors and the Board.

At RMML, we direct efforts to ensure that only highly qualified directors are appointed. We have laid down the criteria and qualifications for nomination in the policy. The qualifications and criteria that we seek include, but are not limited to, the following:

- Persons of integrity, eminence, standing and possession of relevant knowledge with significant achievements in business, professions and/or public service.
- Their financial or business literacy/skills.
- Their mining / wind power generation / steel / aviation industry experience.
- Appropriate other qualification/experience to meet the objectives of RMML.

Competency of our Board and Performance evaluation:

At RMML, our Directors demonstrate integrity, credibility, trustworthiness, ability to handle conflict constructively, and the willingness to address issues proactively. They actively update their knowledge and skills with the latest developments in the mining, wind power generation, steel, aviation industry, market conditions and applicable legal provisions and sustainability. We require that our directors assist in bringing independent judgment to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct. Our Board evaluates its performance in the triple bottom line aspects. Having displayed commitment and having applied its skill and experience to the amelioration of our company and our stakeholders, we believe our Board is able to effectively evaluate its own performance, once every year. Such performance evaluation is done in accordance with the provisions of the Companies Act 2013, ensuring that there is no conflict of interest.

Compliance framework:

Our ability to make this possible is by understanding the intricate balance between human activities and the environment. We strive each day to ensure that we are in compliance with all applicable laws. We have adopted a policy and system for Management of Legal Compliances.

As per the policy, all Functional Heads and Departmental Heads are required to ensure that applicable laws have been duly complied with. All Functional Heads and Departmental Heads are required to give Departmental Compliance Report (DCR) addressed to the Managing Director setting out the Compliances of various applicable Laws. Wherever there is any non-compliance of any Law, the details thereof with steps taken or proposed to be taken to rectify such non-compliance is also required to be stated in the DCR.

Based on such DCRs, our Managing Director gives a "Company Compliance Report" (CCR) to the Board.



Our endurance and constructive performance in the areas of social responsibility, even when the mining industry in general was facing slow growth, is testament to the way we conduct and carry ourselves.

Executing sustainability:

At RMML, we have a robust sustainability framework and initiatives. To ensure proper implementation of these initiatives, we have appointed executives for Environment, Economic and Social aspects of our business. Our Chief Financial Officer is responsible for Economic aspect, our Vice Presidents, Mining and Wind Energy along with our Environment Officer are responsible for the Environment aspects and our DGM CSR is responsible for the Social aspect execution.



The Code establishes a common set of expectations and standards for RMML and our employees with respect to ethical business practices, international business, personal conduct, health, safety & environment and disclosure of information.

Code of Conduct:

Our Code of Business Conduct and Ethics lays down the business and operating principles which apply to all our directors, employees and officers. It provides guidance to employees in recognizing and dealing with important ethical and legal issues and fosters a culture of honesty and accountability.

This Code is in the form of a policy and covers the following aspects:

Integrity – doing what is right

We believe that personal integrity, upheld on a day-to-day basis, is the unshakable foundation of corporate integrity.

Gifts

Employees shall reject unsolicited gifts that may be perceived as intended to or likely to influence any business decision. Acceptance of cash gift is prohibited.

Conflict of Interest

Employees, whether dealing in personal or official capacity, are expected to avoid agreements, business investments or interests, and other situations that are in conflict or appear conflicting with interests of the Company or that may interfere with their individual performance.

Legal Compliance

Employees must adhere to this policy on legal compliance and associated reporting.

Respect for People

Employees are expected to treat co-employees and business associates fairly and, irrespective of hierarchical level, with dignity and respect.

Environmental Commitment

Employees shall ensure compliance with the spirit and intent of environmental laws, regulations and standards and incorporate environmental protection as an integral part of the design, production, operation and maintenance of RMML’s facilities.

Safety

We assign the highest priority to the safety of our employees and all those who are influenced by our operations.

Confidential and financial information

Employees are prohibited from using Company’s property or information, or their position within the Company, for personal gain. Financial information on Company’s operations and performance provided to shareholders, equity analysts, creditors, newspapers and such others, whether statutory or voluntary, must be accurate and reliable.

Risk management



We believe that following a precautionary approach towards risks, identifying them and taking measures to avoid and overcome such risks is the way forward.

At RMML, our core activities are carried out against the backdrop of a highly capricious business and regulatory climate and as such, we comprehend the importance of effective risk management to our long term sustainability.

As a first step towards risk management, we identify the potential risk and conduct an initial assessment. Indian Iron Ore Industry has been streamlined during last two years. Production with limited capacity has commenced after the Supreme Court’s intervention. As the mining industry is heavily regulated, we have identified the regulatory framework as a major risk. Regulation bears a profound influence on factors like royalty payment to the District Mineral Foundation, and taxation. Political influence on mining operations is also a risk factor.

Our discerning Board and Senior management not only consider external risks, but also the risks posed by internal factors that are specific to our business activities. To facilitate careful identification of such risks, we seek the expertise of an external agency, which conducts an operation level risk assessment through an internal audit. This audit process covers various important aspects of our business and is done biennially.

The audit process covers a wide range of our business aspects, including :

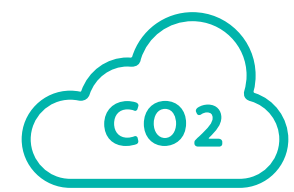
- | | |
|----------------------------------|----------------------------|
| • Finance and Accounts | • Fixed Assets and Capex |
| • Mining Operations | • Project Management |
| • Windmill Operation | Review |
| • Sales, Marketing and Logistics | • Insurance |
| • Procurement of Materials | • Legal |
| • Inventory and Stores | • Corporate Communications |
| • Treasury | • Statutory Compliance |
| • Human Resources and Payroll | • Administration |
| • IT General Controls | • CSR |

The results of this audit process is submitted in the form of an internal audit report to the Audit Committee of our Board. Our Board periodically reviews the risks and such due diligence processes and ensures that there are mitigation plans in place to avert such risks. The current internal audit cycle is 2016-17 to 2017-18.

Industry association is of immense aid to us in mitigating the effects of regulatory risk. With our associations, we are able to collectively bargain with the government and thereby reduce the impact of taxation. This has also helped us overcome political risks.



RMML AND CLIMATE CHANGE



We recognise the various risks and opportunities that climate change poses to our business and we work towards mitigating such risks and make use of the opportunities it offers.

In the wake of the world making the move towards a more sustainable future, we at RMML acknowledge the growing impact of climate change.

Our business activities include both consumption of energy and production of renewable energy and our strategy is strongly linked to sustainable growth and demands an active response to climate change.

To ensure our best efforts are directed towards mitigation of climate change and towards the attainment of sustainable development goals, we focus on increasing energy efficiency, reduction of emissions, and work with local communities to support inclusive growth.

While climate change poses physical and regulatory risks to our company, it also offers opportunities for energy efficiency and exploration of sustainable minerals. Our exploration division has a highly experienced Research and Development team which works on researching ways to use iron and other minerals for purposes other than manufacture of steel. Research and development in the iron ore business includes efforts to increase the efficiency of mining and to reduce the environmental impact of mining and find alternative uses for non-iron ore minerals extracted with iron ore as part of zero-waste management initiative.



Opportunities

At RMML, we believe that identifying opportunities for growth and sustainable development is as important as managing risks.

With the Supreme Court increasing the mining capacity, there is opportunity for us to accelerate our mining activities. We are also on the lookout for new sites to expand our wind power generation so that we can make significant contributions to the government power grid.

Our exploration division is a great opportunity in itself. Through a continuous process of discovery and analysis, in our exploration division, we are constantly on the lookout for mineral mining opportunities. We check for viability of exploration at the mine division, mining by open cast mining methods, explore the potential target area and drill the target area using drilling machines.

Throughout these processes, we have in-house consultants monitoring and high officers who advice on gold, rare earths and the viabilities of their mining. We are aware that there cannot be direct returns immediately and hence we have effective risk management practices instilled all throughout.

In 2012, the ministry awarded us for our rare earth project in Rajasthan, whichwe have been able to progress with and are likely to receive a mining lease and have brought it to the ML level for further progress.

Our upcoming work consists of exploration of other minerals like Wollaston ide, which is a refractory mineral, with the world’s biggest deposits in Rajasthan and exploration of graphite and lithium within India and abroad, which are both in process and have reached the mining stage.

Recently, we have been able to acquire new mines, namely Karthikeyan and LMC mines, purchased through auction. With the restoration of these two mines, the Government is handing over contracts to us for exploration. At Gadag, Karnataka we have been granted a mining lease and in the same state at Ballari, we have not only found potential areas for the exploration of BIF (Banded Iron Formation), a low grade iron ore, but have also used it in blast furnaces by increasing its iron content to 60% from only 45% of iron content.

Working with these opportunities, we are also mindful of the impacts that our operational activities have on the environment, economy and society. These impacts are detailed in the Environment section of this report.

Industry participation

An important part of our risk management framework and stakeholder engagement initiative is our participation in various industrial forums. We retain membership in major business associations and industry forums which are extremely relevant to our business. By participating in these associations, we contribute to the development of the industry by responding to key industry issues, sharing of experience and knowledge on specific issues and challenges faced by mining and wind energy industries. We view our membership as strategic to our business and as an epitome of coherent growth.

We have adopted best global practices and we work with other industry players on triple bottom line issues. We are strongly associated with the following industry forums :

- Indian Wind Power Association (IWPA)
- Federation of Indian Chambers of Commerce & Industry (FICCI)
- Chemicals & Allied Products Export Promotion Council (CAPEXIL)
- Council for Fair Business Practices
- Karnataka State Council Membership
- Mines Safety Association Karnataka
- Federation of Karnataka Chambers of Commerce & Industry (FKCCI)
- Mining Engineers Association of India (MEAI)
- Federation of Indian Mineral Industry (FIMI)
- Mines Environment & Mineral Conservation Association (ME & MCA)

Economic performance



Iron and steel have been fundamental in the establishment of civilization and have been synonymous with progress and development. The mining and exploration industries have been instrumental in supporting these industries.



At RMML, economic performance is an important part of our business sustainability priority. As per National Steel Policy, India is expected to raise the production of steel to 180 million tonnes by 2020. This opens up new opportunities for the mining sector to contribute to Indian economy and infrastructure.

In the year 2015-16, despite significant operation costs, we contributed to the improvement of our communities and stakeholders and recorded a profit. In the following year, we worked towards retaining the economic value by reducing operation costs and continued to add value to the community and the economy. Although our revenue increased by about 1.5%, our profits increased by about 47%.

We did not receive any financial assistance from the government during the reporting period.

The table below shows our economic performance:

Description	2016-17	2015-16
	Amount in Millions of Rs.	Amount in Millions of Rs.
Direct economic value generated	1,381	1,360
Operation costs	535	658
Employee wages and benefits	94	96
Payments to providers of capital	161	178
Payments to the government	133	112
Community investments	8	11
Economic value retained	451	305

Economy



At RMML, we strongly believe in inclusive growth

ECONOMIC IMPACT:

As we continue to make valuable contributions directly through our business activities, we also acknowledge the implicit benefits and value that our business activities have added to the local economy and to our non-stakeholders.

Since our operations began, we have employed about 89% of our workforce from the local area. Being a major player in the local mining scenario, we have established trust and reliability for the communities around us.

Our materials, wherever possible, are locally sourced and this has promoted inflow of money into the surrounding areas and has resulted in an increase of material movement, employment opportunities and hence the standard of living. Frequent movement of vehicles has driven the financial growth of vehicle maintenance shops in the area.

These factors have given rise to significant development of infrastructure, which in turn has led to increase in land revenue and property rent. Hospet, despite being a taluk, has clocked in greater levels of development in terms of infrastructure, employment and standard of living than some of the major surrounding districts.

All the members of our senior management are hired locally and we are proud to witness and be a part of the developmental activities.



We at RMML lay great emphasis on our people who are our most important resource.

EMPLOYEE BENEFITS:

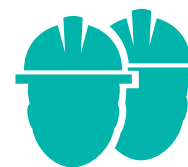
We at RMML lay great emphasis on our people who are our most important resource. Our success is mostly dependent on developing a skilled and efficient workforce. We believe that employees who are treated better perform better. Keeping this in mind, we provide our employees with benefits to ensure their wellbeing. With a strategy in mind to motivate employees to achieve our collective targets, we appreciate the efforts of our employees to contribute to our goals by ensuring that they are provided with various benefits.

We have a defined benefit plan which includes payment of gratuity, contribution to provident fund and compensating absences. Present liability for future payment of gratuity is determined on the basis of actuarial valuation at the balance sheet date. Gratuity is administered through Group gratuity scheme with LIC. Accordingly, appropriate provisions for employee benefits like gratuity and compensated absences are made along with timely contributions to provident and other funds.

We follow the regulations laid down, with respect to minimum wage, and pay our wage workers equally, irrespective of gender. Additionally, we also have an employee housewarming gift policy, and employee wedding gift policy to communicate our best wishes to them.



OUR WORKFORCE



At RMML, we respect human rights of all our employees, and we've built up a workspace that encompasses equality, as well as diversity, thereby creating a progressive work environment.

We at RMML consider our employees our key resources, and our success is based on providing a working environment where employees are engaged and driven to perform better. We ensure that our people are always placed first, because their personal growth complements our company's growth. Through various training activities, personal development activities and by providing employees with various opportunities, we ensure that our people are majorly involved in each and every step of our growth and development. Constant engagement with and empowerment of our people is the reason behind our success. We at RMML believe that our leadership plays an extremely critical role in encouraging our employees to put in their best, performance wise, thus yielding superior results. We ensure that our employees constantly feel appreciated by providing them with various benefits to acknowledge their contribution to our overall goals. We are working towards promoting a respectful as well as a fair workspace that constantly fosters high levels of commitment towards valuing our employees. We at RMML believe in the potential of all individuals who work under us, and since our inception, have been committed to our mission of achieving world class quality. Our HR policy ensures that:

- 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.

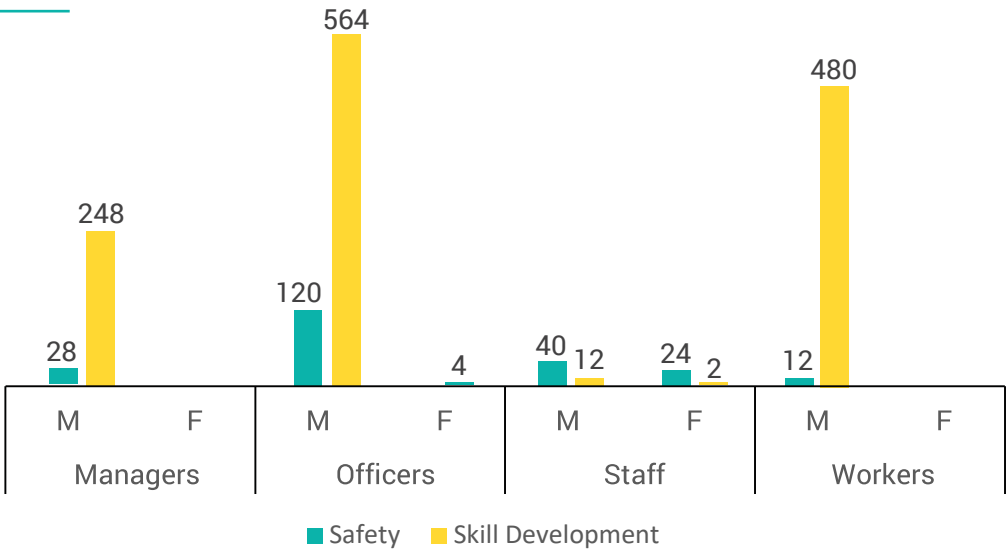
Training programs

We at RMML have a mix of experienced professionals who work in various disciplines across our mining, wind energy, exploration and corporate divisions. Not only do we ensure that the ideal talent is sourced for our company, but also stress on providing our employees with various training opportunities to further enhance their skill set. Work-related training, general training as well as safety training is provided to all our employees.

LABOUR

TRAINING CALENDAR FOR RMML 2015-2017

Training Hours 2015 - 2017



In RMML, we provide training and skill development programs to employees across different categories- Managers, officers, staff and workers. Most of the training programs provided are job oriented (specifically inclined towards knowledge development in the mining and exploration sector).



228 hours of safety related training was provided in 2015-2017 to the employees, to ensure safe working conditions at the workspace.

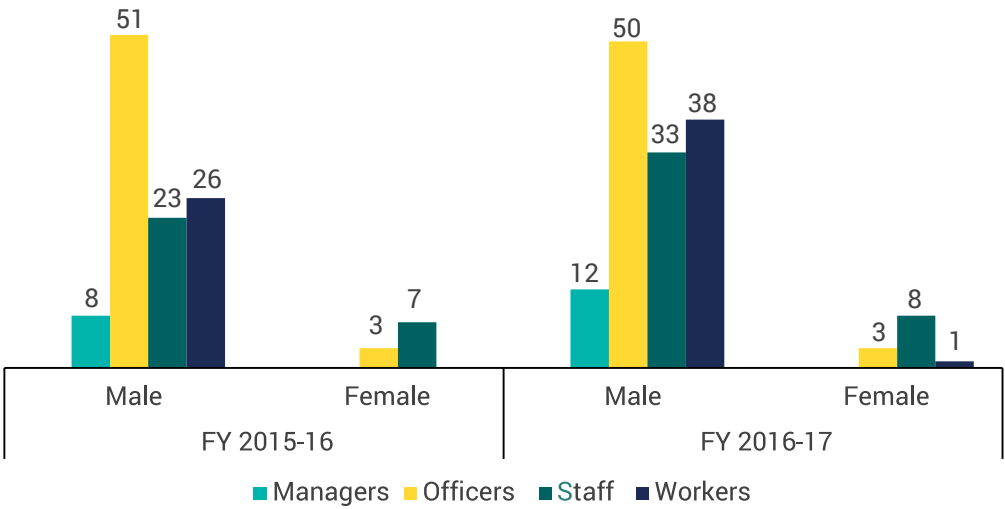
Performance assessments

We at RMML constantly ensure that a culture of high performance is fostered in all our operations. We do so by recognizing the good performers through performance assessments. Such performance assessments gives us a broader understanding of the skills of our employees and creates a platform to evaluate their work. We realize that our employees dedicate their working time to contribute to our success, and through performance assessment, we ensure that all the hard-workers are recognized.

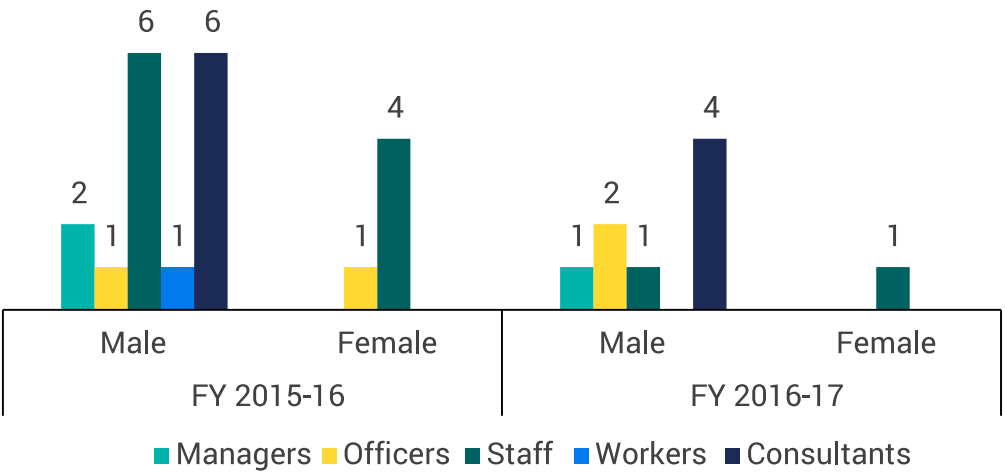


OVERVIEW OF PERFORMANCE ASSESSMENT

Performance review for permanent employees by category 2015 - 2017
(Number of employees)



Performance review for temporary employees by 2015 - 2017
(Number of employees)





We at RMML ensure that our employees are provided with various benefits to ensure their wellbeing; statutory benefits like provident fund, medical insurance, gratuity are provided, as well as extra benefits, like performance bonuses, transportation facilities, canteen facilities etc.

Employee benefits and labour practices

We believe that building a work culture that provides multiple benefits to employees improves their performance in return. Keeping this in mind, we have an employee housewarming gift policy, and an employee wedding gift policy. Our employee benefit programs highlight how important employee wellbeing is to us as a company. We at RMML provide paid maternal leave to all our female employees. In the reporting period, one maternal leave was taken.

Believing in equality, we adhere to the statutory requirement and regulatory norm for the wages that we provide, and we do not differentiate between basic salaries of the basis of gender across our operations. We provide our workers with the right to form employee unions, but currently, we do not have any employee unions across our operations. With regards to notice period regarding major operational changes, we provide our employees with a notice period of three months.

We at RMML have a whistle-blower policy under which employees can submit their grievances to the heads of their respective departments. Mechanisms are put in place to ensure speedy redressal of any issue put forth. During the reporting period, no grievances were reported. The senior management is always open to communicate with all their employees regarding any grievances.

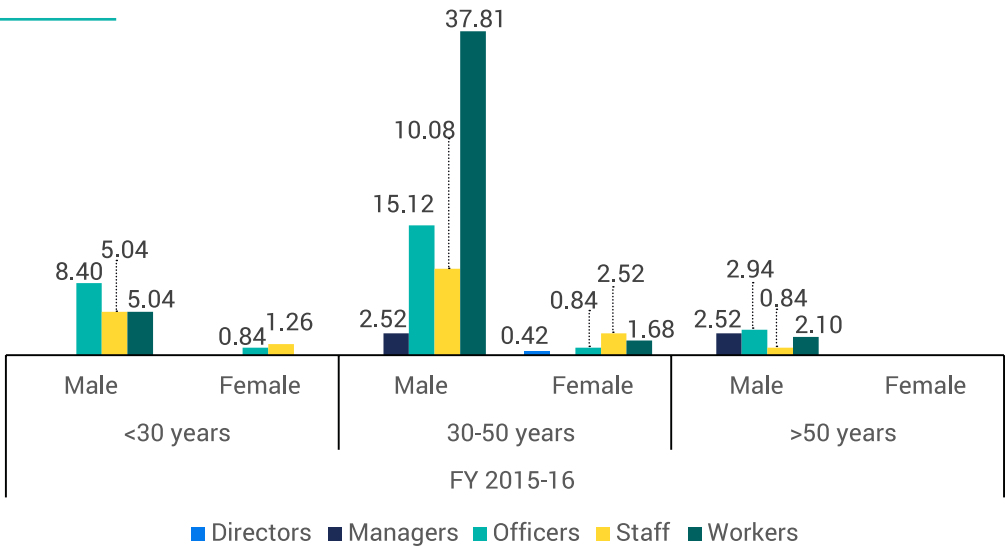
We are formulating a framework in accordance with SA 8000, thus taking responsibility in providing good working conditions to all our workers. We give awards, incentive schemes, promotions etc. to recognize individuals who have contributed a lot towards our development. We conduct various sports and cultural activities often, to improve employer-employee interactions.



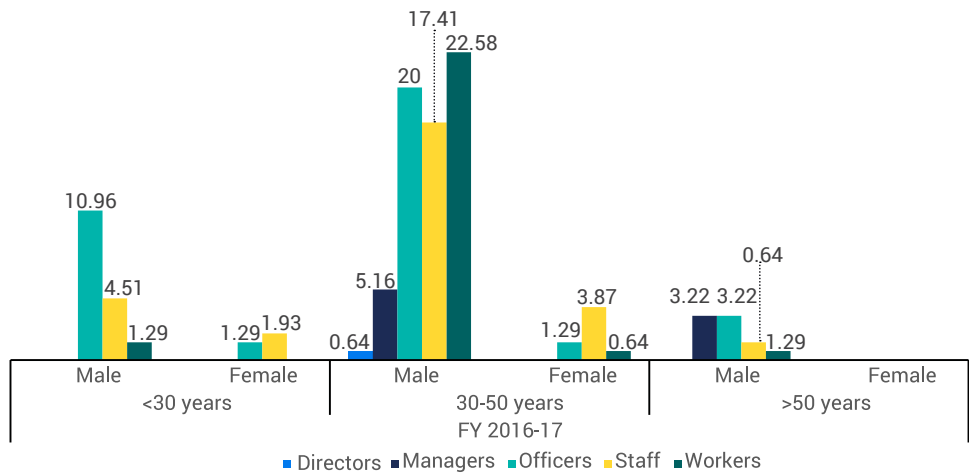
Benefits provided to workforce 2015 - 2017

Benefits provided to workforce	Company employees (Yes/No)	Unit	FY 2015 -16	FY 2016-17
Provident Fund contribution	Yes	INR	42,24,141	23,03,571
Life insurance(GSLIS)	Yes	INR	1,71,000	3,09,800
Mediclaim policy	Yes	INR	7,11,072	9,50,564
Group personal accident	Yes	INR	1,59,286	3,00,897
Paid maternal leave	Yes	INR	35,890	NIL
Bonus	Yes	INR	70,66,808	70,66,808
Group Insurance in lieu of EDLI	Yes	INR	3,28,364	4,48,377
Employee Marriage gift	Yes	INR	27,854	11,912
House warming gift	Yes	INR	NIL	NIL
Gratuity	Yes	INR	24,96,318	30,29,142
Safety PPE's	Yes	INR	30,532	1,08,423
Canteen	Yes	INR	8,929	5,94,105
Transportation	Yes	INR	13,30,990	14,36,924

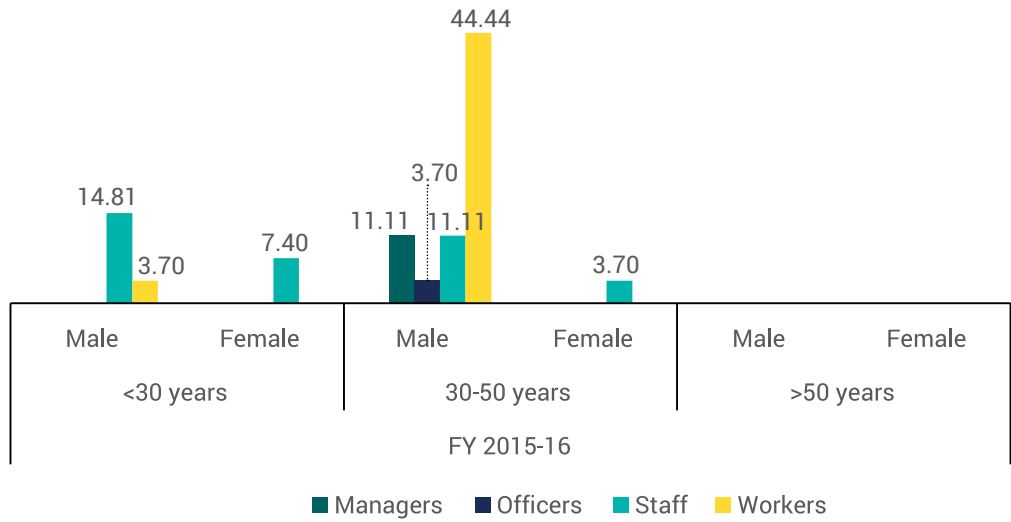
Composition of employees per category (%) 2015 - 2016



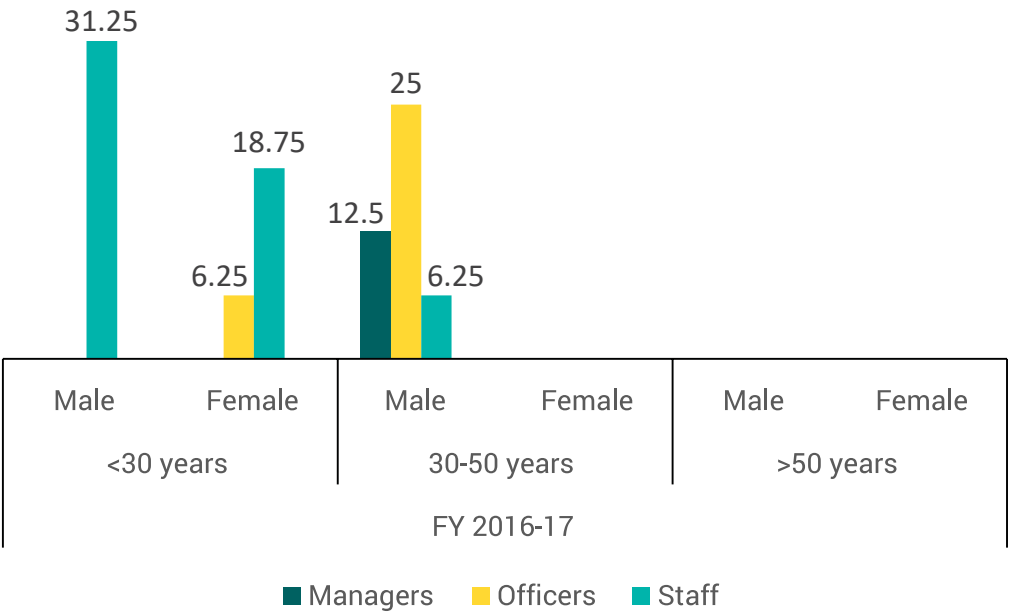
Composition of employees per category (%) 2016 - 2017



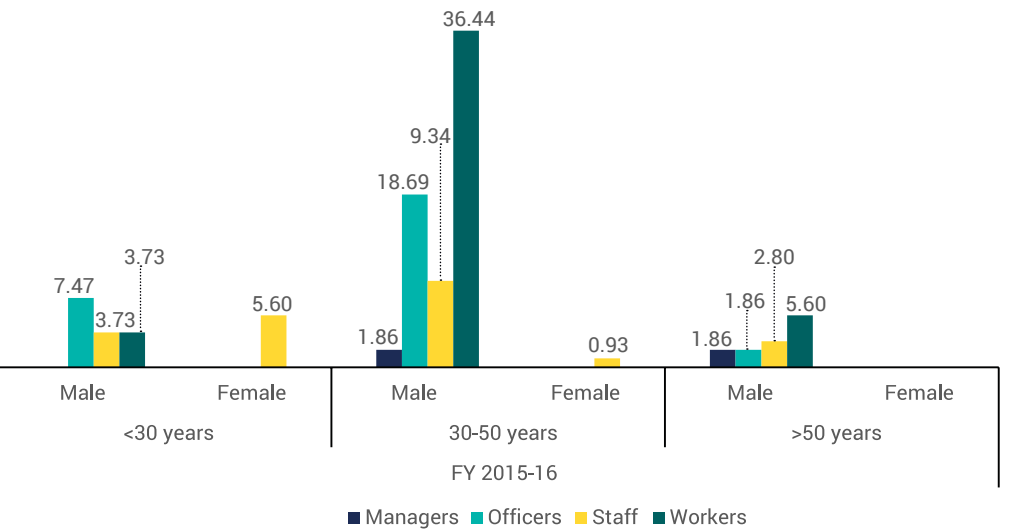
New employee hire per category (%) 2015-2016



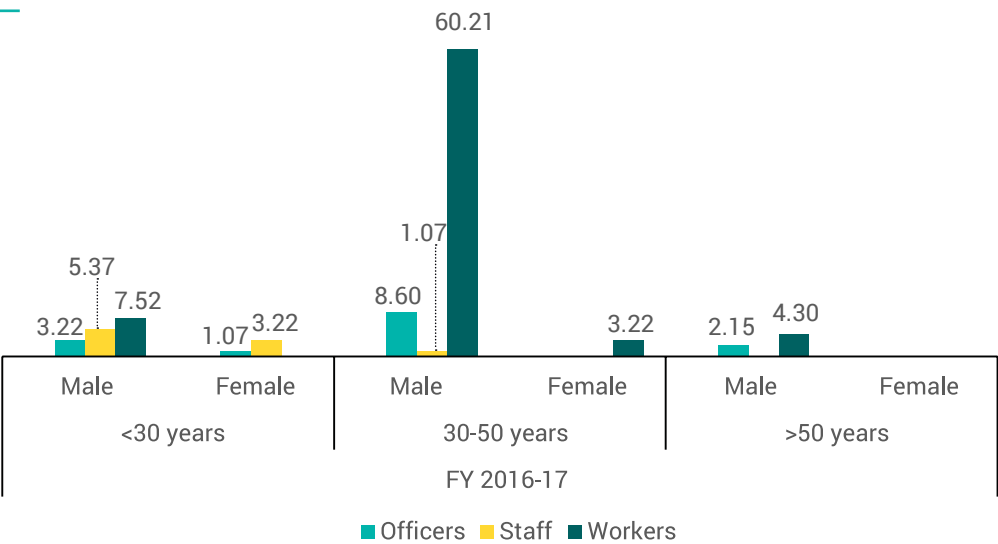
New employee hire per category (%) 2016 - 2017



Employee turnover per category (%) 2015 - 2016



Employee turnover per category (%) 2016- 2017



We follow all local, national and regulatory requirements in all our operations. Our human rights policy aims at ensuring that certain basic standards are observed across our operations with regards to health and safety, prohibition of child labour and forced labour, discrimination, remuneration etc.

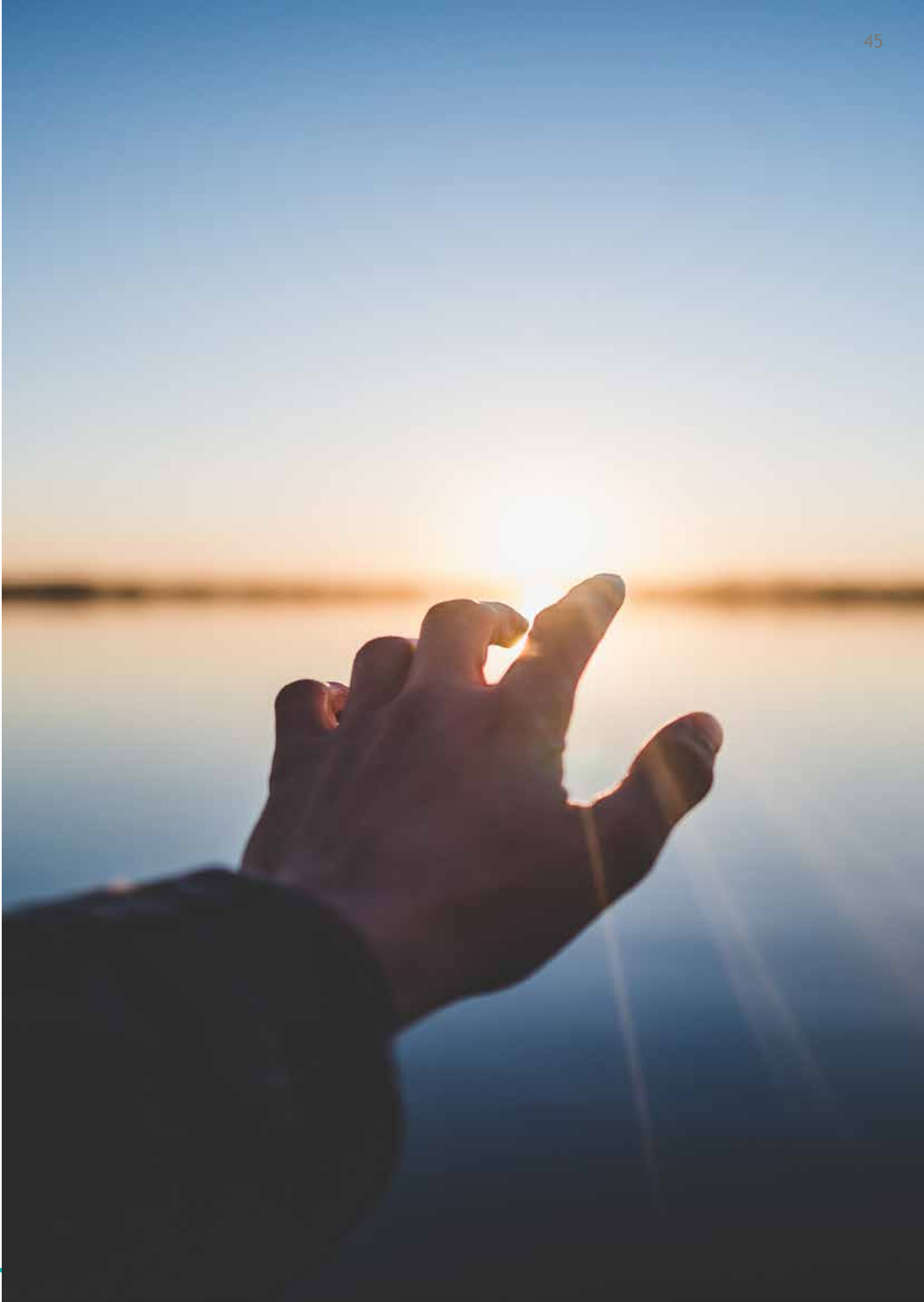
HUMAN RIGHTS

We at RMML strongly believe in upholding the human rights of all our employees. We value the fundamental rights of all human beings and we are strongly committed towards ensuring a workspace that upholds human dignity. We have created a management system to ensure that all the standards are delivered. Our HR policy is based on the norms that have been delineated in the International Labour Organization Conventions, the United Nations Convention on Rights of the Child and the Universal Declaration of human rights. We are committed to protecting the human rights of all those associated with us. We abide by the United Nations Universal Declaration of Human rights by ensuring that our HR policy covers the following core areas.

- Prohibition of Forced and Bonded Labour
- Freedom of speech
- Right to collective bargaining
- Equal remuneration for male and female workers for work of equal value
- Workers representative convention
- Minimum wage
- Occupational safety and health
- Vocational Rehabilitation and employment of disabled persons
- Child rights protection

We at RMML neither engage with nor support any form of forced labour, compulsory labour and child labour. We provide equal treatment to all our workers in matters of employment, training, increment, promotion, awards, and compensation, and do not differentiate between our workers on basis of race, caste, national region, religion, disability, gender, age and sexual orientation. We have disciplinary practices in place to respect the mental, emotional and physical integrity of our workers at all times.

Our code of conduct ensures that all our employees, as well as business associates are treated, and treat each other, in a fair manner, irrespective of hierarchical level.





We are certified with ISO 9001:2015. We constantly strive towards improving our operations in relation to health and safety, taking into account all our stakeholders

Employee Health and Safety

We at RMML believe in ensuring that a safe, healthy and hazard free working environment is provided to all our employees. We have put various measures in place to build a process to avoid health and safety hazards of any sort. We provide adequate training to all our workers on various concepts of health and safety.

We consider occupational health and safety as a major part of our human rights policy. Department heads are responsible for identifying health and safety related hazards in their respective operations. They are majorly responsible for not only improving work conditions, but also implementing action plans to improve health and safety at the workspace. All operations have a safety officer, and a medical officer who help the department heads to carry out risk assessments to identify areas of high risk, or improvement within operational sites. The medical officer is in charge of conducting health checkups to all the employees, and suggest corrective measures to the management.

Regular health checkups are done for workers operating in high risk areas as recognized by the risk assessments. The frequency of these checkups is dependent on the end result of the risk assessments as well as reports from earlier checkups. These records are maintained, reviewed regularly, and corrective actions are taken. The dispensary where the health checkup is done is equipped with trained and qualified medical personnel and pathological equipment. Medicine is provided free of cost, and first aid services are provided as well.

We also have management representatives in charge of health and safety, who are responsible for looking at the overall running of health and safety activities throughout all operations. The management representatives coordinate with the HR department in order to conduct training programs regularly to all the employees and contract labor on health and safety related aspects.

We have established various systems to detect, avoid as well as respond to threats related to health and safety in order to ensure the safety of all our personnel. We regularly conduct health and safety risk assessments that are reviewed on a yearly basis. The risks that are identified are prioritized, and corrective action is taken to prevent the occurrence of such risks. Once risks are identified, training is provided in those particular areas. Action plans for such prioritized areas are prepared, implemented, monitored, reviewed and presented to the board.

We have created a management system for environment, and occupational health and safety that help us identify and reduce our impact on environment and health. We constantly work towards formulating action plans to reduce our impact on workers. In order to create a clean environment at the workplace, and to move towards health consciousness, we provide hygienic bathrooms to all our employees across all our operations. We have potable water tanks in all our divisions that are cleaned at regular intervals. These potable water tanks are tested for bacteria and arsenic to ensure safe levels.

At RMML, plant level safety committees exist in the mining operations. About 6% of the total workforce is represented in formal joint management worker health and safety committees as of 2017, in mine pit committees. In the reporting year 2015-2017, no injuries were reported in RMML's pellets and mines facilities.

CASE STUDY :

We celebrated Mines Safety Week at Iyili Gurunath Iron Ore Mines from 23rd to 28th November 2015 under MSAK zone 1. The inspection team inspected Iyili Iron Ore Mines. The RMML team was headed by Mr. Sathyaprakash, the Manager of Iyili Mines. The entire operational site of Iyili Mines was inspected on the basis of operational safety. Iyili mines bagged the first prize at the awards ceremony conducted for safety management system, and second prize for occupational health, welfare amenities and preparation of SOP's.

We also celebrated safety week from 21st to 27th November 2016 under the support of MSAK and Directorate General of Mines Safety. This week saw the participation of RMML employees in various safety drills, activities and safety trainings. The staff was congratulated for ensuring the impeccable zero accident rate record in all the operations. The inspection team inspected various safety measures in practice in Iyili mines. The safe operating procedures within the mines were appreciated.



COMMUNITIES



OUR PEOPLE

CSR is deeply imbibed in our business policy, as we believe that inclusive growth is an important factor to achieve sustainable development. We believe that CSR helps supply lasting benefits to the local communities by augmenting their quality of life. Our CSR policy is based on the five cardinals: creativity, commitment, concern, care and our core values.

We at RMML believe in helping the communities around us at every step in order to improve their livelihood. The objective is to provide our employees and shareholders with a reference of the values on which the Company operates its business and relationship with the world. We acknowledge that effective stakeholder engagement can result in multiple benefits like creating values and managing risk by building a climate of mutual trust and respect. Additionally, we recognize that our operations can possibly have notable social and economic impacts on the local communities at every stage of our mining and wind farm projects. To meet our CSR policy objective, we use the following four tools to measure CSR: Benchmarking CSR activities, social audit processes, assessment (external and internal), and feedback processes.

We have incorporated Sustainable Development Goals into our CSR agenda to ensure holistic growth. We carry out our CSR activities in our adopted village with the motto to ensure overall development of the villages. We have representatives in all our adopted villages who ensure that the CSR program developed is in accordance with the needs of the villagers.



COMMUNITY BASED PROGRAMMES



Oral health camps

Oral health is an important parameter for the overall health of an individual. Keeping this in mind, dental camps were organized by Indian Dental Association (IDA) with the help of RMML in Hosapete and Basapura village. The camps included programs focussing on oral health, cleanliness and good food habits. The prescribed medicines were also provided free of cost to 426 patients.



Promoting preventive health care, sanitation and safe drinking water

Our approach to basic healthcare is a keystone of our CSR policy. Even today a considerable number of people, particularly women and children, are out of the loop of the public health care services. RMML works towards making healthcare affordable and accessible to the local communities, especially the marginalized sections of society. To provide safe drinking water to villagers, the Company has set up 11 RO (Reverse Osmosis) plants in the adopted villages to remove the high fluoride content and acidity in the water. The RO plants help provide clean water to the villagers at a minimum cost. This project was implemented with "Public-Private partnership" (PPP). All the plants are running smoothly and supply over 25,000 litres of purified water to the rural community on a daily basis. The program has helped reduce the occurrence of water-borne diseases in the villages.



Cardiac and diabetic check-up

To ensure healthy hearts, we at RMML conducted cardiac and diabetic check-up in our adopted villages, to provide a platform for villagers to get themselves screened for cardiac health. These health check-ups were conducted by RMML for people of the age group 40 years and above. Screening camps were organised at Kallahalli, Hosapete, Kanivihalli, Srungarathota, Hosahalli, Hosaningapura, Halavarthi, Danapura, Jaisingpura, Venkatagiri and Basapura villages. In the reporting period, 1,711 people were screened, 292 people were found to be suffering from hypertension, and 239 people were found to be diabetic. The camps helped raise awareness about the effects of high blood pressure and diabetes and the importance of managing it. All those who were found to suffer from ill health were provided with free medicine.



The main SDGs our CSR program focuses on are- SDG 6 (Access to clean water and sanitation), SDG 5 (Achieve gender equality and empower women), SDG 3 (Ensure healthy lives and wellbeing of all), and SDG 7 (Affordable and clean energy for all).

New light, new vision

Healthy eyes are important for the overall wellbeing of individuals. Understanding the importance of eyecare and healthy eyes, we at RMML have organized Eye Camps in association with Aswini Eye hospital in the adopted villages. Camps were held at Kanivihalli, Srungarathota, Hosahalli, Hosaningapura, Hosapete, Kallahalli, Belavinahal, Kidadal, Danapura, Jaisingpura, Venkatagiri and Halavarthi villages. 32 camps have been conducted in a span of 2 years, across 15 of our adopted villages. During the reporting period, around 3,299 people received free eye check-ups and were screened for eye health. Out of these, 871 were referred for surgery for which they would be provided with food, travel and medicines by RMML. 461 of these individuals underwent eye surgery.





Jaipur foot camp

We at RMML organised the Jaipur Foot Camp at Koppal for the benefit of people in need. We distributed artificial limbs and callipers to enable them to avail equal opportunities as other members of the society. This camp proved to be the ideal platform for the marginalized, differently abled individuals to gain access to adequate care. 295 differently able people benefited from the camp that provided 66 below the knee limbs, 38 above the knee limbs and 95 callipers. Additionally, 60 crutches, 30 walking sticks, 4 wheel chairs and 2 hand paddled tricycles were also distributed to the individuals.



General Health Camps

At RMML, we are constantly making efforts to build a healthy community. The SDG 3 by UN promotes ensuring healthy lives and wellbeing for all at all ages. Understanding the importance of this SDG in our CSR strategy and as a steady endeavour, we conducted health camps at Kanivihalli, Srungarathota, Hanumanahalli, Basapura, Kidadhal and Belavinal villages. Around 704 people were screened during the camps. The patients were provided with free medicines during the course of the camp by the company.



Maternal health camp

Maternal health is of extreme importance- during pregnancy as well as post pregnancy. Adequate prenatal care helps benefit both the mother and child. To create awareness about the procedures to follow for prenatal care as well as child care, an awareness programme for neonatal and maternal health was conducted at Chittawadgi, Hosapete, Jaisingpura, Danapura, Hanumanahalli, Galemagudi, Hosaningapura, Halavarthi, Hosahalli, Basapura and Kidadal villages. RMML collaborated with various health workers and Anganawadi teachers for the camp. 14 villages were a part of this camp. 340 women attended the programme and they were informed about self-hygiene, usage of RO water and its advantages, vaccinations and diseases like malaria, dengue and typhoid. The main benefactors of this camp were 1,752 women and children.



Orthopaedic camp

RMML also organised an Orthopaedic camp at Kidadal, Basapura and Belavinahal villages. Around 350 people were screened. The doctor diagnosed and prescribed treatment to patients for all kinds of joint and bone related pains and osteoporosis.



Gynaecology camp

Gynaecological health is of utmost importance to women, especially among rural communities where women might not be that aware of its importance. Keeping this in mind, we at RMML have conducted gynaecology camps at Kidadhal, Srungarathota, Kanvihally and Hanumanahally villages. These camps were conducted for the benefit of women, to create awareness among them about the issues relating to pregnancy, infant care, and gynaecologic issues. 1,178 women were screened by the team of doctors and given informative talks. The doctors prescribed treatment for various illnesses and we distributed medicines free of cost to the majority of women, while the critical cases were referred for further diagnosis and treatment.



ENT Camp

An ENT health camp was conducted at Kanivihalli village. At the camp, RMML provided medicines like antibiotics, analgesics and cough syrups free of cost to 96 patients. 10 patients with major hearing problems were referred for audiometric treatment.

Women empowerment



Self-help groups

Empowering women is one of the core agendas of RMML's CSR program. In order to empower women, to meet the SDG 6 of the UN, "Achieve gender equality and empower all women", we at RMML have initiated the formation of self help groups, where we provide women with the skills and the confidence to improve their livelihood. We at RMML have initiated various training programs, capacity building activities, and life skills training activities in order to achieve this goal. Currently, we have assisted in the formation of 136 self help groups (SHGs). We help the SHGs at every step of their operations- by supporting them through setting up small scale businesses like tailoring, animal husbandry and agricultural activities, construction and repair of houses, assistance in purchasing sites, household materials etc.

Culinary Quest

To advocate a healthy lifestyle and intake healthy food to avoid health issues, we at RMML organized cooking competition at the Computer Centre in Ukkadakere. 25 members from the self-help groups brought home cooked recipes. Sulochana Medical officer was the judge of the event and later educated them about important food nutrients like proteins, vitamins, carbohydrates and minerals. The participants were thrilled since they got the freedom to showcase their talent while also learning new recipes and about nutrition during the event.



RMML team has trained around 73,000 girls in 538 schools and colleges

DARE

In order to create an environment of safe, smart and empowered women, we at RMML started an initiative called DARE (Defence against Rape and Eve Teasing), to provide women with the physical strength and confidence to empower themselves. DARE is the nationwide movement for women's safety initiated by RMML to train women in the best techniques to defend themselves in any untoward situation. The RMML team has trained around 73,000 girls in 538 schools and colleges across Mumbai, Delhi, Bangalore, Pune, Nasik, Hyderabad, Delhi and all districts of Karnataka since the programme was launched.



LPG connections

With a view in mind to reduce the burden on forests for firewood, and to reduce the impact on women's health by reducing air pollution within the kitchen, we at RMML have facilitated 1,291 LPG connections for households, replacing the traditional chulhas. During the reporting period, 184 of these LPG connections were made. This not only reduces the time and effort in the kitchen, but also creates a non hazardous, sustainable fuel alternative, and a smoke free, healthy kitchen environment for women.



1754 women have undergone training on tailoring.

Women Empowerment through "A Stitch in Time"

Believing in the fact that independence leads to empowerment, we at RMML work towards conducting various skill building programs to enhance capabilities of women, thus making them independent and empowered. By enhancing skills of individuals, a platform is brought into picture where one can enhance their livelihood and economic condition. We at RMML understand that women are one of the prime stakeholders who not only take care of their households and day to day lives but also are the primary drivers in uplifting their community. Keeping this in mind, RMML works towards improving their skills, to ensure women empowerment, thus helping many women explore entrepreneurship in different fields.

We at RMML have provided women with tailoring training with a view point to help budding women entrepreneurs set up their own business and improve their livelihood. We've provided training on tailoring to 297 women in 7 locations in the reporting period, that have facilitated overall improvement in the economic conditions of the families of the women. Currently, there are 7 tailoring centers in the adopted villages, where 160 members are being trained. In order to further enhance skills, an embroidery training program is being conducted at Halavarthy as an advanced training course. 1754 women have undergone training on tailoring.

CASE STUDY: TAILORING TRAINING AND SEWING MACHINE

The tailoring training provided by RMML has led to livelihood improvement and improvement in income generation in many families in the adopted villages of RMML. Women's self help groups are helping many women become entrepreneurs. The success stories of the women's self-help groups from adopted villages in and around Hosapete is rapidly evolving. Through the SHGs, monthly savings of 30 rupees per member was brought forth, for which a savings account was opened.

Khaja Banni is one of the members of the SHGs started by RMML for women empowerment. She underwent the tailoring training provided by RMML.

"My husband worked as a driver previously, and he was the sole breadwinner for our family. We are a family of four members. Due to critical conditions faced by my husband, he had to quit driving. We were in a very dire financial situation then as the sole breadwinner of the family had lost his job. But things changed after I participated in the tailoring training provided by RMML. Completing this six month course has made me more courageous and confident. I received a sewing machine from RMML which has helped me build my livelihood and improve the financial condition of my family. I am now able to stitch beautiful garments according to the customer's requirement. I also train other women in my village in tailoring. In fact, RMML has made me an entrepreneur and given me the opportunity to earn income in order to support my family. I'm indebted to RMML and Bhagyalaxmi SHG for helping me stand on my own feet



during the most critical situation in my life. The SHGs started by RMML have helped many women in my village gain control over resources, helping us improve our lives for the better! Now we can participate in social activities and household decision making with confidence. I thank the SHGs for enhancing my entrepreneurship skills. "

CASE STUDY: INTRODUCTION OF SUSTAINABLE FUEL THROUGH LPG CONNECTIONS



Mr. Ramesh, Deputy General Manager-CSR at RMML played a key role in introducing usage of LPG instead of the traditional chulhas as one of RMML's CSR programs.

" Currently, we are educating the villagers on the benefits of using LPG over firewood for daily cooking activities. Firewood has really adverse

effects on indoor air quality at home, and has dire effects on the health of women who are exposed to the smoke arising from firewood. Apart from this, usage of firewood also increases the burden on forests. We at RMML are working towards creating awareness of the ill effects of usage of firewood. Using LPG has a variety of benefits- it improves the long term health of women, eliminates the time required to collect firewood and frees up the time usually spent in the kitchen while making meals. Usually, after cooking with firewood, women have to wash away the pots and pans that are blackened with carbon deposits. Sometimes, this leads to women getting deep ridges and cuts in the palms. However, by using LPG, this risk is eliminated. LPG is definitely the sustainable option as compared to firewood. Currently, we have provided LPG connection to more than 1,250 families. They have availed this facility by taking a loan from RMML as a part of the SHGs. Villagers are easily able to repay the loan amount in 2 years, in 24 monthly installments. With LPG connections, we have now started promoting and distributing cookers to the villagers which is an easy way of cooking food in less time and with better fuel efficiency."



Sketching dreams

To encourage creative thinking, we at RMML, organised 3 drawing competitions at Ingali and Hanumanahalli villages for students studying in 6th to 9th grade. 107 students took part in these competitions with high enthusiasm and conveyed their ideas of the themes on paper.

Coaching Young Aspirants

For counselling and coaching 10th grade students, we at RMML started special classes for the students from Hanumanahalli, Danapura, Kanivihalli, Srungarathota, Basapura and Halavarthi villages. In the reporting period, 272 students of class 10 have benefitted from these free tuitions. 9 teachers have been employed by RMML at these tuitions to provide coaching in Math, English and Science. Moreover, female students were provided with financial aid to continue their education after 10th grade. In order to inculcate habits of cleanliness and hygiene among school children, RMML conducted awareness camps in Halavarty, Surunarthota, Kanvihalli and Hanumanhalli. 121 such awareness trainings were conducted in these adopted villages, where 627 students underwent training.



Free note book distribution programme

We at RMML, believe that education can alleviate majority of the problems our society faces. It has a power to change the perspectives and widen the horizons of the young minds when they are able to grasp and learn quickly. In order to help out the poor and rural students, we have been providing notebooks to students in the schools of the adopted villages, Hosapete and Jodpur for the last 11 years. During the reporting period we distributed 1,27,000 notebooks to 13,307 students across 55 schools.



English Training

English has become a global means of communication, a language skill that is required in almost all industries. Understanding the importance of providing youngsters with a training in English language and to help them be more productive, in order to be able to harness global opportunities and to secure a brighter future for themselves and their family, we at RMML have started English coaching classes. We have established special English coaching classes in Parvati Nagar, Hosapete for a period of 2 months. 35 people participated and benefitted from the course.



Seeding Plantations for Greener and Better Tomorrow

We at RMML understand the importance of afforestation activities, restoration efforts and greening the areas around our operational sites for the betterment of the environment. We constantly put efforts in place to improve the environment around us through our plantation drives. In the reporting period, saplings were planted at Bellary and Koppal districts. 2,719 saplings were planted- 773 in Hosapete and 589 in Koppal. These plants have a 90% survival rate.



Keeping Pace with Trends

To keep up with the changing lifestyles and aspirations of the community, a beautician course was inaugurated last year. A beautician training program for 2 months was conducted at Eshwara Nagar, Hosapete which trained 50 women. This in turn helped women become entrepreneurs by setting up their own beauty parlours, helping them achieve financial independence, improving economic conditions of their families as well.



Digital technology for senior citizens



To educate those who have been left out from the use of current technology like WhatsApp, Skype, Paytm and online banking, we at RMML have initiated an awareness programme for senior citizens to gain knowledge of the digital innovations in today's world. Senior citizens are taught the basic skills which they need to survive in today's digital economy, particularly after demonitization. The training centre is located in Hosapete to aid senior citizens in the town and the surrounding villages. More than 200 seniors registered for the programme and currently, 70 are in training.

Cashless village



In today's world, for financial security, and for personal identity, it's important to have a bank account. In order to ensure that the communities in our adopted villages have availed and have access to bank account facilities, we conducted a survey of our adopted villages - Hanumanahally and Danapura villages in particular. A survey was conducted to scrutinize the villagers who had access to/did not have access to bank accounts and whether cards or online banking was used for transactions. We collaborated with Pragathi Krishna Gramin Bank and assisted villagers in opening bank accounts and obtaining cards. In these villages, there are 1,004 families covering 3,657 people who are above 14 years age. We have enabled 3,048 people to have a bank account. Our target is to complete setting up bank accounts for the remaining 609 people within next two months to declare cashless village.

Construction of household toilets



Recognizing the importance of access to sanitation and hygiene (in accordance with SDG 6 of the UN Sustainable Development Goals), we at RMML have assisted 17 households in obtaining loans from SHG's in order to construct toilets. We have constructed over 2,213 household toilets. Due to the construction of these toilets, four of our adopted villages have been declared as open defecation free villages, which is definitely a stepping stone for the overall sustainable development of the community.

ENVIRONMENT

ENVIRONMENTAL PERFORMANCE



Our business encompasses three major activities - mining, exploration and wind energy. Under all three divisions, we are constantly working towards reducing environmental footprint which is our greatest priority. For this, we've implemented R&R, initiated plantation drives in different areas, created awareness against deforestation, and taken part in various initiatives to conserve forests and biodiversity.

At RMML, we recognize that our activities can have an impact on the environment and communities. We constantly work towards reducing this impact at each and every step of our operations by constantly reducing our environmental footprint. We ensure that the precautionary principle is followed throughout operations, we have assessed our environmental impact through a formal EIA and various baseline assessment tools; we constantly evaluate and implement systems to monitor, avoid and mitigate negative impacts. We have developed and implemented a HSE policy to meet with the environmental standards across our operational sites. We have an environmental policy in place that is based on both national and international industry specific standards. Our environmental policy covers various aspects:

- Controlling pollution caused by our operations and reducing environmental impact throughout by constantly putting measures in place to protect the environment.
- Continually improving all our operations by reducing air, soil and noise pollution and ensuring we develop in a sustainable manner.
- Reducing spillage of iron ore during operational processes.
- Putting in place afforestation measures in order to improve ecological conditions around operational sites.
- Ensure compliance with national and local norms and with all legal requirements, and other charters that we subscribe to.
- Build a framework to constantly set and review our environmental objectives.
- Follow the EMS approach to constantly document, implement and maintain our environmental management system to move towards continuous improvement.
- Be transparent in our operations and ensure that our environmental policy is communicated to the public.

We follow a plan-do-check-act approach to constantly measure our impact, and put various measures in place to reduce our environmental impact year by year. We ensure that we use state of the art equipment within our facilities to reduce impact and avoid environmental risks. We have environmental pollution control mechanisms in place-we constantly evaluate their reliability to identify areas of improvement. We strive towards efficient resource usage at different levels. Preserving protected areas, and protecting and enhancing biodiversity is of great importance to us. Through our environmental management system, we review our environmental footprint constantly, and take corrective actions wherever necessary.



In the wind division, lubricating oils were used the most in the facilities in the reporting period- 3.822 tons.

MATERIALS

We at RMML believe in optimal resource consumption- we believe in utilizing minimum resources, while getting maximum value out of them. The main materials used in our mining division are greases, lubricating oils and explosives. Main materials used in our wind division are maintenance items like greases, lubricating oils, transformer oils and filter elements. We reuse the cotton waste that is generated within our facility.

RMML WIND	UNITS	2015-2016	2016-2017
Oils and Grease			
Grease	Tonnes	1.00	0.89
Lubricating Oils	Tonnes	2.68	1.13
Transformer oil	Tonnes	0.51	0.82
Gearbox Oil	Tonnes	0.03	6.22
Hydraulic Oil	Tonnes	0.21	0.26

Ancillary

Filter element	Nos	25	36
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RMML MINE	UNITS	2015-2016	2016-2017
Oils and Grease			
Grease	Tonnes	0.86	0.77
Lubricating Oils	Tonnes	13.42	2.66

RMML WIND	UNITS	2015-2016	2016-2017
Recycled materials			
Cotton waste	Kgs	0.69	0.52

IRON ORE PRODUCTION FOR 2015-2017

RMML MINE- Production 2015-2016

Production (in tonnes)	Units(tonnes)	Total
Fines	Tonnes	328,758
Lumps	Tonnes	68,295

RMML MINE- Production 2016-2017

Production (in tonnes)	Units(tonnes)	Total
Fines	Tonnes	280,000
Lumps	Tonnes	20,000

RMML Mines produce iron ore of two types- fines and lumps. Iron ore lumps can be used in the blast furnace directly, whereas the fines are pelletized before they can be used in the blast furnace.



ENERGY MANAGEMENT



We understand that the mining sector can be energy intensive, hence, we have put various measures in place to ensure efficient energy management across our operational areas.

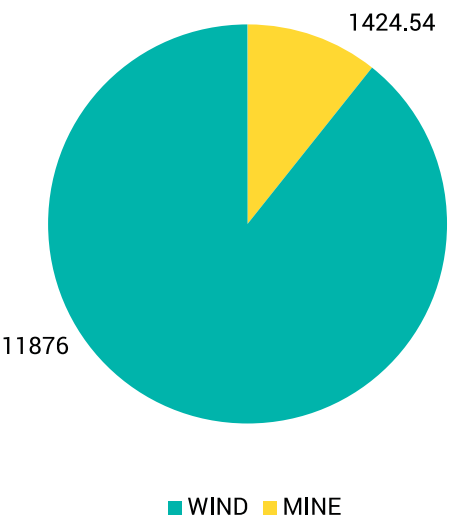
Energy management is one of the biggest priorities for any organization- especially since high energy consumption is one of the biggest causes for global climate change. Keeping this in mind, we constantly strive towards reducing our energy use in our mining operations, while maximizing production. Even with stringent regulations around the mining sector, we believe in reducing our GHG emissions, and in order to do so, we have implemented various energy efficiency initiatives to ensure that a continuous improvement is observed in our energy use.

Through our wind energy division, we are trying to create a shift from fossil fuel usage to renewable energy usage. We continuously work towards expanding our renewable energy assets to reduce GHG impact and address climate change issues that the world is currently facing. The capacity of our wind farms currently is 67.5 MW.

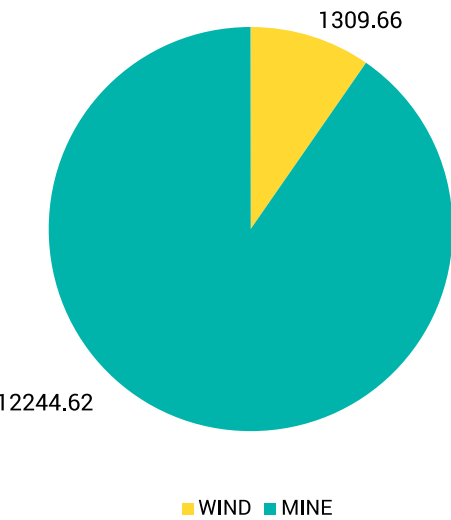
In 2015-2017, our wind energy sites produced a total of 2,49,054.5 MWh of energy.

Energy generation			
RMML WIND			
Site	Installed capacity (MW)	Generation 2015-2016(MWh)	Generation 2016-2017(MWh)
Sogi & Jajikalgudda	50	94,650.39	103,701.91
GR Halli	2.65	5,398.19	5,891.38
Surajbar	4.2	3,311.40	4,226.6
Satara	0.5	158.63	745.16
Tinwari	10.	15,349.88	15,620.92
TOTAL		118,868.49	130,185.97

ENERGY CONSUMPTION INSIDE THE ORGANIZATION 2015 - 2016 (GJ) SCOPE 1, SCOPE 2



ENERGY CONSUMPTION INSIDE THE ORGANIZATION 2016 - 2017 (GJ) SCOPE 1, SCOPE 2



Grid electricity is the energy form used mostly in the wind division for running the wind energy farms. In case of mines, diesel and LPG were the energy forms that were mostly used.



ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION (Scope 3 - GJ)

2015-2016

Mines	625.38
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2016-2017

Mines	466.6
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Energy consumption outside the organization is mostly from buses used for employee transportation. In the reporting period, a total of 1,091.98 GJ of energy was consumed outside the organization.

Energy intensity in wind and mining divisions

WIND (GJ/MWh) 2015-16	WIND (GJ/MWh) 2016-17	MINE (GJ/ton) 2015-16	MINE (GJ/ton) 2016-17
0.01	0.01	0.02	0.04

In order to reduce energy within our operational sites, we use solar lights. We also utilize transparent fibre sheets on the roof that improves lighting conditions within our offices and reduces the use of electricity for lighting purposes.



WATER MANAGEMENT



Through site assessments, we have identified opportunities within our operational sites to improve our water use agenda and to incorporate the three R's- reduction in water usage, reusing, and recycling water whenever possible.

Water management has always been of utmost importance to us. All our sustainability initiatives are centred around water conservation, and through various agendas, we ensure that water is utilized in a sustainable manner in each and every step of our operations. We have put in place a variety of initiatives as per the approved R&R plan (rehabilitation and reclamation plan) for ensuring efficient management as advised to us by CEC. This is to ensure efficient management of our runoff as well as initiatives that ensure efficient consumption of water. Our water management planning process allows us to utilize water resources without creating any kind of conflict with relevant ecosystems, or other users. No water is used within our wind farms. No water bodies are significantly affected by our operational areas.

Water usage in 2015-2017

Water use	RMML MINE	
	Total	Unit
2015-2016	11,108	KL
2016-2017	8,774	KL

BIODIVERSITY



Believing that environmental resources need to be constantly preserved, we take responsibility for ensuring restoration of biodiversity, and improvement of biodiversity around our operational areas. We ensure that the biodiversity areas around Hospet and Tungabhadra dams are protected and we work actively towards biodiversity conservation in these areas.

As a mining company, we understand that we can have impacts on biodiversity. Hence, we ensure that in every step of our operations, we minimize our impact on biodiversity by ensuring conservation and habitat improvement. Our biodiversity management plan is centred around sustainable usage of local resources to ensure sustainable development. We ensure that biodiversity conservation is inclusive in our development.

Our mines are located in Ramgad Reserve forest which constitutes a hilly track that is mostly comprised of medium range forests, with a thin layer of vegetation. The closest animal reserve to our mines is the Daroji Bear Sanctuary that is about 12 kilometres from our operational site. There are no areas of high biodiversity value like national parks, protected areas or ecologically sensitive areas within 50 km of our operational sites. The biodiversity management plan that we follow in our mines has been approved by government authorities. All our biodiversity conservation and management plans consider the landscape conditions, and geological and geographic conditions of the areas in which we implement the plans. We support SWaN, an NGO that's actively into conservation of floral and faunal species in Daroji Bear Sanctuary, Ankasamudra Lake and T.B Dam Bird Sanctuaries.

Baldota Group has taken an active part in conservation of rare species of birds and animals in these areas. We have worked along with Society for Wildlife and Nature and the Department of Forests and constantly supported them in all their environmental protection endeavours. In 2015-2017 period, we have supported SWaN in numerous initiatives to create awareness about the need for biodiversity conservation, and to protect nesting areas of endangered species. We have worked with the forest departments and panchayats for implementation of activities like plantation drives, and for protection of forest areas - including pioneering activities to spread awareness against hunting, and to propagate activities like bird watching, ecotourism, etc. We promote bird guards and implementation of plans against illegal fishing.

Alongside SWaN, and in association with Abheraj Baldota Foundation we have carried out studies to identify, map and document the species of birds, including migratory birds. We've identified about 130 bird species belonging to 56 families under 18 orders (between March 2015 and October 2015). 86% of these were residents, 6.15% were migratory. Frequency of distribution of the bird species was 7.8% for the common varieties, 16.92% for uncommon varieties, 3.07% for rare species, and 1.53% for extremely rare species. We've also started various initiatives where we are trying to increase awareness through campaigns, publications, signages, ensuring patrolling in the bird reservoirs during nesting season to ensure that poaching is prevented.

During 2015-2017, 8,800 saplings were planted through our plantation drive activities. This is an addition to the 15,000 saplings we had planted previously.

EMISSIONS

Ambient air emissons

We realize that our operations can cause ambient air emissions. We monitor the ambient air conditions around our operational facilities on a monthly basis. Emissions within our facilities are in accordance with NAAQS standards. We use sprinklers throughout our mining operations to reduce possible air pollution within our mining areas.

Parameter	Units	Average (2015-16)	Average (2016-17)
Particulate Matter (10)	µg/m3	46.47	66.66
Particulate Matter (2.5)	µg/m3	24.12	24.20
Benzene	µg/m3	<0.5	<0.5
Lead	µg/m3	0.08	0.02
Nickel	ng/m3	<0.5	<0.5
Arsenic	ng/m3	<0.5	<0.5
Benzopyrene	ng/m3	<0.5	<0.5
Carbon Monoxide	mg/m3	0.16	0.23
Ammonia	µg/m3	<20	<20
Oxides of Nitrogen (NOx)	µg/m3	13.21	12.22
Oxides of Sulphur (SOx)	µg/m3	10.16	10.11
Ozone depleting substances	µg/m3	22.70	19.18

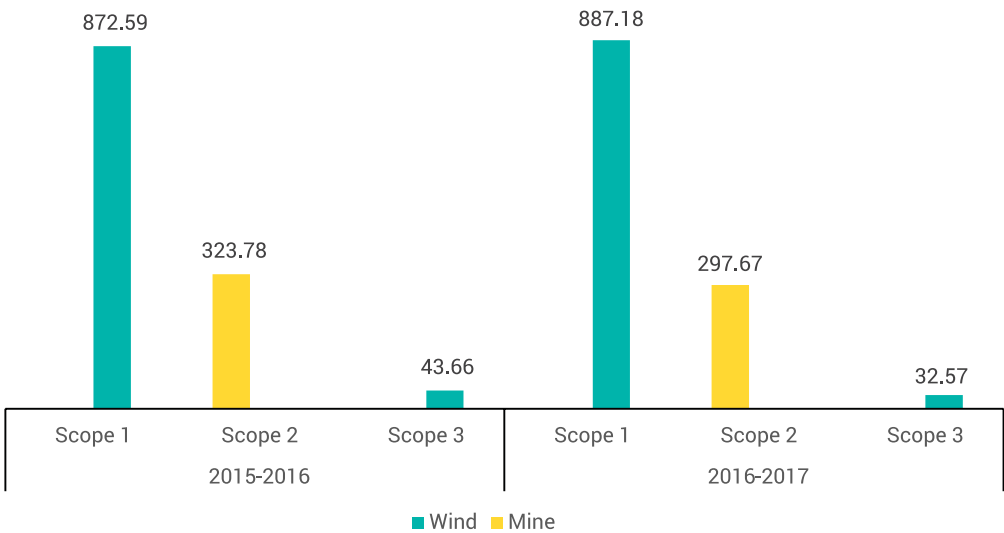


GHG EMISSIONS

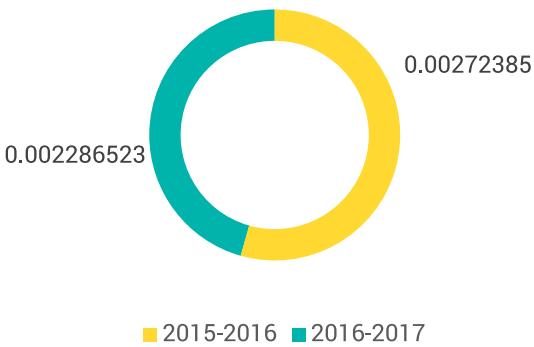
Our total GHG impact for 2015-2017 was 2,457.56 tons CO2 from both mining and wind divisions. GHG Impact from wind division was mostly from grid electricity usage. GHG impact from mines is mostly from usage of diesel and LPG. Scope 3 GHG emissions constitute emissions from employee transport.

Mining operations were found to have a total GHG impact of 179,2.35 tons CO2, and wind operations had a GHG impact of 621.45 tons CO2 during 2016-2017.

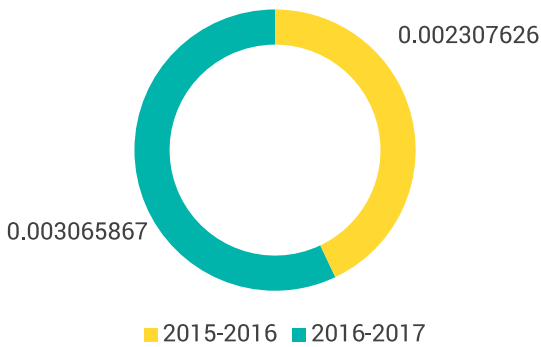
Carbon footprint of mining and wind operations in 2015 - 2017 (Total tons CO2)



GHG Intensity wind division in 2015 - 2017 (tons CO2/MWh)



GHG Intensity mines division 2015 - 2017 (tons CO2/ton iron ore)



WASTE MANAGEMENT

As a mining company, we realize that our operations can potentially have a huge waste footprint. Our waste management agenda ensures that our waste footprint throughout our operational areas is minimal. We ensure that all the waste that is generated within our facility is managed effectively. The main types of waste generated in our mining facility is overburden and lube oil. We store our overburden separately and adopt systematic management systems to utilize it in the future. Waste oil that is generated within our mining facilities is sealed in barrels and is sold to authorized waste management vendors. The specifics of waste generated in our divisions are showcased below.

RMML WIND			
General	Unit	Quantity (2015-2016)	Quantity (2016-2017)
Waste oil	Ltrs	838	813
Transformer oil	Ltrs	10	10
Grease	Kgs	56	46
Oil soaked cotton waste	Kgs	757.25	772.5
Filter element	No.s	9	13

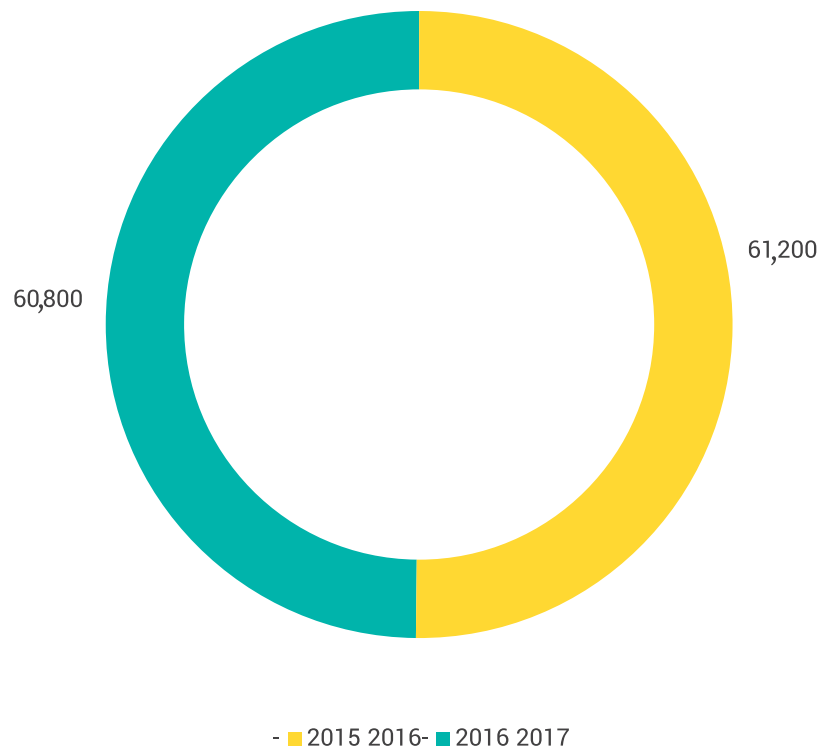
RMML MINE			
Parameter	Units	Quantity (2015-2016)	Quantity (2016-2017)
Lube Oil	Ltrs	1,600	Nil
Overburden	Tonnes	72,216	2,52,408



WASTE WATER

In 2015-2017, we generated 1,22,000 litres of waste water from our mining operations. The waste water is discharged into a soakpit, and reused whenever necessary. Most of the waste water generated is due to usage of sprinklers within the facility to reduce particulate matter emissions in the air.

Wastewater generated in mines division in 2015 - 2017 (liters)



We have a waste management plan that is parallel to the state and national regulations. We ensure that proper waste disposal practices are followed throughout all our operations. We manage all our hazardous wastes in accordance with SPCB norms. The waste oil that is generated within our facility is stored according to the norms and sold to the authorized dealers.

Environmental protection

Environmental protection is of utmost importance to RMML. We have put in place various initiatives to ensure that environmental protection is implemented throughout all our operational areas. Soil degradation is one of the main outcomes of mining operations. In order to prevent this, we have constructed earthen bunds, gully plugs, contour trenches and retaining walls to ensure erosion does not take place in our mining operations. We also have water harvesting structures and pits in our mining areas to save water and reuse it within our facilities.

Our wind division was started off to minimize dependency on fossil fuels and to facilitate the shift towards renewable sources of energy. We plan on extending our wind division in the future in order to continue the same. One of the biggest environmental risks of mines is during the closing process. In order to minimize this risk, we have ensured that all of our mine closure plans have been approved by the Indian Bureau of Mines are in accordance with Indian regulations.

We plan on extending our environmental protection ventures in the future to ensure that long term environmental risks are mitigated.

In 2015-2017, we spent a total of ₹ 4,34,40,689.21 INR on environmental expenditures related to air quality management, soil management, noise management, water tankers, R&R and afforestation activities.

In 2015, we celebrated Mines Environment and Mineral Conservation Week, where different environmental protection aspects of our mines were analysed, and were awarded the second prize for overall performance in environmental protection activities, community development and publicity and propaganda. We also received the first prize for environmental management, top soil management, and management of mineral rejects.

Product responsibility

As a company majorly into mining, quality of the iron ore is of greatest importance to us, and we ensure that the same is delivered to all our customers. The iron ore fines as well as the lumps that are generated by our mining operations are screened for quality check according to their grade. The iron ore fines are sent for pelletizing, whereas the lumps can be directly used in the blast furnace. To ensure safety in our site, the customers follow all the safety procedures when picking up the ore from the stockyard during the e-auction. We also ensure that the iron ore is covered during transportation to reduce spillage. The iron ore is segregated in accordance to its grade. Being right at the beginning of the supply chain, we ensure that responsible mining practices are carried out when extracting the ore. Due to government regulations, we do not directly deal with our customers; after extraction of the ore, the ore is directed to the stockyard and segregated according to the grade. It is then handed over to the government which carries

out an e-auction, selling the ore to the highest bidder. However, in order to ensure that our customers are satisfied, we carry out customer satisfaction surveys through conferences that are conducted on a yearly basis, where we interact with our customers and take their feedback on the quality of iron ore that we provide. In order to connect with our customers, we took part in Jain International and Trade Organization (JITO) with the theme “Together Towards Tomorrow”, where we responded to queries by potential customers and visitors.

GRI INDEX

	General standard disclosure	Page no	Disclosure level	Comments
G4 -1	CEO's message	6	Reported	
G4- 2	Description of key impacts, risks, and opportunities.	27-29	Reported	
Organizational profile				
G4- 3	Name of the organisation.	9	Reported	
G4- 4	Primary brands, products, and services.	10	Reported	
G4- 5	Location of the organisation's headquarters.	9	Reported	
G4-6	Number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	10	Reported	
G4 -7	Nature of ownership and legal form.	9	Reported	
G4- 8	Markets served (including geographic breakdown, sectors served, and types of customers).	11	Reported	
G4- 9	Scale of the organisation	10		"Total number of employees - 2015-16 - 2016-17 - "
G4- 10	Employee Details			
G4- 11	Collective Bargaining	40	Reported	
G4- 12	Organisational Supply Chain	11	Reported	
G4 -13	Changes in Organisation	-	Reported	No changes
G4- 14	Precautionary Principle	27	Reported	
G4- 15	External EES Charters subscribed or endorsed	13	Reported	
G4-16	Memberships & Associations	31	Reported	
Identified material aspects and boundaries				
G4 -17	Entities included/ excluded in consolidated financial statements or equivalent documents	13	Reported	
G4 -18	Process of defining report content & aspect boundaries process	13	Reported	
G4 - 19	Listing of material aspects during process of defining report	14	Reported	
G4 - 20	Aspect boundary – Inside organisation	14	Reported	

	General standard disclosure	Page no	Disclosure level	Comments
G4 - 21	Aspect boundary – Outside organisation	14	Reported	
G4 - 22	Restatement and reason of information provided in previous reports	-	Reported	No restatement
G4 -23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	-	Reported	No significant changes
G4 - 24	List of stakeholder groups engaged by the organization	17	Reported	
G4 - 25	Basis of identification and selection of stakeholders	16	Reported	
G4 - 26	Organization's approach to stakeholder engagement	16	Reported	
G4- 27	Key topics that have been raised through stakeholder engagement & Organization's approach to addressing them	17	Reported	
Report profile				
G4 - 28	Reporting Period	13	Reported	
G4 -29	Date of recent previous report	-	Reported	2014-15
G4 - 30	Reporting Cycle (annual or biennial)	13	Reported	
G4 - 31	Contact Point for Report	13	Reported	
G4 - 32	GRI Index	76	Reported	
G4- 33	Organization's policy and current practice with regard to seeking -External Assurance	-	Reported	RMML has chosen to not seek external assurance for this report.
Governance				
G4 - 34	Governance structure of the organization including committees of the highest governance body responsible for decision making on economic, environment and social impacts	19	Reported	
G4- 35	Process to delegate authority on EESG	22	Reported	
G4- 36	Appointed executive-level position for EESG	22	Reported	
G4 - 37	Consultation and input from stakeholders and highest governance body EES topics	17	Reported	
G4- 38	Composition of governance body and its committees	19	Partially Reported	
G4- 39	Chair of the highest governance body is an executive officer too	-	Not reported	



	General standard disclosure	Page no	Disclosure level	Comments
G4- 40	Nomination and Selection process for governance body and committees	24	Reported	
G4- 41	Processes for highest governance body to ensure conflict of interest are avoided	26	Reported	
G4- 42	Roles, development process in EESG strategies	18	Reported	
G4- 43	Measures to develop and enhance governance body's EESG knowledge	25	Reported	
G4- 44	Process of Evaluation of Performance of governance body's on EESG & Action taken to the response	25	Reported	
G4 - 45	Role of Governance body in identification and management EESG risks and opportunities, and the governance body's role in implementation of due diligence processes and stakeholder engagement used to identify EESG risks	27	Reported	
G4 - 46	Governance body's role in reviewing the effectiveness of organization's risk management process for EESG	27	Reported	
G4- 47	Frequency of highest governance body's review of EESG, risks and opportunities	27	Reported	
G4 – 48	Highest committee or position that formally reviews and approves the organization's sustainability report	-	Reported	The Board of Directors
G4- 49	Process of Communicating critical concerns to the governance body	16, 37, 40	Reported	
G4 - 50	Nature and total number of critical concerns that were communicated to governance body and mechanism used to address and resolve them	-	Reported	None
G4- 51	Remuneration policies for governance body and senior executives for the below types of remuneration	24	Reported	
G4- 52	Process for Determining remuneration	24	Reported	
G4- 53	Stakeholder views of remuneration	-	Not reported	
G4- 54	Ratio of annual total compensation for highest-paid individual in each country of significant operation to median annual total compensation for all employees in the same country	-	Not reported	

	General standard disclosure	Page no	Disclosure level	Comments
G4- 55	Ratio of percentage of increase in annual total compensation of highest paid individual in each country of significant operation to median percentage increase in annual total compensation for all employees in the same country	-	Not reported	
Ethics and integrity				
G4 – 56	Code of Conduct and Code of Ethics	26	Reported	
G4- 57	Mechanisms for seeking advice on internal and external governance related matters	-	Not reported	
G4- 58	Internal and external mechanism reporting concerns about unethical or unlawful behavior	-	Not reported	
Economic indicators				
G4- EC1	Direct Economic value generated and distributed (EVGD)	33	Partially Reported	Please refer to MSPL's annual report for detailed economic performance details.
G4- EC2	Financial Implications and other risks and opportunities for organization's activities due to climate change	28	Reported	
G4- EC3	Coverage of the organization's defined benefit plan obligations	34	Partially Reported	
G4-EC4	Financial Assistance received from government	33	Reported	
G4- EC5	Ratio of standard entry level wage by gender compared to local minimum wage at significant locations of operation	-	Reported	Equal pay for men and women.
G4- EC6	Proportion of senior management hired from local community at significant locations of operations	-	Reported	100%
G4- EC7	Development and impact of infrastructure investment and services supported	34	Reported	
G4- EC8	Significant indirect economic impact, including extent of impact	34	Reported	
G4- EC9	Proportion of spending on local suppliers at significant locations of operations	-	Not reported	
Social indicators				
Labour				
G4 –LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	41-43	Reported	



	General standard disclosure	Page no	Disclosure level	Comments
G4 –LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	41	Reported	
G4 –LA3	Return to work and retention rates after parental leave,by gender	40	Reported	One parental leaves was taken during the reporting period
G4 –LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	-	Reported	2 months notice period.
G4 –LA5	Percentage of total workforce represented in formal joint management - worker health and safety committees that help monitor and advice on occupational health and safety programs	47	Reported	
G4 –LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work - related fatalities, by region and by gender	-	Reported	No injuries were recorded during the reporting period
G4 –LA7	Workers with high incidence or high risk of diseases related to their occupation	-	Reported	There are no workers with high incidence or high risk of diseases related to their occupation.
G4 –LA8	Health and safety topics covered in formal agreements with trade unions		Reported	There are no unions present.
G4 –LA9	Average hours of training per year per employee by gender, and by employee category	38,39	Reported	
G4 –LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	38,39	Reported	
G4 –LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	39	Reported	
G4 –LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	41,42	Partially Reported	

	General standard disclosure	Page no	Disclosure level	Comments
G4 –LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations	-	Reported	Equal pay for men and women.
G4 –LA14	Percentage of new suppliers that were screened using labor practice criteria	-	Reported	Our humans rights policy ensure that our suppliers are following fair labor criteria.
G4 –LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	-	Reported	No such negative impacts.
G4 –LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	-	Reported	No such grievances filed.
Human rights				
G4 –HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-	Reported	All our investment agreements and contracts undergo human rights screening
G4 –HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	-	Reported	All our employees are emailed about human rights policies, procedures and code of conduct relevant to operations.
G4 –HR3	Total number of incidents of discrimination and corrective actions taken	-	Reported	No such incidents of discrimination.
G4 –HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	-	Reported	No trade unions are present within the organization.
G4 –HR 5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	-	Reported	No such risks in our supply chain.
G4 –HR 6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	-	Reported	No such risks in our supply chain.



	General standard disclosure	Page no	Disclosure level	Comments
G4 –HR 7	Percentage of security personnel trained in the organization’s human rights policies or procedures that are relevant to operations	-	Reported	All our employees including security personnel are emailed about human rights policies, procedures and code of conduct relevant to operations.
G4 –HR 8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	-	Reported	No such incidents of violation.
G4 –HR 9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	-	Reported	All our operations are subject to human rights reviews and impact assessment.
G4 –HR 10	Percentage of new suppliers that were screened using human rights criteria	-	Reported	All our suppliers are screened using human rights criteria.
G4 –HR 11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	-	Reported	No such negative impacts.
G4 –HR 12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	-	Reported	No such grievances filed.
Society				
G4 –SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	49-61	Reported	All our operations implement these activities.
G4 –SO2	Operations with significant actual and potential negative impacts on local communities	-	Reported	No such negative impacts.
G4 –SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	-	Reported	No such risks present.
G4 –SO4	Communication and training on anti-corruption policies and procedures	-	Reported	All our employees are mailed details on anti-corruption policies and procedures.
G4 –SO5	Confirmed incidents of corruption and actions taken	-	Reported	No such incidents.

	General standard disclosure	Page no	Disclosure level	Comments
G4 –SO6	Total value of political contributions by country and recipient /beneficiary	-	Reported	No such political contributions.
G4 –SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	-	Reported	No such legal actions.
G4 –SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	-	Reported	No such fines.
G4 –SO9	Percentage of new suppliers that were screened using criteria for impacts on society	-	Reported	We try our best to ensure that all our suppliers are screened to enure minimal impact in various asspects. We plan on putting a formal mechanism in place for supply chain assessment using society as a criteria.
G4 –SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	-	Reported	No such negative impacts.
G4 –SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	-	Reported	No such grievances filed.
Environment indicators				
G4 - EN 1	Materials by weight or volume	64,65	Reported	
G4 - EN 2	Percentage of materials used that are recycled input materials		Reported	No recycled input materials used
G4 - EN 3	Energy Consumption within the organization	66,67	Reported	
G4 - EN 4	Energy consumption outside the organization	66,68	Reported	
G4 - EN 5	Energy Intensity	68	Reported	
G4 - EN 6	Reduction of energy consumption		Reported	No energy savings achieved in the reporting period due to expansion in operations.
G4 - EN 7	Reduction of energy require-ments in products and services	66-68	Not applicable	
G4 - EN 8	Total Water Withdrawal by Source	69	Reported	
G4 - EN 9	Water sources significantly affected by withdrawal of water	69	Reported	None



	General standard disclosure	Page no	Disclosure level	Comments
G4 - EN 10	Percentage and total volume of water recycled and reused	69	Reported	Recycling water whenever feasible-reducing, reusing and recycling
G4 - EN 11	Operational sites owned/leased/managed/ or adjacent to, protected areas and high biodiversity value outside protected areas	70	Reported	No such protected areas present close to our operational sites.
G4 - EN 12	Description of activities in these biodiversity rich areas	70	Reported	No such biodiversity rich areas close to our operational site.
G4 - EN 13	Habitats protected or re-stored	70	Reported	We conduct plantation drives and sapling drives to promote afforestation.
G4 - EN 14	Total number of IUCN red list species and national conservation list species with habitats affected by operations, by level of extinction risk	-	Reported	No such species.
G4 - EN 15	Direct GHG emissions (Scope 1)	72	Reported	
G4 - EN 16	Energy Indirect GHG emissions (Scope 2)	72	Reported	
G4 - EN 17	Other Indirect GHG emissions (Scope 3)	72	Reported	
G4 - EN 18	GHG emission intensity	72	Reported	
G4 - EN 19	Reduction of GHG emission	-	Reported	No GHG reductions in the reporting period due to expansion in operations.
G4 - EN 20	Emissions of ozone depleting substance (ODS)		Not applicable	
G4 - EN 21	NOx, SOx and other significant air emissions	71	Reported	
G4 - EN 22	Total Waste Discharge by quality and destination	74	Reported	No wastewater from our operational facilities.
G4 - EN 23	Total Weight of Waste by Type and Disposal Method	73	Reported	
G4 - EN 24	Total Number and Volume of Significant Spills	-	Reported	No such spills.

	General standard disclosure	Page no	Disclosure level	Comments
G4 - EN 25	Weight of transported, im-ported, exported, or treated Hazardous Waste	73	Reported	All our wastes are directed to the relevant waste contractors or recycled.
G4 - EN 26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	-	Reported	No water bodies are affected by our operations.
G4 - EN 27	Extent of impact mitigation of environmental impacts of products and services	75	Reported	
G4 - EN 28	Percentage of products sold and their packaging materials that are reclaimed by category	-	Reported	As minimal packaging is involved in our operations, we do not reclaim our packaging.
G4 - EN 29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	-	Reported	No such fines.
G4 - EN 30	Environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	72	Reported	
G4 - EN 31	Total environmental protection expenditures and investments by type	75	Reported	
G4 - EN 32	Percentage of new suppliers that were screened using environmental criteria	-	Reported	Currently, there is no formal mechanism in place to screen our suppliers using environmental criteria, but we plan to put such a mechanism in place in the future.
G4 - EN 33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	-	Reported	No such negative impacts.
G4 - EN 34	Number of Grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	-	Reported	No such grievances filed.



General standard disclosure		Page no	Disclosure level	Comments
Product responsibility				
G4 –PR1	Percentage of significant products and services assessed for health and safety impacts	75	Reported	All our products are assessed to ensure high quality.
G4 –PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	-	Reported	No such incidents.
G4- PR3	Type and percentage of products and services that require information and labelling	75	Reported	All our products are customized to meet along with customer requirements.
G4- PR4	Total number of incidents of non-compliance for labelling		Reported	No such incidents.
G4- PR5	Results of survey measuring customer satisfaction	75	Reported	
G4 –PR6	Marketing Communications – Sale of banned/ disputed products	-	Reported	No such products.
G4 –PR7	Marketing Communications – Incidents of non-compliance with regulations and voluntary codes incl. advertising, promotion, sponsorship etc	-	Reported	No such incidents.
G4- PR8	Customer privacy – Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	-	Reported	No such complaints.
G4- PR9	compliance – monetary value of significant fines	-	Reported	No such fines.

