

# EVEN IN ODDS

MSPL LIMITED SUSTAINABILITY REPORT 2010-12



<b>ZERO</b>	<b>ECOLOGICAL</b>	<b>CONTINUED</b>
<b>LAYOFFS</b>	<b>STABILITY</b>	<b>COMMUNITY</b>
<b>EVEN IN</b>	<b>EVEN IN THE</b>	<b>DEVELOPMENT</b>
<b>THE FACE</b>	<b>LANDSCAPE</b>	<b>EVEN DURING</b>
<b>OF ZERO</b>	<b>OF ECONOMIC</b>	<b>BUSINESS</b>
<b>MINING.</b>	<b>INSTABILITY.</b>	<b>DISRUPTION.</b>

To say that the last three years were turbulent for the mining industry would be an understatement. From rampant corruption and illegal mining to political upheaval and eventually a Supreme Court ban that brought business to a grinding halt, never before has the Indian mining industry seen a more challenging time.

But even these business disrupting events did not make us veer from our path of sustainability. Even though mining activity has been suspended for three long years, till January 2013 we did not lay off even a single employee from our 1,557 strong workforce. We neither reduce our annual CSR investment nor flinch from our commitment to environmental sustainability.

Our sixth sustainability report reflects, celebrates and articulates in detail this unflinching commitment to sustainability even when faced with colossal odds.

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**WE ARE GRATEFUL  
TO OUR STAKEHOLDERS,  
FOR BELIEVING IN US,  
FOR HELPING US GROW &  
FOR STANDING BY US  
THROUGH TIMES OF  
TURMOIL. WE VALUE,  
CULTIVATE AND TREASURE  
THE PARTNERSHIP  
WITH EACH OF OUR  
STAKEHOLDERS.**



It gives me great pleasure to present to you our sixth Sustainability Report, “Even in Odds” which outlines our overall triple bottom-line performance. Our approach to sustainable development is an integral part of our overall corporate ethos and business strategy. The sustainability performance results are aligned to performance indicators set by Global Reporting Initiative (GRI) G3.1 guidelines, the International Council on Mining and Metals and UN Global Compact.

The last three years have been challenging for the mining industry, especially in India, with illegal mining issues coming to light and subsequent court orders banning all mining

operations in the state of Karnataka. Our commitment to integrity and our values made us stand apart during these troubled times. We have fully cooperated with the investigating teams in this matter and want the mining industry in India to attain normalcy, so that economic value can be generated and distributed among the stakeholders.

In these challenging times, we have strengthened our partnerships with various stakeholders by constantly engaging with them. Despite the mining operations coming almost to a standstill, we have not curtailed any of our social and welfare related programmes compared to previous years. This is a

reflection of our commitment to improve the quality of life in the surrounding communities. We continued to give emphasis on our employees’ welfare.

Our values and long-term thinking lead our business actions and that was the reason, we have not downsized our employee strength during the phase of business downturn. These actions further strengthened the partnerships with our key stakeholder groups of employees and communities.

We commissioned the 1.2 MTPA pellet plant in December 2010 and it is fully operational now. We understand the impact of our activities on the environment and constantly seek opportunities to improve our



environmental performance. Towards this we have adopted advanced technologies for the pellet plant which reduced our impact on the environment.

Our community development agenda is progressively designed to create long-term positive impact on the lives of people in our surrounding communities. We have identified infrastructure, social development, community empowerment, education, health & hygiene as key focus areas of our community interventions. In the reporting period, we supported 1,362 families through 93 Self Help Groups (SHGs) in 16 villages. We engage in youth development activities by providing rural youth with necessary computer skills for enhancing their employability. Our education initiatives

support local students through scholarships, fellowships and award schemes. We extended support to 96 local schools through distribution of notebooks. To promote health and hygiene in surrounding communities, we embarked on the journey to provide the villagers with safe drinking water and toilet facilities. In the past two years, we built 1,766 toilets for individual families in the communities. The eye camps conducted in the past two years screened 1,219 patients out of which 185 patients were operated for cataract which improved their eyesight. All these initiatives are a reflection of our staunch commitment towards community development. The impact we have created in the lives of people in surrounding communities is the driving

force behind our continued efforts. In spite of difficult business conditions, we have not curtailed any of our community development activities and will continue to work towards societal development with renewed vigour.

We remain committed to upholding high standards of ethics. Through our responsible operations, we will continue to enhance partnerships with our stakeholders and add value. I am confident that by doing so, we will not only ensure sustainability of our business but also contribute to a brighter and more sustainable tomorrow.

**Narendrakumar A. Baldota**  
Chairman & Managing Director  
MSPL Limited



Mining is vital to India's development. From safety pins to satellites, nothing would exist without mining. And just like all other businesses, the mining industry has its own fair share of advantages and disadvantages. Today, this sector has undergone strategic shifts in terms of understanding sustainability and staying committed to it. World over, the mining industry has made major advances in embedding sustainability in to business processes. However the sector still faces challenges in breaking the vicious circle of demand vs. supply vs. impacts and the resulting policies and interventions from various Governments.

We present the thoughts from Mr. Rahul Kumar N. Baldota and Mr. Shrenik Kumar N. Baldota, Executive Directors of MSPL who share their vision on critical aspects of sustainability at MSPL.

## How do you define sustainability at MSPL?

**Rahul:** At MSPL, sustainability is a way of life. I would define sustainability as balancing economic progress with care for the environment and fulfilling our social responsibility. We draw inspiration from our Founder Chairman, who always said that we are not the owner of wealth, but a privileged trustee to serve the community and environment with it.

**Shrenik:** Imagine three intersecting circles representing the economic, environmental and social bottom-lines. The whole world would point towards their intersection as being sustainable. If you ask me, the time has come for giving this concept a strategic shift. Imagine the same three circles in a concentric manner. For me that is sustainability: the only way to do business and stay in business!

## Do you have a sustainability strategy for MSPL?

**Rahul:** We function in a developing country, where environmental and social demands are often sacrificed for want of economic growth. Our dreams are mostly related to ensuring access to basics: food, clothing and shelter. Further, the diversity of regions where we operate is such that people more often do not have such access to basic necessities. Therefore our sustainability strategy is to focus on the basics and keep things simple. We want to focus on inclusive growth in the society and work towards conservation of the environment.

**Shrenik:** I agree, we have learnt to co-exist with the surroundings and the community. We have maintained the sanctity of various institutional needs of the society, ensured the well-being of our people and worked towards maintaining the eco balance. Financially speaking we are growing good.

## What are the key focus areas for MSPL?

**Rahul & Shrenik:** We are fully aware that sustainability in our business goes beyond the mines and that our influence and responsibility extends to the entire value chain. Therefore, at MSPL we have developed a structured process to understand and assess the expectations and concerns of our stakeholders to arrive at what should be MSPL's focus areas in order to create a difference in the society.

Our focus areas are climate change, community development, energy security, biodiversity, employee training & development, health & safety, innovation & quality and regulatory compliance. You will find more information on how we address each of them in the report.





## How is sustainability managed & governed at MSPL?

**Rahul & Shrenik:** Our sincere attempt is to ensure ethical, conscientious and responsible business processes. Be it mineral exploration phase, conception and implementation of mining operations or during mine closure. Responsibility is embedded across all our processes. We continuously seek improvement in our operations and products to achieve and surpass international standards of health and safety, environmental management, employee relations and human rights.

We carefully invest and deploy technologies that allow us to maximise the output of our processes and products without compromising on the environment or society. MSPL's Board is committed towards promoting sustainability and we are in the process of creating a Board-level sub-committee to oversee and manage MSPL's sustainability agenda. We wish to leave behind a positive legacy of social, economic and environmental development that would be cherished by our stakeholders.



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  
SATISFACTION, THROUGH  
THE EMPLOYMENT OF  
STATE-OF-THE-ART  
TECHNOLOGY AND SERVICES  
OF COMMITTED AND  
KNOWLEDGEABLE TEAM  
MEMBERS

Vision

**BE VALUED  
AS ONE OF  
WORLD'S LEADING  
PROVIDER OF  
IRON ORE AND  
VALUE ADDED  
PRODUCTS**

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

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

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

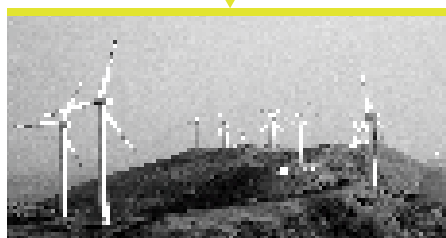
**CARE** For the community we work in, by taking initiatives that make a real difference at the grass roots level in the areas of education, healthcare and overall enhancement in the living standards of the community

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





## ORGANISATION STRUCTURE & OPERATIONS HIGHLIGHTS



### WIND ENERGY

Eight wind farms in India (Jajjikalgudda, Sogi, GR Halli, Harihar and Jogimatti in Karnataka, Satara and Dhule in Maharashtra and Surajbari in Gujarat)

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Total installed capacity of 127.8 MW as on March 31, 2012



### PELLET PLANT

Commissioned in December 2010

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Capacity of producing 1.2 MTPA finished pellets every year, operating on the Grate-Kiln technology



## MSPL

Founded in 1961, MSPL is one of India's leading private sector mining companies with business in iron ore mining and wind energy. We have an aviation division and have diversified into shipping through incorporation of a wholly owned step-down subsidiary, MSPL Diamond Pte. Ltd. in Singapore. China is our principal market for mining products.



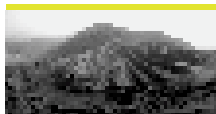
### MINING



### SHIPPING



### AVIATION



#### Vyasankere Iron Ore Mines (VIOM)

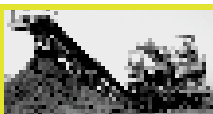
Iron ore open cast mine in Bellary-Hospet region, Karnataka

Lease area of 347.22 hectares

Fully mechanised downhill conveyor system

On site processing plant with capacity of 475 tonnes per hour

ISO 14001 EMS certified



#### Export Oriented Units (EOUs)

##### EOU - I

Processes iron ore excavated from VIOM

Crushing and screening is carried followed by classification based on size and Fe content

##### EOU - II

Processes iron ore excavated from the mines leased and operated by other companies of the Baldota Group

Crushed ore after screening is further classified into - Fines (0-10 mm), Calibrated Lump Ore (10-35 mm) and Oversize ( $\geq 35$  mm)

Fleet of three aircrafts -  
Vise VT-AHB (Cessna Grand Caravan),  
VT-RNB (P180, Avanti II) and  
VT-NAB (CJ1+, Citation Jet)

Airport spread across 120 acres

## AWARDS & ACCOLADES



Chanakya Award by Public Relation Council of India for our contribution to women empowerment initiatives



Export Excellence Award by FKCCI Bengaluru



NMDC Social Awareness Award by FIMI, New Delhi

2010/11



PRCI - Silver Award for the Annual Report in the Corporate Collaterals category



International GCA Special Award for contribution in the field of education



FICCI - SEDF Business World CSR Award

2011/12



NDTV Business  
Leadership Award  
for CSR-2011

## ABOUT THE REPORT

REPORT  
PARAMETERS



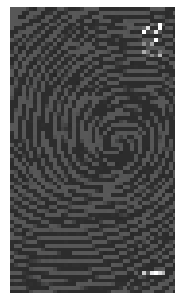
FY 05-06



FY 06-07



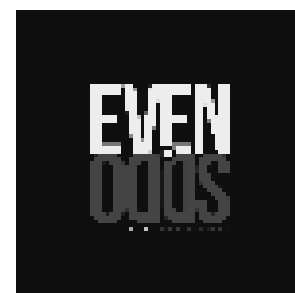
FY 07-08



FY 08-09



FY 09-10



FY 10-12

Committed to the principles of sustainable development, MSPL embarked on the journey of sustainability reporting in 2006.

**'EVEN IN ODDS'** is our sixth Sustainability Report, delineating the sustainability performance for the periods FY 2010-11 and FY 2011-12. The scope of the report includes performance of our operations - Vyasankere Iron Ore Mines, Export Oriented Units, Pellet Plant, Wind Energy Division, Aviation Division and Corporate Office (Hospet).

We continue to adopt GRI framework for our reporting efforts and have used the latest GRI G3.1 guidelines including the Mining and Metals Sector Supplement to develop the content of this report.

We have also referred to the United Nations Global Compact (UNGC) principles and International Council on Mining & Metals (ICMM) Sustainable Development Framework to highlight our commitment to these charters.

Through this report we aim to transparently communicate our sustainability agenda. We believe that this information disclosure will help our stakeholders to better assess our overall performance. This report is externally assured by KPMG and GRI checked for A+ application level.

We welcome and value honest and constructive feedback to further enhance our reporting efforts. For any queries / feedback, please contact:

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### **Shrenik Kumar N. Baldota | MSPL Limited**

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# CORPORATE GOVERNANCE

The current turbulent economic and political scenario for the mining industry in India reinforces the need for robust corporate governance with strong ethical values, both in letter and spirit.

We uphold the highest standards of governance. The principles of good corporate governance are embedded in our value system and day-to-day operations. We have voluntarily adopted Clause 49 of listing agreement, even though compliance of the same is not mandatory for us.

Our governance and risk management framework, founded on the principles of fairness, ethics and transparency, is aimed to efficiently oversee the company's performance on economic, environmental and social aspects. In pursuant with Clause 49 of the listing agreements, various committees at apex level have been set up to ensure ethical conduct of business operations.

## Committee of Directors

Narendrakumar A. Baldota	Chairman & Managing Director   Chairman of the Committee
Rahul Kumar N. Baldota	Executive Director   Member of the Committee
Shrenik Kumar N. Baldota	Executive Director   Member of the Committee

## Audit Committee

M. Ravindra	Independent Director   Chairman of the Committee
R. H. Sawkar	Independent Director   Member of the Committee
Shrenik Kumar N. Baldota	Executive Director   Permanent Invitee

## Remuneration Committee

R. H. Sawkar	Independent Director   Chairman of the Committee
M. Ravindra	Independent Director   Member of the Committee

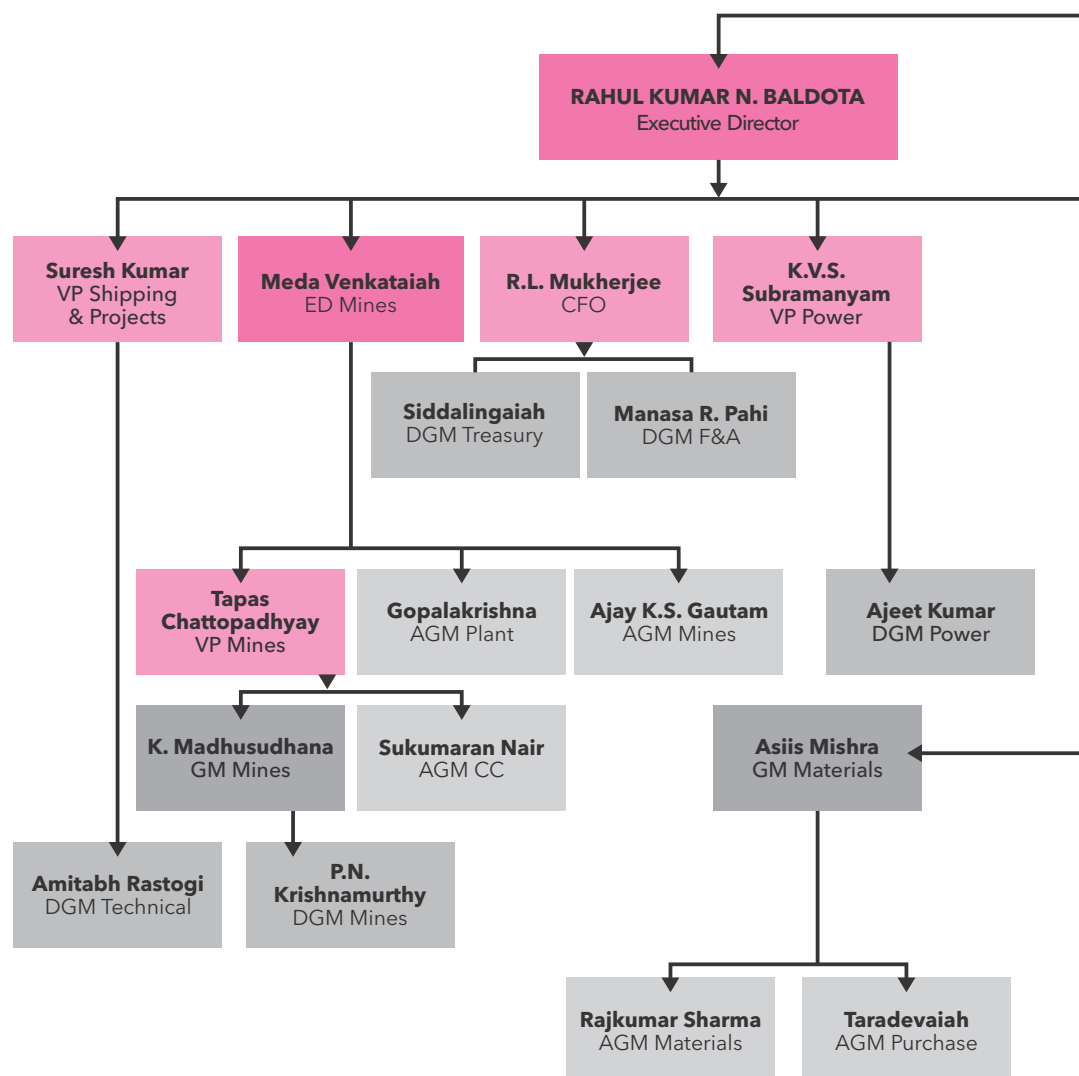
## Securities, Transfer and Shareholders/Investors' Grievance Committee

M. Ravindra	Independent Director   Chairman of the Committee
Rahul Kumar N. Baldota	Executive Director   Member of the Committee
Shrenik Kumar N. Baldota	Executive Director   Member of the Committee

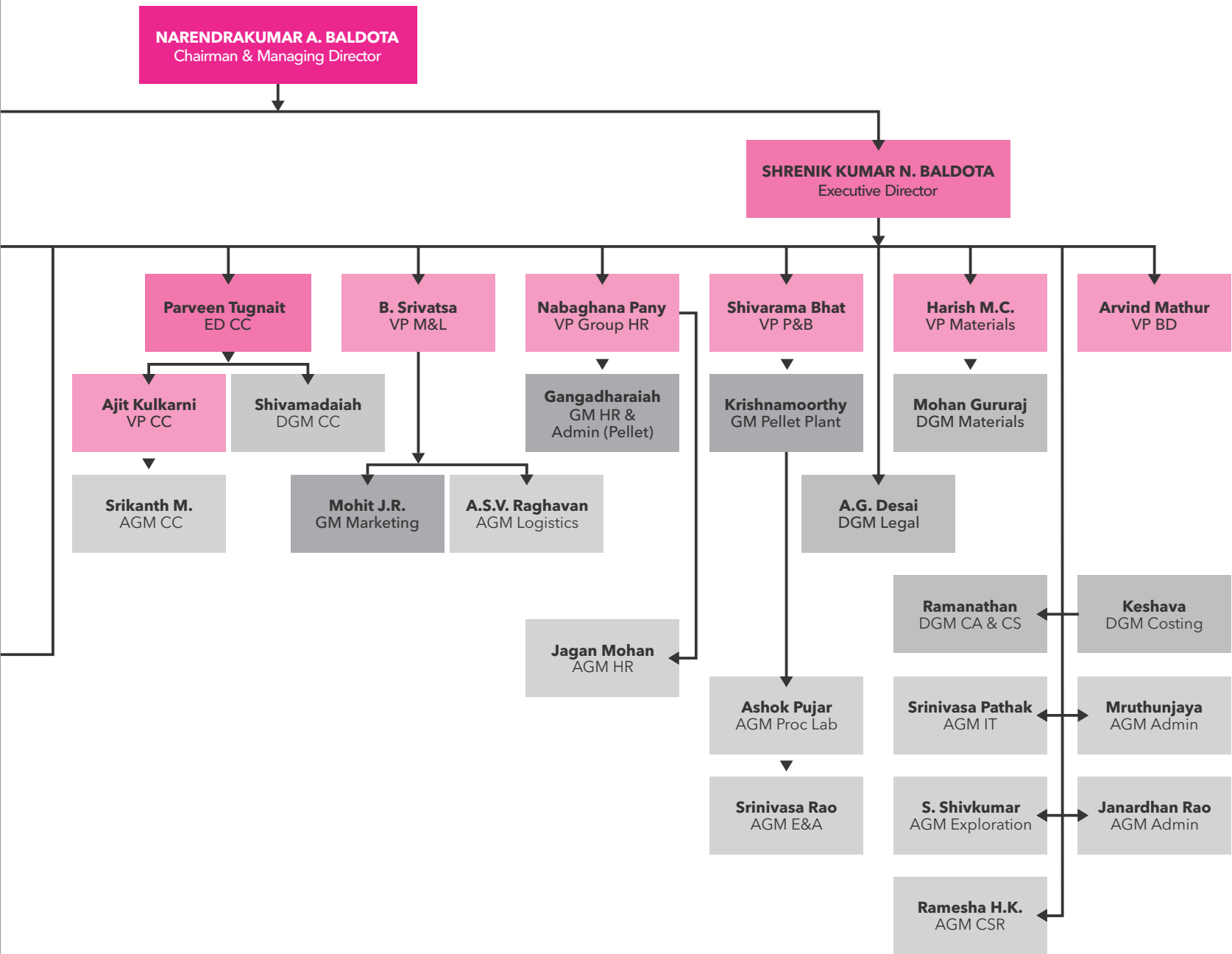


## POWERS AND RESPONSIBILITIES OF THE COMMITTEE OF DIRECTORS

- The Committee of Directors is responsible for liquidity management and application of surplus funds, opening and closing of banking accounts and dematerialisation accounts of the Company.
- The Committee can also grant authority and/or issue specific Powers of Attorney to act on behalf of the Company to approve donations and raise funds.
- 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.
- The Remuneration Committee determines the remuneration and variable pay of Executive Directors and reviews the performance of Executive Directors including the parameters related to the environmental and social aspects.
- The Securities, Transfer and Shareholders' / Investors' Grievance Committee oversees all matters relating to Share Transfer - Investors Grievance etc.
- Further information on roles and responsibilities of the committee can be found in our Sustainability Report 2009-10, accessible at: <http://www.mspllimited.com/images/MSPL%20CSR%202010.pdf>



ORGANISATIONAL  
STRUCTURE





# SUSTAINABILITY FRAMEWORK

Our sustainability framework is built on the principles of inclusive growth and responsible business conduct. We have drawn inputs for the framework from a materiality assessment, which delineates material issues for MSPL. The sustainability agenda at MSPL is driven by the Chairman & Managing Director ably supported by a cross functional team. The implementation efforts for various sustainability initiatives are coordinated by AGM-CSR.

## Stakeholder Engagement

We value stakeholders as partners in our journey towards growth and excellence. Stakeholder engagement forms a critical input to our sustainability framework. Continuous efforts are made to align our business goals to stakeholder expectations and concerns. We have a varied group of stakeholders. The engagement modules for each stakeholder group are designed for efficient communication. Formal and informal channels of communication are used to engage with various stakeholders

to solicit maximum participation and effective dialogue. Stakeholder expectations and concerns are mapped on regular basis through various engagement modules and appropriate response actions are taken. These expectations and concerns form a vital input to materiality assessment and overall business planning. Communication on response actions are provided to stakeholders through various media, based on the engagement modules.

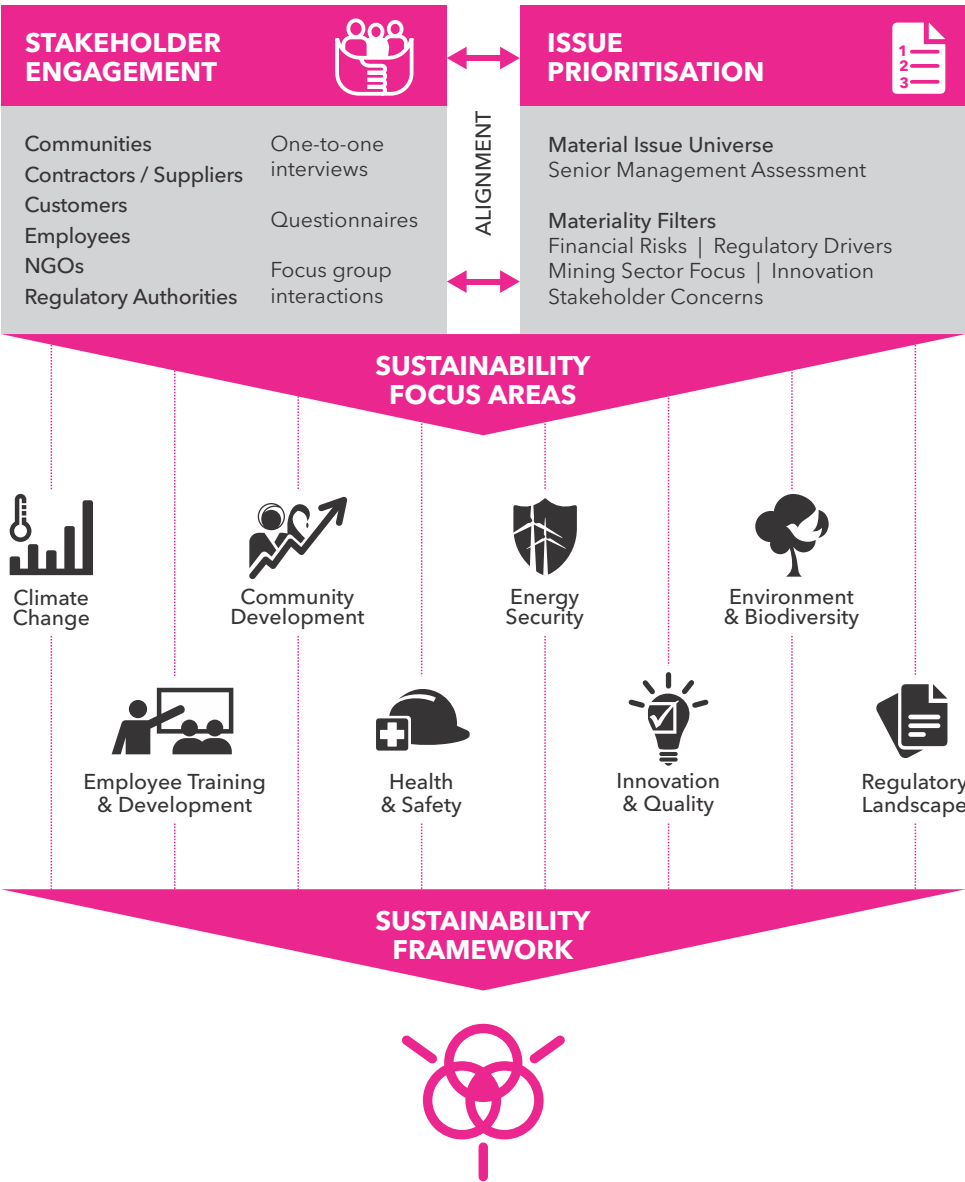
STAKEHOLDER GROUP	ENGAGEMENT MODULE	FREQUENCY OF ENGAGEMENT	KEY ISSUES OF INTEREST
Communities	One-to-one Interactions, Field Visits	Regular / Need Based	Development Initiatives of MSPL
Contractors / Suppliers	Contract Negotiations, Contract Performance Reviews	Regular / Need Based	Quality, Delivery, Cost
Customers	Customer Feedback / Satisfaction Survey	Annual Feedback	Quality, Delivery, Cost
Employees	HR Interactions, Notices and Announcements, Emailers	Continual	HR Policies & Practices, Employee Training & Development Initiatives
Industry Associations	Participation in Industry Forums, Representation in FIMI and IWPA	Regular / Need Based	Mining Industry Developments and Issues
Investors / Lenders	Investment / Loan Applications	Annual / Need Based	MSPL's Financial and Operational Performance
NGOs	Initiatives' Planning and Implementation	Need Based	Initiatives' Programme Management
Regulatory Authorities	Applications, Compliance Returns	Regular	Compliance

In the reporting period, we conducted specific interactions with select stakeholders to gain their perspective and feedback on our sustainability agenda. These focus groups and one-to-one interactions were conducted with select stakeholders which include communities, contractors / suppliers, customers, employees, NGOs and regulatory authorities. 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.

Materiality Assessment

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. In the reporting period, we conducted a materiality assessment exercise to re-look at our sustainability priorities and align them to stakeholder concerns and expectations. Inputs were drawn from industry issues, ICMM’s Sustainable Development Framework, UNGC Principles, National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business, UN Millennium Development Goals and GRI Sustainability Reporting Framework, among others, to list the issues material to our operations. These issues were

prioritised by senior management using five materiality filters and were also mapped against stakeholder concerns and expectations. Accordingly, sustainability priority areas were identified which form the pillars of our sustainability framework. We are working on an implementation roadmap to set and achieve sustainability targets and goals.





## Industry Participation

We are represented in major business associations and industry forums that are relevant to our business. Through our participation in these associations and industry forums, we contribute to the development of the industry by responding to key industry issues, sharing of knowledge and information, adopting global best practices and working with other industry players on economic, environmental and social issues. We are actively engaged with the following industry associations:

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Business & Community Foundation (BCF)

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Chemicals & Allied Products Export  
Promotion Council (CAPEXIL)

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Council for Fair Business Practices (CFBP)

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Federation of Indian Mineral Industry  
(FIMI)

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Federation of Indian Chambers of  
Commerce & Industry (FICCI)

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Federation of Karnataka Chambers of  
Commerce & Industry (FKCCI)

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Indian Wind Power Association (IWPA)

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Karnataka State Council Membership

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Mining Engineers Association of India  
(MEAI)

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Mines Safety Association Karnataka





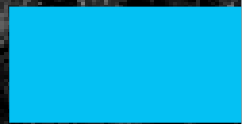
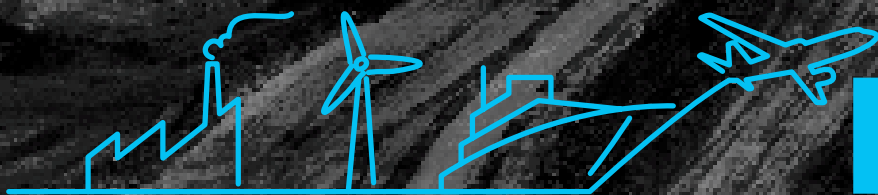
# Conference on INDIAN IRON ORE

gust,





# DIVERSITY IN ADVERSITY







# **AGE OLD WISDOM RECOMMENDS THAT ONE SHOULD NOT PUT ALL EGGS IN ONE BASKET.**

It was MSPL's 'risk reduction through diversification' strategy that ensured economic sustenance. Even when our flagship business of mining was generating no revenues, our wind turbines were generating enough to help us sail through these difficult times. Adding to the kitty were aviation, shipping and our pellet plant.



Global economic and political trends have changed the mining industry over the last few years. Internationally, the mining industry moved into a new era. There are bullish long-term demand projections from the emerging markets while supply remains constrained, with challenges such as declining grade and effective transportation. There is immense pressure on the industry to maintain financial discipline as the costs continue to rise. New players are emerging and the industry is receiving more attention from its many and varied stakeholders.

In the last two years, the Indian mining sector witnessed turbulent times. It was under the scanner with the illegal mining scam in Karnataka coming to light. The Karnataka government imposed a ban on iron ore exports from the state's 10 minor ports in July 2010 in an effort to curb illegal mining in the state. This had a drastic effect on our operations as the ban was uniform, and legitimate mining companies like ours were also banned from exporting the iron ore. Following the ban, India's iron ore exports slumped about 20% to 95 million tons in 2010-11. In another related development, the Supreme Court of India prohibited mining in the Bellary district of Karnataka in July 2011 and further extended it to the Tumkur and Chitradurga districts of Karnataka in August 2011.

In addition to the operational and legal issues, the central government hiked the export duty. Till December 2009, the export duty was 5% on fines and 15% on lumps. But subsequent to the pressure of steel lobby, the export duty was made uniform 20% in March, 2011 and further raised it to 30% from December 30, 2011.

**The iron ore mining operation of the Company had faced virtual closure during the reporting period due to impending ban on iron ore mining imposed by the apex court and the earlier ban on export of iron ore by the Karnataka Government.**

To further diversify our portfolio, we are investing in a state-of-the-art steel plant and have commissioned the pellet plant in December 2010. The newly built pellet plant began commercial production during the year, boosting the Company's cash generation process which was impacted due to cessation of mining operations. Besides, our wind power business has also maintained a steady cash flow earning. We incurred a loss of ₹ 2,508,474,552 during the 18 months period, primarily due to foreign exchange losses.

## FINANCIAL PERFORMANCE

(in ₹ million)

Parameter	FY 2007-08	FY 2010-11	FY 2011-12
<b>Economic Value Generated</b>			
Revenues*	27,547.00	5,492.68	6,526.74
<b>Economic Value Distributed</b>			
Operating Costs	16,235.64	3,887.79	5,666.72
Employee wages and benefits	210.00	384.16	430.16
Payments to providers of capital	3,789.00	464.79	772.32
Payments to Governments	2,391.00	224.24	5.90
Community Investments	76.36	18.12	3.84
<b>Economic Value Retained</b>	<b>4,845.00</b>	<b>513.58</b>	<b>(352.21)</b>



\*MSPL did not receive any significant financial assistance from the government in the reporting period.

## COMMUNITY DEVELOPMENT



MSPL strives to improve people's living conditions, strengthen relationships with local communities, foster social wellbeing, respect local cultures and minimise the impact of its actions.

During FY 2010-11 and FY 2011-12, our voluntary community investment totalled

**₹ 21.96 million**

During the same period,

**₹ 3.22 million**

was invested towards environmental management and conservation activities.

## LOCAL PROCUREMENT



Our operations create a strong demand for products and services. We recognise the benefits of local economic activity by supporting local businesses. Though not formally guided by a policy, we prefer to procure goods and services locally if they meet our requirements and quality criteria. Through local expenditure, we stimulate progress in the regions where we operate.

Irrespective of the region of procurement, all our contracts and agreements include human rights clauses including labour rights, humane treatment of employees, minimum wages and prohibition of child and forced labour.

## CUSTOMER ENGAGEMENT



Customers are an integral part of our stakeholders and vital for our business operations. To consistently measure customer satisfaction, we receive feedback from them on a regular basis to improve our service and address concerns, if any. During the reporting period, we have not received any substantiated complaints from our customers on use of products or breach of customer information privacy.

We share a common responsibility with our stakeholders including customers, suppliers and regulators to ensure the safe use of our products across their life cycle. We provide requisite information to our customers on health and safety aspects of the product as required by the law of land.

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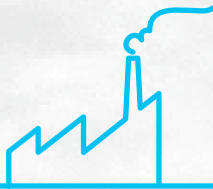
**There were no associated legal non-compliance or penalty issues with respect to our products and their labelling in the reporting period. Our marketing efforts are focused on specific segment of key customers.**

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ECONOMIC  
PERFORMANCE





NEW VENTURE

## 1.2 MTPA PELLET PLANT

Operational in December 2010 at Koppal, Karnataka

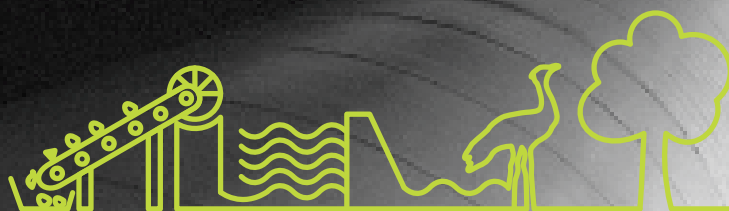
Pellets Produced: 321747.40 tons in FY 2011-12

Revenue Generated: ₹ 2380.713 million





# GREEN IN RED





**IN SPITE OF  
DE-GROWTH IN  
REVENUES,  
WE CONTINUED TO GROW  
BY 20,000 TREE SAPPLINGS  
AND 100 MW OF  
WIND POWER  
GENERATION CAPACITY.**

We also initiated a carbon footprinting exercise as step one of our next generation of organisational carbon reforms. When it came to environmental stewardship it was business as usual at MSPL even during these unusually turbulent economic times.

At MSPL, we realise the importance of sustainable mining practices. We have always been the pioneers at adopting environment-friendly mining techniques and technologies. To enhance environmental consciousness among the employees and society members, we have been regularly participating in the Mines Environment and Mineral Conservation Week, a biennial celebration, organised by the Indian Bureau of Mines, Bengaluru since 1992.

With the aid of advanced technology, we have reduced manual intervention in our mining activities. We are one of first few private companies to install downhill conveyor system to improve operational efficiency and reduce transportation related impacts. By employing rail transport instead of road wherever feasible, we have cut down the resulting emissions due to logistics and have also improved the overall efficiency of our supply chain.

At MSPL, training on environmental awareness and competency is in line with ISO 14001. Safe work practices and housekeeping is part of the learning and development curriculum. Environment Management System courses are conducted in English as well as in the local Kannada language.

**"MSPL has always operated in a responsible way especially with respect to its mining operations and have taken several initiatives to safeguard the environment. It has taken utmost care in mitigating the negative impact of its operations, always operated ethically and abides by all the laws and regulations of the land"**

Directorate General of  
Mines Safety Offices, Hospet

## CLIMATE CHANGE & ENERGY MANAGEMENT

We believe that climate change is a serious environmental challenge that requires credible action. Recognising this, we are committed to reduce emissions of greenhouse gases from our facilities and allied operations. As the global community develops approaches towards reducing greenhouse gas emissions, we acknowledge that voluntary measures alone may not be enough. Reducing our energy consumption is an important driver for our competitiveness and improved energy efficiency is vital in achieving reduction of our overall emission intensity.

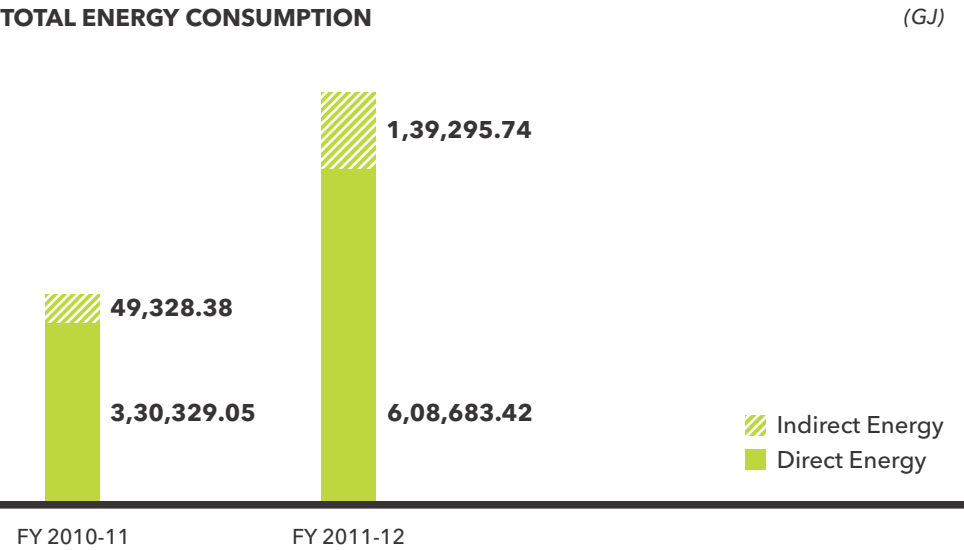
We are committed to invest in reliable and environmentally sustainable energy sources. We continue to increase our investment in clean energy (wind power). Our wind farms have a power generating capacity of 127.8 MW and the Goup's total installed capacity is 215.75 MW.

Wind Farm	O&M Contractor	Installed Capacity (MW)	Net Electricity Exported 2010-11 (MWh)	Net Electricity Exported 2011-12 (MWh)
Satara (Maharashtra)	RRB Energy Ltd.	1	1,215.12	1,302.15
Harihar (Karnataka)	RRB Energy Ltd.	6	8,270.68	9,753.38
Jogimatti (Karnataka)	Suzlon Infrastructure Services Ltd.	11.25	25,201.15	28,037.98
Surajbari (Gujarat)	RRB Energy Ltd.	16.2	16,138.81	15,137.32
Dhule (Maharashtra)	Suzlon Infrastructure Services Ltd.	20	34,181.68	30,183.83
Jajjikalguda (Karnataka)	Suzlon Infrastructure Services Ltd.	21.25	41,085.78	46,254.20
Sogi (Karnataka)	Suzlon Infrastructure Services Ltd.	25	57,686.12	61,056.29
GR Halli (Karnataka)	Vestas Wind Technology	27.1	48,537.28	44,628.13
<b>TOTAL</b>		<b>127.8</b>	<b>232,316.61</b>	<b>236,353.27</b>

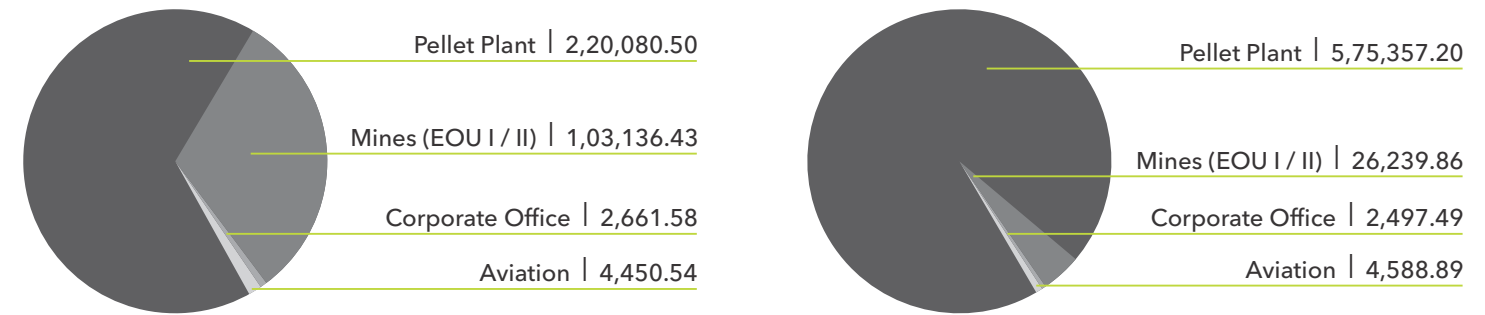


ENERGY

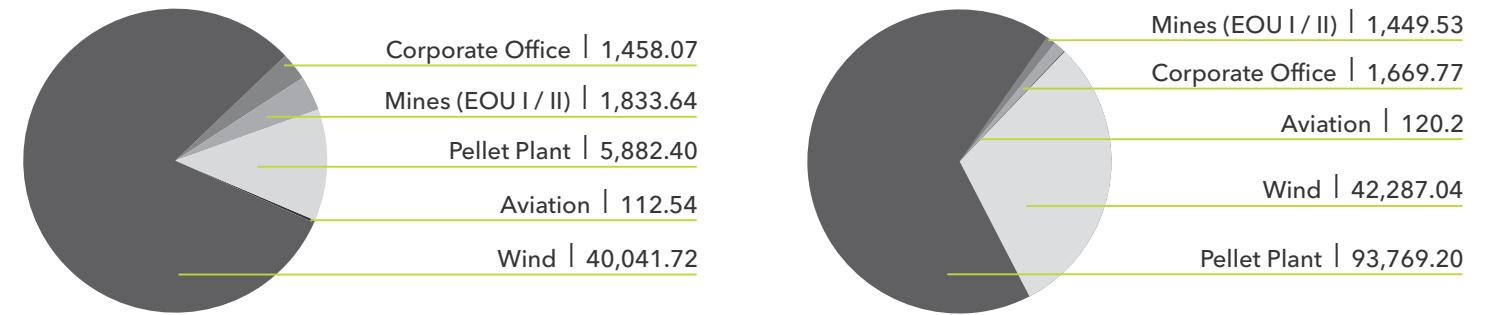
During FY 2010-11, we consumed 330,329 giga joules (GJ) of direct energy and 608,683.42 GJ of direct energy during 2011-12. Similarly we consumed 49,328.38 GJ and 139,295.74 GJ of indirect energy during FY 2010-11 and FY 2011-12 respectively. We use coal in our pellet plant operations and diesel in our mining operations as primary fuel sources. Aviation Turbine Fuel (ATF) is used by aviation business to fuel aircrafts. 232,316.61 GJ and 236,353.27 GJ of renewable energy was generated from our wind farms during FY 2010-11 and FY 2011-12 respectively.



**DIRECT ENERGY**      **2010-11 (GJ)**      **2011-12 (GJ)**



**INDIRECT ENERGY**      **2010-11 (GJ)**      **2011-12 (GJ)**





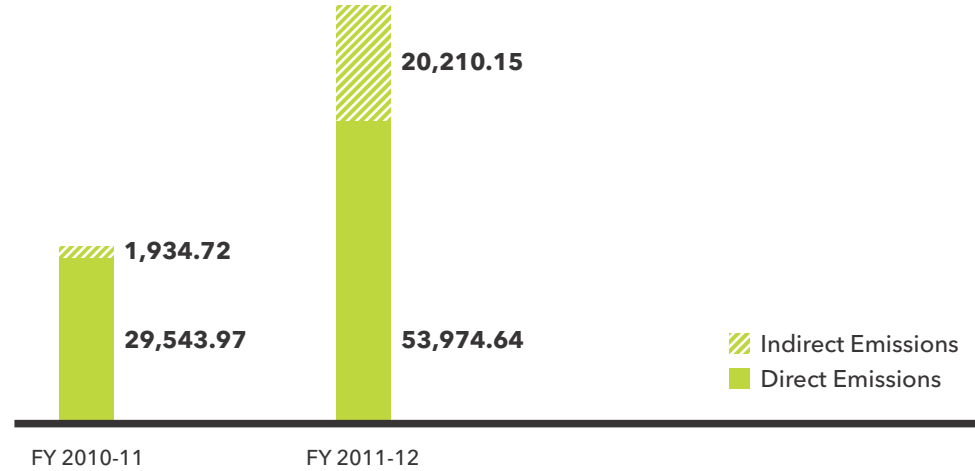
## EMISSIONS

Our direct GHG emissions for FY 2010-11 and FY 2011-12 were 29,543.97 tons of CO<sub>2</sub>e and 53,974.64 tons of CO<sub>2</sub>e respectively.

Indirect GHG emissions for similar years stood at 1,934.72 tons of CO<sub>2</sub>e and 20,210.15 tons of CO<sub>2</sub>e respectively.

## TOTAL EMISSIONS

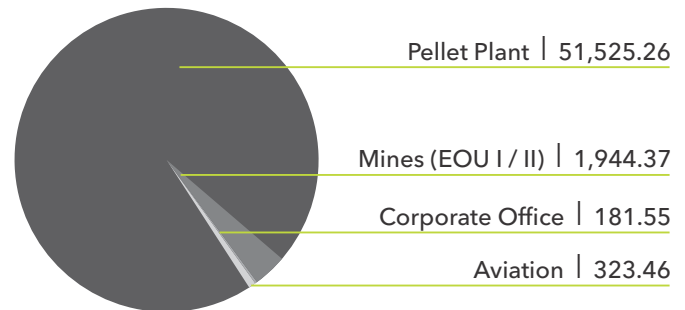
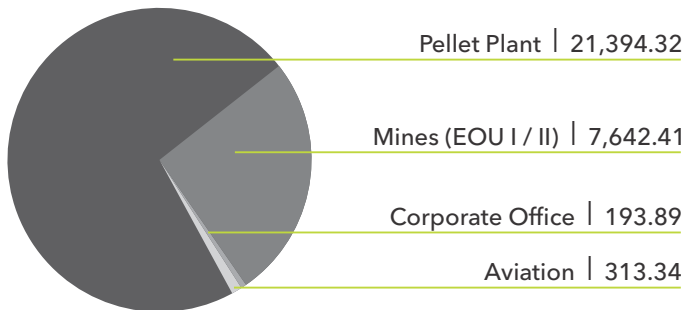
(tCO<sub>2</sub>e)



### DIRECT EMISSIONS

2010-11 (tCO<sub>2</sub>e)

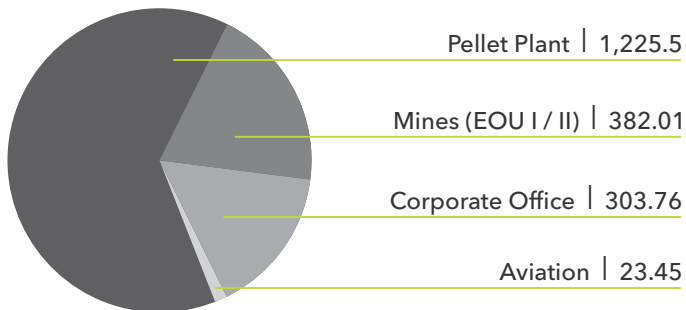
2011-12 (tCO<sub>2</sub>e)



### INDIRECT EMISSIONS

2010-11 (tCO<sub>2</sub>e)

2011-12 (tCO<sub>2</sub>e)



## ESTIMATING CARBON FOOTPRINT

To focus our efforts on reducing GHG emissions, we had undertaken carbon footprinting exercise in FY 2010-11. The aim of the project was to establish a baseline of our emissions profile and seek opportunities to reduce the emissions. An external agency was hired to conduct this exercise. FY 2007-08 was considered as the baseline year and our GHG emissions profile was calculated. The findings suggested opportunities of emissions reduction through various measures like alternate technologies, energy efficiency and conservation measures. We are currently assessing the feasibility of various emissions reduction measures recommended, and are preparing an implementation roadmap to achieve the same.

Our primary response to emission reduction is using energy more efficiently. We implement innovative technology solutions to optimise our mining processes.

We have planned and installed energy efficient motors in our pellet plant. Due to curtailed mining activities in the past two years our electricity consumption has declined. Our pellet plant started operations in December 2010 and is in the process of achieving stable operational state. We will report the energy saved due to energy efficient operations and other initiatives in the near future, as we attain normalcy and stability in our business operations.

## MATERIALS MANAGEMENT

We are part of an extractive industry and we realise the significance of material stewardship in processing natural resources. Our aim is to maximise the utilisation of resources extracted due to our mining operations and minimise the material consumption of our operations. As part of the mining process, the ore we process has other minerals present. We plan to develop or adapt our processing plants to make 100% recovery of iron ore. We have also identified several minerals which may have alternative uses and are working to implement recovery and sale of these minerals. We reuse ESP dust in our pellet plant to reduce the requirement of fresh material.

	Materials	Unit	2010-11	2011-12
Explosives	<b>Mining Operations</b>			
	Slurry	Tons	23.35	--
	Detonator + Relay	Nos.	961	--
	Cardex Fuse	Meters	100,850	--
	Safety Fuse	Meters	571.17	--
	Ammonium Nitrate	Tons	93.11	--
	Liquid Oxygen	Tons	61.57	--
	Grease	Tons	4.25	1.66
	Lubricants	kl	96.79	45.75
	<b>Pellet Plant</b>			
	Iron Ore	Tons	6,058.68	380,331.05
	Bentonite Lumps	Tons	0	3,003.04
	Bentonite Powder	Tons	48.45	41.97
	Limestone	Tons	0	362.86
	Dolomite	Tons	0	308.77
	Hydrated Lime	Tons	0	62.26
	Grinding Balls 60mm	Tons	0	39
	70mm	Tons	0	152
	Flocculent	Tons	0	1.40
	Grease	Tons	0	10,857.25
	Lubricants	kl	0.63	13.11
	<b>Wind Energy</b>			
	Grease	Tons	2.52	1.86
	Lubricants	kl	20.15	8.41
	Transformer Oil	kl	0.48	0.52
	Hydraulic Oil	kl	0.87	0.45
	Filter Element	Nos.	10	47
	<b>Corporate Office</b>			
	Paper	Tons	1,298.46	1,269.98
	<b>Recycled Materials</b>			
	ESP Dust	Tons	0	2,514.7

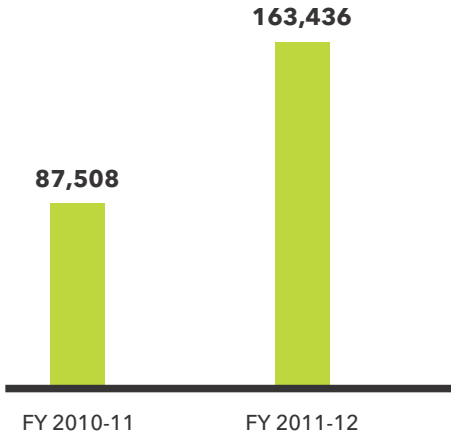


## WATER MANAGEMENT

According to the Water Resources Group, by 2030 there will only be enough water to supply 60% of global demand and less than 50% of demand in many developing regions. As a water steward, our aim is to maximise the value of water resources while seeking to achieve no long-term net harm to the environment or communities where we operate. Our water management programme is progressively evolving as we continue to gain knowledge and insight into resource usage. We have made concerted efforts to monitor our water consumption to enable us, to manage our water requirement in an efficient manner. By the nature of our operations, majority of consumption of water is for dust suppression and plantations at our mines. The water consumption at our processing unit (EOU-II) is for the wet beneficiation process apart from domestic usage. Water for activities at our mines is sourced through tankers. Water is used at the pellet plant for process and cooling purposes.

To harvest the rainwater, 54 gully plugs and 25 check bunds were constructed to plug water run-offs and store rainwater. The harvested rainwater is reused for green belt development and dust suppression. At our operations, we continue to implement water usage reduction projects to ensure minimal water footprint.

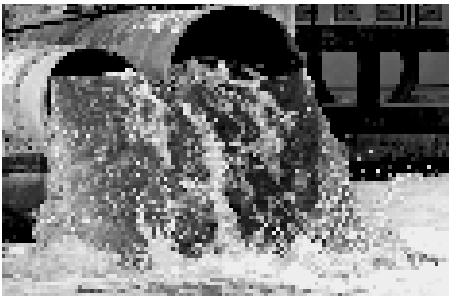
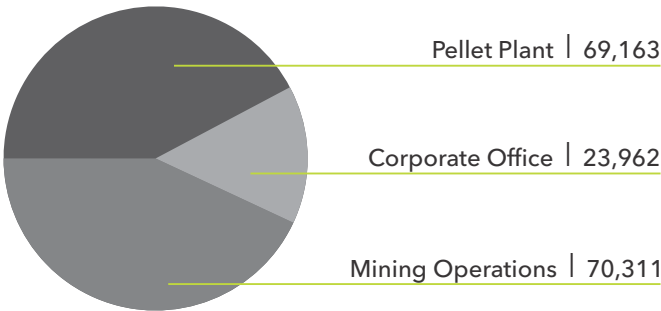
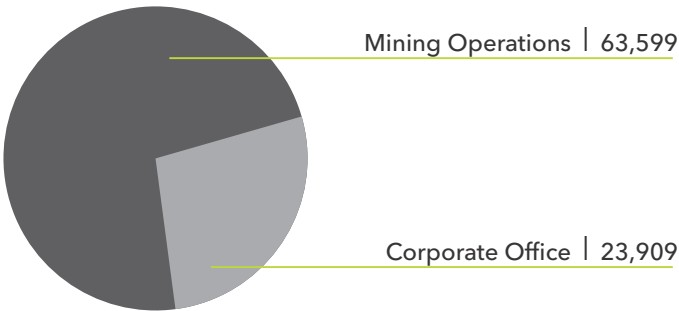
### TOTAL WATER CONSUMPTION (kl)



### WATER CONSUMPTION

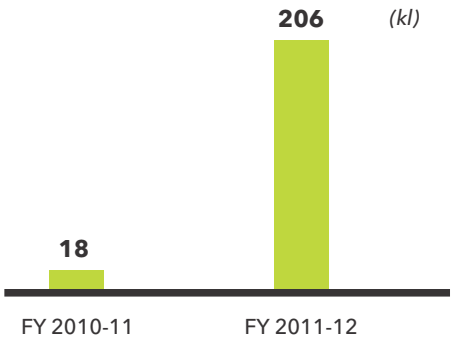
2010-11 (kl)

2011-12 (kl)



### Wastewater Discharge - Pellet Plant

The water discharged is suitably treated as per the Pollution Control Board norms. Efforts are made to reuse the water, to reduce the requirement of fresh water. Effluents from domestic and process sources are treated and reused for gardening, wherever feasible.



## WASTE MANAGEMENT

To avoid potential harmful post-closure environmental and social impacts, we take significant steps to ensure that the waste generated through our processes is effectively managed. We have put in place systems that will help us recover maximum minerals available, through systematic mining, processing and stocking of minerals under our 'Zero Waste Management' plan.

Most of the waste we produce at our mining operations involves rock overburden removed during the mining process and residue or tailings from our processing plants. The volumes and potential risks posed by these waste streams make them important factors in the management of our operations.

We have accumulated tailings of 75,265 tons over the last two years and are exploring opportunities to recover useful ore from these tailings through the beneficiation process. To help reduce soil erosion and related water pollution, we endeavour to contain all runoff within our mine lease area, by discharging only clear water. To help fulfill this aim, we have constructed gully plugs and check bunds across streams flowing through our mine lease areas.

The disposal of our hazardous waste is closely controlled and carefully managed, both at the operations and the receiving facilities and is subject to regular environmental management system audits in accordance with ISO 14001.

Waste Disposed	Unit	2010-11	2011-12
<b>Mining Operations</b>			
Lube Oil	kl	5.74	8.14
Cotton Waste	Tons	0.28	0.25
<b>Pellet Plant*</b>			
Canteen Waste	Tons	0.06	0.79
<b>Wind Energy</b>			
Waste Oil	kl	27.20	21.99
Cotton Waste	Tons	0.70	1.59
Grease	Tons	0.53	0.47
<b>Corporate Office</b>			
Paper Waste	kg	13.00	8.50
<b>Aviation</b>			
Aviation Waste	kl	0.36	0.36

*\* The waste generated at Pellet Plant includes used oil, grease, scrap materials and batteries. During the period 2010-12, we have not disposed any of these waste materials.*

## RECOVERING VALUE FROM WASTE



Advanced mineral beneficiation techniques are essential to congregate the requirements of industries and support the environment. MSPL has identified low grade mineral and associated rocks like banded hematite quartzite, banded magnetite quartzite, banded iron ore formation, shale, phyllite and gabbro, and is exploring opportunities to utilise these low grade minerals. Beneficiation tests are being carried out to upgrade these ores and add to resources.

A representative sample of banded hematite quartzite (BHQ) was collected from Vyasnakere Iron Ore Mines (VIOM) and sent to MCC China, USA, Brazil and Bhubaneswar for batch scale and continuous bench scale tests apart from in-house R&D. The process of beneficiation consists of grinding the ore to finer size to achieve liberation and subjecting it to medium intensity and high intensity magnetic separation. De-watering and filtration process will be included to recover water. The efforts are directed towards utilisation of tailings produced from the BHQ beneficiation.

AIR

To help check air pollution, we have introduced a completely covered downhill conveyor system at VIOM that reduces road haulage and related emissions, as well as dust generation. Wet drilling and dry drilling with a dust extraction system is also carried out to help reduce dust generation. ESP dust generated in the pellet plant operations is recovered and reused in the process.

	Unit	2010-11	2011-12
Average Ambient Air Emissions - EOU1 (Ambient Air Quality)			
SPM	mg/Nm <sup>3</sup>	288.30	291.23
SOx	mg/m <sup>3</sup>	34.25	32.30
NOx	mg/m <sup>3</sup>	37.61	35.40
Pellet Plant (Average Stack Emissions)			
PM	mg/Nm <sup>3</sup>	-	42.23
SOx	mg/Nm <sup>3</sup>	-	176.04
NOx	mg/Nm <sup>3</sup>	-	5.04

We do not use Ozone Depleting Substances (ODS) in our operations. Noise levels are regularly monitored using decibel meters at pre-determined locations in our operations areas. We cover crushers and screens to help reduce decibel levels. Our heavy machinery and dumpers operating in our mines adhere to Euro II standard noise-level requirements. There were no significant spills reported during last two years in our operations.

BIODIVERSITY AND LAND MANAGEMENT

We are conscious of our impacts on biodiversity and have taken necessary efforts to reduce them. Every year we carry out plantation of a minimum 20,000 saplings and so far, we have accounted for plantations of 1.81 million saplings in our lease area. We also involve local school children to actively participate in our afforestation programme during the World Environment Day.

MSPL has been supporting the activities of Society for Wildlife and Nature (SWaN) for creating awareness among the students, documentation of birds of Bellary and North Karnataka, protection of migratory birds and breeding birds at T.B. Dam, and campaign against ritual hunting and monitoring of the Great Indian Bustard. We continued our support by formation of nature clubs in Hospet and Koppal talukas to create awareness about wildlife, and preserving nature and natural habitats through special programmes. During the reporting period, awareness sessions with respect to the essence of nature and wildlife were conducted for school children and villagers. We celebrated 57th Wildlife Week on 3 October 2011, with a focus on promoting the protection of wildlife and nature.

Tracking Tigers

The tiger census conducted across India, covered the Daroji Bear Sanctuary. SWaN assisted in training the staff for survey of wildlife in this forest area. The week long survey helped collect data along with direct and indirect sightings. The survey indicated a high density of leopard population around the Nallapura, Upparahalli and Chinnapura area of Daroji Sanctuary.

Campaign against Ritual Hunting

SWaN has been instrumental in the prevention of ritual hunting during the festive season. The initiative began in 2002, when ritual hunting was banned. SWaN, with the help of the locals, forest and police departments and the district administration distributes pamphlets during the festive season and creates awareness by dissuading and explaining the dangers of ritual hunting. The persistent efforts have paid off, with no untoward incidents of ritual hunting being reported in the last three years.



## Securing the Habitat of the Great Indian Bustard

Today, less than thousand Great Indian Bustards survive and this species is being threatened by hunting and loss of habitat. SWaN had identified an excellent habitat for the Great Indian Bustards in the remote corner of Sirguppa in 2005. With the help of local supporters and wildlife enthusiasts, SWaN sighted 10 birds in the black cotton fields of Sirguppa. Over the years, SWaN volunteers and local trackers have been observing, documenting and conserving the habitat of this highly endangered bird. Today, there is a healthy population of this gigantic bird in this typical habitat and there have been increased sightings of off-springs every year.

On invitation by Bombay Natural History Society (BNHS), Mr. Samad Kottur from Mysore Amateur Naturalists (MAN) attended the workshop on 'Great Indian Bustard - species recovery action plan'. Mr. Kottur represented Karnataka, which is the only state where the Great Indian Bustards can be spotted in private lands. He shared his observations of the Great Indian Bustard in Bellary district and gave his inputs on future strategies for its conservation.



## REWARDING SUSTAINABLE MINING - ABHERAJ BALDOTA ENVIRONMENT AWARD

In 1991, FIMI instituted various environment awards to recognise environmental conservation initiatives in the mining industry. One such award is the Abheraj Baldota Environment Award, presented every year to honour the forerunner of environmental stewardship in the mining industry, which demonstrates our objective of environmental conservation among corporates. The Abheraj Baldota Environment Award 2010-11 was accorded to the Aditya Limestone Mines (Ultratech Cement) and Abheraj Baldota Environment Award 2011-12 was presented to Sesa Goa (Vedanta) for their outstanding contribution towards sustainable development through responsible and holistically sound methodologies.



**"MSPL is very responsible in managing their environmental footprint and operate in a sustainable way. MSPL actively participates in creating awareness on the importance of biodiversity in the surrounding villages."**

SWaN

## MINE CLOSURE

Closing a mine without due consideration of the environmental and social impacts can cause long-term challenges for those who are dependent on it or live close by. Our aim is to reduce long-term risks and liabilities for the environment and surrounding communities. We have not closed any of our mines till date. All our mines have established mines closure plan as per Indian regulations to mitigate the environmental risks associated with mine closure.



# STEADFAST IN TURBULENCE

SOCIAL  
PERFORMANCE







# THE ECONOMIC CLIMATE FOR OUR BUSINESS HAS CHANGED, BUT OUR COMMITMENT TOWARDS COMMUNITIES HAS REMAINED THE SAME.

We continued our focus on enabling key levers of community growth such as women empowerment, education, healthcare, water & sanitation, infrastructure enhancement and livelihood opportunities. We also adopted 8 more villages, taking the tally to 18 villages and supporting a total of 5,731 families .

# COMMUNITY DEVELOPMENT

We believe in being good neighbours to the communities where we operate. Through our community engagement, we aim to provide avenues that improve lives. The prohibition of iron ore mining did not impede our efforts in providing effective social interventions and we continue to be sensitive to the needs of our communities.


## INFRASTRUCTURE & SOCIAL DEVELOPMENT

Village Adoption | Facilitating LPG Connections | Human Rights Intervention | Poverty Reduction | Public Infrastructure Development Programmes

### Village Adoption

With an aim to improve the living conditions of local communities, we have identified 18 villages wherein we provide basic amenities and also cater to the cause of women empowerment. We adopt villages to foster the development in the areas of health, livelihood and education.

**WE SUPPORTED A TOTAL OF 1,362 FAMILIES IN THE VILLAGES, MOSTLY WITH THE HELP OF OUR WOMEN SELF HELP GROUPS.**

	Taluka	Village Adopted
	Hospet	Danapura Galemmanagudi Ingaligi Hanumanahalli Shankarnagar
	Harpanahalli	Kanavihalli Srungarthota Dhadegaranahalli Kayakadhahalli
	Sandur	Jaishingpur
	Koppal District	Basapura Halavarthi Hosahalli Hosaningapura Kidhal Ginigera Belevenahal
	Mundargi	Attikatte

### Facilitating LPG Connections

Rural areas depend primarily on wood as a fuel for cooking. This causes health issues for women as well as extensive deforestation. LPG connections help people in the villages to reduce their dependence on forest wood, thereby not just ensuring women’s health and ease of cooking, but also limiting deforestation. It improves kitchen hygiene and also enhances the social status of the family.

**WE SUPPORTED 430 FAMILIES IN SOURCING LPG CONNECTIONS IN 14 ADOPTED VILLAGES WITH THE HELP OF OUR WOMEN SELF HELP GROUPS.**



## Poverty Reduction

In order to foster the development of people living in villages, we provided support to set up Self Help Groups (SHGs) which organise income generation programmes. SHGs serve as a platform for women to share problems and in turn reduce them. It enables a constructive form of making savings for their future needs, enhances members' borrowing capacity, increases involvement of women in decision making as they are given the power of increasing the financial status. SHG meetings also help reduce school dropouts.

These programmes enhance the livelihood of villagers and women in particular, making them independent.

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**WE HAVE HELPED  
IN THE FORMATION OF  
93 WOMEN SHGs AND  
HAVE PROVIDED  
FINANCIAL SUPPORT  
WITH AN AIM TO  
IMPROVE THEIR  
ECONOMIC STATUS.**

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## Human Rights Intervention

Human trafficking is one of the cruellest acts against humanity. Every year thousands of women and children fall prey to this gruesome practice. The Abheraj Baldota Foundation (ABF) works with Prajwala, an NGO that has dedicated itself to eradicate human trafficking. ABF supports this cause and provides assistance to Prajwala through financial support.

## Public Infrastructure Development Projects

Public parks namely Baldota Park and MSPL Park were constructed during the reporting period. These parks are first of its kind in Hospet to include children's play equipment, walkway, sitting arrangements, flower beds, lawn and a platform for practising yoga. In addition, maintenance of the parks established by us at Hanumanahalli, Danapura and Hoovina Hadagalli were also implemented. With the aim of promoting safe driving, road illumination and road divider painting was executed.





## EMPOWERING VILLAGES

Women Empowerment | Youth Development | Sports for Youth | Empowering the Girl Child

### Women Empowerment

We believe that women are catalysts for the development of their family and for the community. We have designed initiatives that make women more confident and self-reliant. We train women in tailoring. The training ranges from basic tailoring to designing embroidery patterns. 80 women are undergoing upgradation of skills.



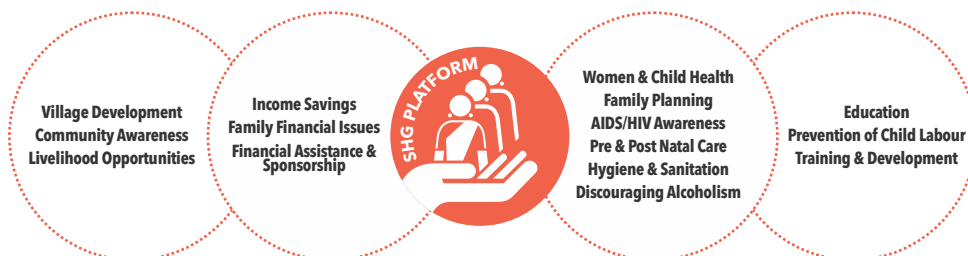
**DURING THE REPORTING PERIOD, 530 SEWING MACHINES WERE DISTRIBUTED AND 210 WOMEN WERE TRAINED IN TAILORING.**

### CASE STUDY - STITCHING THE GAPS

Before Mumtaz joined the SHG, the only earning member in her family was her brother, who was a driver and earned a mere amount of ₹ 4,000 per month. Now she earns ₹ 4,000 a month and recently bought jewellery worth ₹ 4,500, vessels worth ₹ 2,000 and an LPG connection for her home. With the combined savings, the family soon plans to buy a refrigerator and renovate their house.

This is a result of the self-reliance she has achieved, by taking the tailoring training that MSPL bestows to many women like her. On completion of the training, she also received a sewing machine from MSPL, which has become her tool of success. She now provides tailoring training in her village on a chargeable basis. Aiming higher, she is all set to buy three more sewing machines to expand her training classes.

### SHG Platform



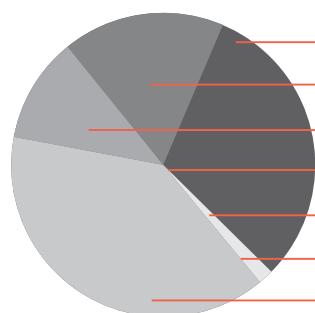
During 2010-12, we promoted 93 women SHGs covering 1,362 families.

Taluka	No. of villages covered	No. of SHGs formed	Total no. of families	No. of families covered through SHG	Percentage of families covered
Hospet	5	29	1,153	438	39%
Sandur	1	9	179	126	70%
Harapanahalli	4	20	653	316	48%
Koppal	7	35	1,908	482	25%
Mundargi	1	-	-	-	-
<b>Total</b>	<b>18</b>	<b>93</b>	<b>3,893</b>	<b>1,362</b>	<b>33%</b>

## SELF HELP GROUP COMMON FUND

(Amount ₹)

As on 31st March, 2012



Revolving Fund from MSPL | 3,355,206

Loan from Bank | 1,868,500

Interest on Loan | 1,228,119

Admission Fee | 9,584

Other Income | 175,611

Fine | 2,204

Savings | 4,203,085

**Total | 10,842,309**

Being an SHG member, I was given a loan for rebuilding my house and an LPG connection. After repaying the loan, I had expressed my interest of starting a business of my own. SHG again helped me in achieving my dreams and making them a reality. My small enterprise has given me a lot of pride, by making it a good source of income.

Narasamma, Hanumanahalli Village

## Youth Development

Youth in the rural areas lack opportunities to realise their capabilities. We actively engage with them to understand their shortcomings and provide assistance that caters to their specific needs. Our engagement with the youth intends to explore their strengths and capabilities and further enhance their skills for development. We have adopted an alternate credit system for villagers, strengthened existing school systems and encouraged youth in the field of information technology by providing computer training. We have established a total of five computer training centres in five adopted villages during the reporting period.

**460 STUDENTS WERE TRAINED IN COMPUTERS, OUT OF WHICH 108 GOT JOBS IN DIFFERENT ORGANISATIONS.**



## CASE STUDY - COMPUTER LITERACY: THE KEY TO DEVELOPMENT

At MSPL, we understand the importance of computer literacy in the 21st century. We strive to ensure that no bright mind is deprived of a livelihood opportunity due to computer illiteracy. Kavitha, having attained a B.A. from Galemmanagudi village, could not pursue higher education due to financial constraints. Worse still, when she set out to find a job, she realised that the prospects of employment for a computer illiterate were bleak. At this point, the free computer training course initiated by MSPL in Hanumanahalli village came to her rescue. This 6-month course introduced Kavitha to the basics of MS Office and Tally. On successful completion, she found employment in a private firm in Hospet as a computer operator.

## Sports for the Youth

In order to promote sports in the rural areas, we sponsored prizes and certificates for the sports meet held in the villages of Jaishingpur and Kallahalli. This helped as an instrument to bring about a sense of togetherness among villagers.

## Empowering the Girl Child

If you educate a girl, you educate a family and benefit an entire community. Researches have shown that mothers who are educated have a positive impact on children's health and education. Therefore girls education is one of our focus areas at MSPL.

Our interventions in the neighbouring communities have helped us bring down the girls' school dropout rate. During the engagement with the communities, we found that the girls dropped out early from the school as their family wanted them to do household chores. In few cases, the girls dropped out because they were married off. We identified such issues and motivated families to send their daughters to school.

Due to this counselling, the school dropout rates decreased considerably.

**OUR EFFORTS AND INTERVENTION ENSURED 23 STUDENTS REJOINED SCHOOL, TO CONTINUE THEIR EDUCATION.**



## EDUCATION

Responsible Education | The Baldota Fellowship Programme | Special Tuition Classes | Environmental Awareness through Radio Campaign

## Responsible Education

We understand the importance of education and the impact it has on the development of a nation. In order to encourage excellence in education, we continue to present gold medals to top rankers, provide fellowship and financial support to students pursuing engineering and medical courses. In addition, we also provide notebooks, computers and furniture to schools. With the aim to improve the quality of mid-day meals, various kitchen utensils utilised for cooking, plates for serving and water storage facilities were provided to eight schools and seven anganwadis.

**THE ABHERAJ BALDOTA FOUNDATION CONTINUED ITS NOTEBOOK DISTRIBUTION PROGRAMME BY PROVIDING 250,000 NOTEBOOKS TO 96 SCHOOLS.**



## Special Tuition Classes

Students from villages lack the opportunities of attending coaching classes, unlike their counterparts in the cities. We conducted tuition classes for average performing students, to help them perform better in examinations. These classes benefitted 258 students of Danapura, Hanumanahalli, Basapura, Kanvihalli and Srungarathota villages.

## The Baldota Fellowship Programme

In partnership with the University Centre for Earth and Space Services, Hyderabad, we offered four fellowships during this reporting period to students who pursued a postgraduation programme in the field of mineral exploration at UCESS. To avail this fellowship, candidates have to clear a competitive national level examination.

The fellowship worth ₹ 0.3 million was provided to each of the qualified students and the fellowship accounted for tuition, hostel as well as fieldwork expenses.



**17 FELLOWSHIPS  
SINCE INCEPTION.**

## Environmental Awareness through Radio Campaign

The first step towards community environment management is creating awareness, that also brings in a sense of responsibility. We continue to broadcast 'Hasire Usiru', a weekly entertainment programme on All India Radio, Hospet with an aim to educate and encourage young minds about various topics like environment protection, wildlife conservation, energy & resource conservation and global warming.

## HEALTH & HYGIENE

Eye Camps and Treatment | Jaipur Foot Camp | Yoga Fitness Camp | Blood Bank |

Providing Clean Drinking Water | Sanitation

### Eye Camps and Treatment

Helping people gain clear vision allows them to know and understand their means of livelihood. We conduct eye camps in the adopted villages for people who long for treatment. Abheraj Baldota Foundation continued sponsoring free eye checkup camps for local communities.

Every eye that gains vision through our help is an opportunity to help people make their lives better and meaningful. We are proud to have been able to continue giving aid to the needy.



**1,219 PATIENTS WERE SCREENED.  
185 PATIENTS UNDERWENT CATARACT SURGERY.**

### Jaipur Foot Camp

MSPL along with Bhagwan Mahaveer Viklang Sahayata Samiti, Jaipur initiated a camp for a much needed cause. The objective was to empower the disabled people, especially the financially-challenged, in and around Hospet and Koppal with free Jaipur Foot / Limbs and Calipers. Held in February 2012, 461 people were screened. MSPL has committed to organise such a camp every year to help the disabled and make them independent.



**284 PEOPLE WERE GIVEN  
FREE-OF-COST AIDS WITH  
RESPECT TO THEIR CHALLENGES.**



## Yoga Fitness Camps

Yoga not only provides physiological benefits, but also psychological and biochemical benefits to the body. We continue to organise yoga camps for the local communities, wherein 100 people are benefited from the sessions daily. Yoga training classes are carried out regularly in schools and we also have classes on a daily basis at the Baldota Park, where about 50 people benefitted from this programme.

## Blood Bank

We created the Smt. Vasantidevi Baldota Blood Bank to provide blood bank services for villagers within a 100 km radius in the region of Hospet. It is a landmark in the corporate social responsibility commitment of MSPL.

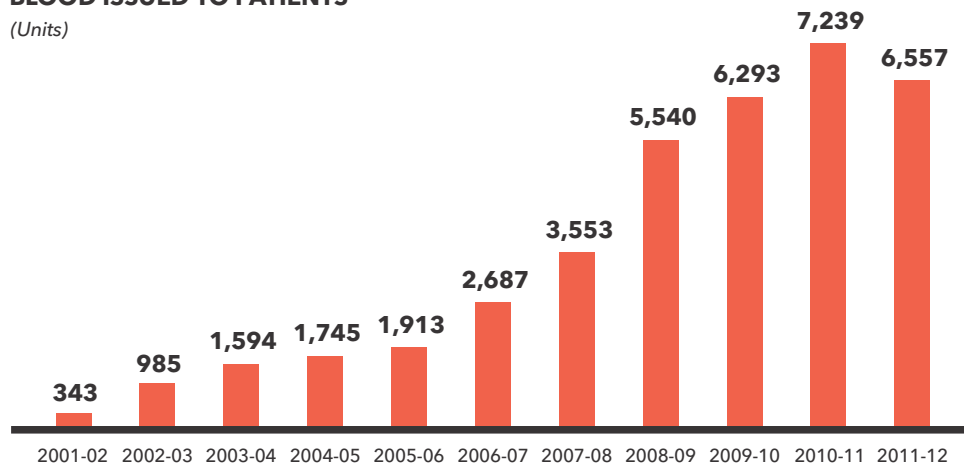
We have a full time medical officer and trained medical staff to ensure safe and best practices. Our blood bank is technologically advanced and uses 4th generation kits. We also provide counseling to blood donors on HIV/AIDS and other communicable diseases to create awareness.

During the reporting period, we added component equipment to provide better service and meet blood requirements.

The below given chart gives the details on the units of blood issued:

### BLOOD ISSUED TO PATIENTS

(Units)



## Providing Clean Drinking Water

Safe and clean drinking water is vital for a healthy life. People in the villages very easily fall prey to many diseases due to lack of access to safe and clean water. Under the public-private partnership, we have set up water purification plants (Reverse Osmosis) at Danapura and Hosahalli to ensure safe drinking water is provided to the families residing in those areas.

The plant is running successfully wherein on an average the minimum consumption is around 4,000 litres per day. Besides, to take care of its operation and maintenance, we have formed a local management committee. The committee charges ₹ 3 per 20 litres of purified water and this particular amount is used for the plant's operation and maintenance.



Sanitation

When sanitation improves in the society, people benefit from better health and hygiene and do not suffer from common diseases like malaria, cholera, diarrhoea or any other dirt-related disease. In support of the Millennium Development Goals wherein Goal 7 reflects the need for sanitation facilities, we had initiated work to provide sanitation facilities to individual households across our adopted villages. We started by conducting a survey among individual households and it showed that our initiative to assist households for toilet constructions was whole heartedly welcomed by community members.

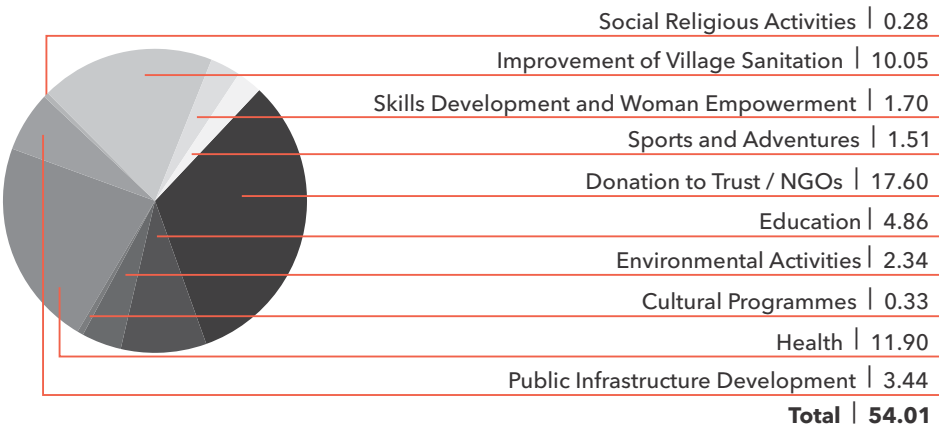
WE BUILT A TOTAL OF 1,766 TOILETS FOR INDIVIDUAL HOUSES WHICH BENEFITED SEVERAL FAMILIES.

Provision of these sanitary toilets along with hygiene awareness, helped people in the villages learn about cleanliness and arrest spread of diseases. Women in particular, who earlier had no access to sanitary toilets, now feel secure. On the whole, the study suggests that village sanitation has improved to a great extent in the project villages.



CONTRIBUTIONS MADE TOWARDS COMMUNITY DEVELOPMENT FOR THE PERIOD 2010-12

(Amount in ₹ million)



ABCD CENTRE

Instituted in 2006, Abheraj Baldota Cancer Detection (ABCD) Centre is a super specialty facility with state-of-the-art endoscopy equipment. Key highlights of the reporting year include:

- Diagnosed 933 patients for GI cancer out of which 45% underprivileged patients were treated at subsidized cost
- Treated 97 endoscopic cancer patients with latest expandable metallic stents
- Aired 15 television programmes on early detection and treatment of cancer



PEOPLE  
PERFORMANCE



# STABILITY IN CALAMITY



**IN JULY 2011,  
THE SUPREME COURT  
BANNED ALL MINING  
ACTIVITIES IN KARNATAKA.  
ACROSS THIS  
CHALLENGING PERIOD\*  
WHEN MINING ACTIVITY  
WAS OFF, MSPL  
DID NOT LAY-OFF  
A SINGLE EMPLOYEE.**

During this arduous ban, when the entire industry was reeling, we not only provided employment stability to each and every member of our 1,557-strong workforce, but also continued to invest in them by conducting training programmes to enhance their employability. Just another demonstration of how at MSPL, we think beyond the economic bottomline.

*\* till January, 2013*



# WORKFORCE MANAGEMENT

## WORKFORCE DEVELOPMENT AND RETENTION

Employees are our core strength and the pillars on which our success rests. Since inception, we have taken a number of initiatives to promote employee well-being and satisfaction. We have a human rights policy that encompasses areas such as health & safety, prohibition of child labour & forced labour, non-discrimination, trade union rights, disciplinary practices, remuneration and working hours. Every employee plays an important role in the efficiency of the Company and their feedback is very important to us. We have a suggestion scheme policy in place, which aims at establishing a two-way communication between employees and management. In addition, the best suggestions (chosen by the suggestion committee) are rewarded to encourage employees to think innovatively and also develop a sense of belonging.

As a responsible organisation, we place great emphasis on employee care. We have not retrenched our workforce even

during the challenging times. This has enabled us to foster stronger ties with our employees.

We have always been and continue to remain an equal opportunity employer and hire employees based purely on merit. At MSPL, we discourage discrimination of any form viz. race, caste, nationality, origin, religion, disability, gender, sexual orientation, union membership, political affiliations or age. We encourage local hiring wherever possible, to develop local talent. Our performance appraisal process is carried out for all post-probationary employees.

We continually engage with our employees to keep them informed about business planning and other company related issues, and also seek their feedback through both formal and informal means. We conduct regular management committee meetings, where the Company's senior management discuss key business issues. The inputs to these meetings are also derived from the feedback received from employees.

During the period 2010-12, we conducted 10 management committee meetings and the outcomes of the meetings were suitably communicated to employees. Through these meetings aspects such as operational changes, expansions, employee grievances, business development, etc are discussed by managers across operations.

We provide maternity leave to our female employees in accordance with the Maternity Benefit Act of India. During FY 2010-11 and FY 2011-12 a total of two female employees availed maternity leave, after which both the employees returned to work and remained associated with us for at least a year.

We provide our permanent employees with the following benefits:

Provident Fund Contribution

Gratuity | Bonus

Mediclaime Policy | EDLI

Canteen Facility | Transportation

Lunch Room | Paid Maternal Leave

Group / Personal Accident Insurance

Employee Marriage and House Warming Gift

Recreational Facilities

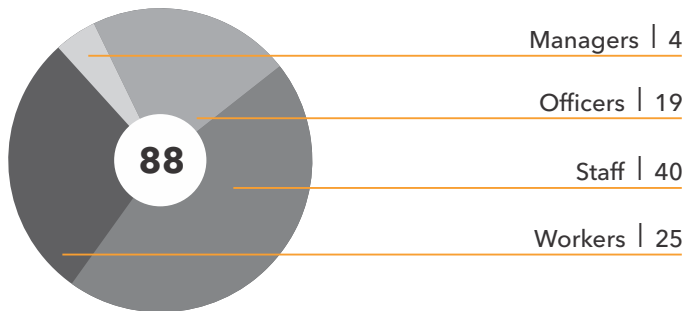
Indoor games and Stay Fit Club for employees and their family

### PERMANENT EMPLOYEE STRENGTH

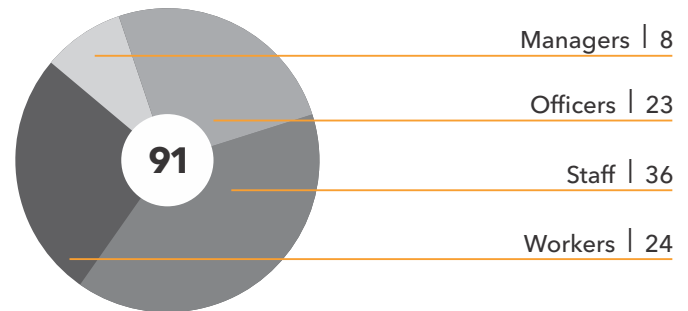
As on 31st March 2011 & 2012

Category	Units	2010-11		2011-12	
		Male	Female	Male	Female
Directors	Nos.	3	0	3	0
Managers	Nos.	33	1	35	0
Officers	Nos.	128	4	138	3
Staff	Nos.	255	14	255	18
Workers	Nos.	1140	7	1098	7
<b>Total</b>	Nos.	<b>1559</b>	<b>26</b>	<b>1529</b>	<b>28</b>

**PROBATIONARY EMPLOYEE - CATEGORY WISE** 2010-11 (Nos.)



**2011-12 (Nos.)**

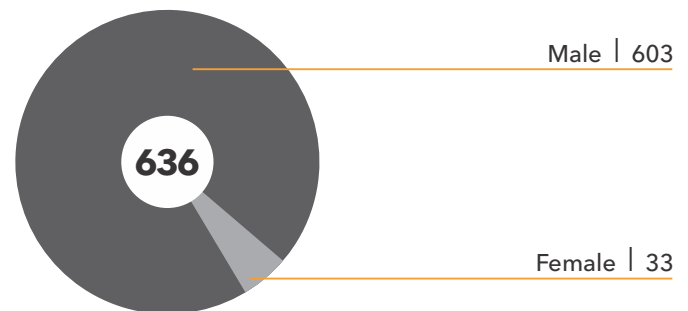


**CONTRACTUAL WORKFORCE**

2010-11 (Nos.)

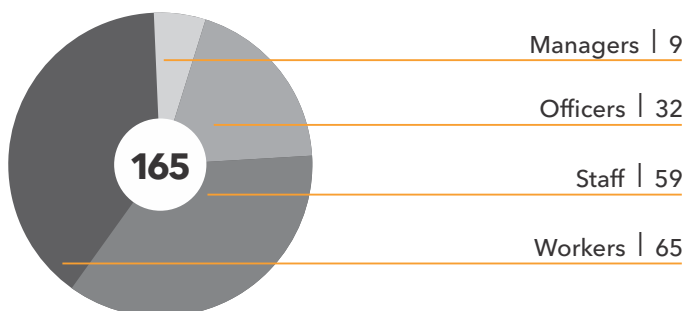


**2011-12 (Nos.)**

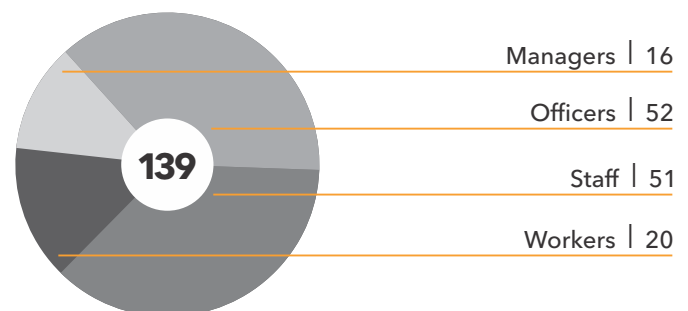


**NEW EMPLOYEE HIRE**

2010-11 (Nos.)



**2011-12 (Nos.)**

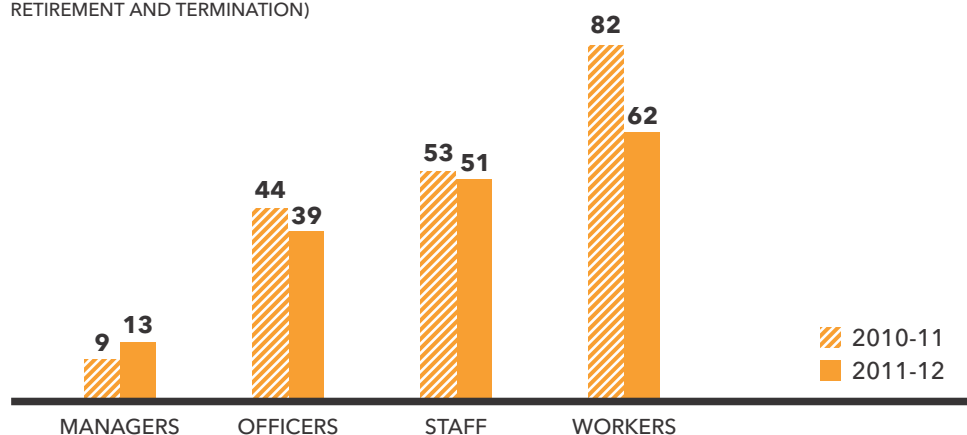




## EMPLOYEE TURNOVER

(INCLUDES DEATH, RESIGNATION, RETIREMENT AND TERMINATION)

(Nos.)



## EMPLOYEE TRAINING & DEVELOPMENT

Our employees undergo a number of technical trainings every year to keep themselves abreast with the latest trends in the industry. Employees also undergo soft skills trainings, by internal and external faculty, to enhance their leadership and interpersonal skills for the roles they fulfil. In 2010-11, we conducted a training programme to inform employees about the efforts taken by the management of MSPL to retain all the employees, maintain their salaries and continue training and skill development activities, in spite of the difficult times and the need for major austerity measures.

Category	Units	2010-11		2011-12	
		Male	Female	Male	Female
Director	Training man-hours	0	0	0	0
Managers (M1,M2,M3)	Training man-hours	23	0	959	0
Executives/Officers (O1,O2,O3)	Training man-hours	41	9	401	8
Staff (S1,S2,S3)	Training man-hours	35	15	500	66
Workmen (W1,W2,W3)	Training man-hours	42	25	649	0
<b>Total</b>	Training man-hours	<b>141</b>	<b>49</b>	<b>2,510</b>	<b>74</b>

The programme resulted in a positive mindset among the participants. The participants pledged to put in greater efforts to improve efficiency and productivity by implementing changes in tools, processes, methods of work and more importantly change in one's own mindset.

## HEALTH & SAFETY

At MSPL, we emphasise on organisational culture to promote health & well-being of our employees and workers. We have a health & safety policy to ensure that best practices in workplace safety are followed.

Further, we have joint worker-management safety committees, with equal representation from management and workers, at all our plants as required by legislations. We provide regular trainings to our employees and contractual labour on health & safety. Regular medical checkups are conducted for employees and contractual labour, in accordance with the requirements of local regulations.



MSPL Employees	Units	2010-11		2011-12	
		Male	Female	Male	Female
Near Misses	Nos.	9	3	13	5
Reportable Injuries	Nos.	0	0	0	0
Lost Days	Nos.	0	0	0	0
Fatalities	Nos.	0	0	0	0
Minor Injuries	Nos.	5	2	7	3
First Aid Cases	Nos.	6	2	9	3
Occupational Disease Cases	Nos.	0	0	0	0
<b>Contract Labour</b>					
Near Misses	Nos.	7	3	8	2
Reportable Injuries	Nos.	0	0	0	0
Lost Days	Nos.	0	0	0	0
Fatalities	Nos.	0	0	0	0
Minor Injuries	Nos.	6	1	9	2
First Aid Cases	Nos.	9	0	7	0
Occupational Disease Cases	Nos.	0	0	0	0

**For me, MSPL is a safe and good place to work. The trainings provided here have helped me in my career development. MSPL has also played a major role in providing aid to the neighbouring communities, especially in the areas of health and education.**

Ms. Samita Dongre, Employee

*\* The reportable injuries are recorded in accordance with The Factories Act, 1948 wherein reportable accident is defined as an accident where the person avails first aid and returns to work after 48 hours of occurrence of the accident.*

Health and well-being of our employees is given a lot of importance. We believe that employees perform better when they have a proper work-life balance. We have designed a programme called 'Stay Fit' which involves suitable exercises that are simple, effective and yet less time consuming. This initiative consists of fun-filled activities like nature walks, trekking and sports tournaments. The aim of this initiative is to ensure that our employees maintain a healthy physical, mental and social well-being.

## HUMAN RIGHTS

We uphold human dignity, and respect an individual's rights and freedom. We have a human rights policy to guide our organisational behaviour and processes towards respecting human rights. Discrimination in any form is strictly censured and all the employees can directly approach our Chairman and Managing Director for any concerns on human rights issues. We do not employ any child or forced labour and have set up processes to ensure that no child or forced labour is employed at our operations, even by our contractors.

Currently, we do not have a formal review mechanism for our suppliers and contractors to evaluate their performance on human rights issues. We are in the process of developing such review mechanisms for our suppliers and contractors.

Our employees are free to engage in collective bargaining and our human rights policy clearly states our approach towards collective bargaining – to permit the employees without any direct or indirect impediments or negative consequences for joining union membership including collective bargaining and to refrain from promoting competing workers' organisations or seek control over the activities of workers' organisation.



# INDEPENDENT ASSURANCE STATEMENT

## Independent Assurance Report to MSPL Limited's 2010-2012 Corporate Sustainability Report

KPMG was engaged by MSPL Limited ('MSPL' or 'the Company') to provide independent assurance on MSPL's 2010-2012 Corporate Sustainability Report ('the Report').

### Assurance Scope and Limitations

We have provided assurance on the sustainability data and information for the period 01 April 2010 to 31 March 2012 as presented by MSPL in line with the Global Reporting Initiative's G3.1 Guidelines for Sustainability Reporting.

This assurance statement does not cover financial performance indicators sourced from the audited balance sheets for FY 2010-11 and FY 2011-12 of MSPL. Data and information outside the reporting period as mentioned above was not subject to any verification. Further, any statement indicating intention, opinion, belief and / or aspiration by MSPL was excluded from the scope of assurance.

### Assurance Standard and Independence

We have conducted our work in accordance with International Federation of Accountants (IFAC) International Standard for Assurance Engagements [ISAE 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information]. We have complied with the requirements of the IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners) as well as the assurance firm (assurance provider) be independent of the assurance client, including not being involved in writing the Report. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence.

### Assurance Process

We obtained all the evidence, information and explanations that we considered necessary in relation to the assurance scope mentioned above. Our work included a range of evidence-gathering procedures as follows:

- Site visit at MSPL's mining operations in Hospet, Karnataka, India.
- Site visit at MSPL's pellet plant in Koppal, Karnataka, India.
- Review of sustainability reporting systems and protocols established by MSPL.
- Review of materiality assessment framework adopted by MSPL.
- Review of stakeholder engagement processes deployed by MSPL.
- Verification of data and information presented in the Report.
- Assessment of the consistency between the data for the selected sustainability performance and the related written comments in the narrative of the Report.



## Responsibilities

The Management of MSPL is responsible for preparing the Report and the information and statements within it. MSPL is also responsible for identification of material sustainability issues; establishing and maintaining appropriate performance management and internal control systems; and derivation of performance data reported.

This report is made solely to the Management of MSPL in accordance with the terms of our engagement. Our work has been undertaken so that we might state to MSPL those matters for which we have been engaged to state in this report and for no other purpose. We have conducted this engagement with a multidisciplinary team including specialists in ISAE 3000, stakeholder engagement, auditing environmental, social and financial information and with experience in similar engagements in the metal and mining sector.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than MSPL for our work, for this report, or for the conclusions we have reached. By reading this statement, stakeholders agree and accept to the limitations and disclaimers mentioned above.

## Conclusion

Based on the assurance scope and work procedures performed, nothing has come to our attention to indicate that the sustainability data and information presented by MSPL in the Report is materially misstated, in accordance with the requirements of the GRI G3.1 Guidelines on Sustainability Reporting.

## Key Observations

Without prejudice to the conclusion mentioned above and KPMG's management letter submitted to MSPL's senior management, under the prevailing scope of assurance, following are some of our other key observations:

- MSPL's materiality assessment framework assess inputs from its internal stakeholders like employees and senior management
- The stakeholder engagement process can be further strengthened by adopting a structured stakeholder engagement framework to comprehensively understand the expectations and concerns of its significant stakeholders.
- Setting goals and targets material to sustainability performance indicators can help MSPL to consolidate and focus its sustainability efforts
- The sustainability data management systems of MSPL can be automated along with appropriate monitoring and review mechanisms
- A compliance management system to comprehensively address environment, health and safety compliance requirements may help MSPL to have a better control on compliance checks

## Arvind Sharma

Director - KPMG  
Mumbai





## Statement

### GRI Application Level Check

GLI EquiPac™ was a commercialized derivative of which the source code of the GLI model has not been made available to the public. We sustained this reporting. The fact that we find that the hypothesis and the amount of disclosure for that April quarter were not used and based on the reporting and that the next Consolidated Income Statement is a fair representation of the required disclosure is also reflected in the GLI 2011 Guide Line. For more on this, see our website <http://www.gli.com> regarding <http://www.gli.com> and <http://www.gli.com> (Methodology, not).

Another important consideration is the availability of resources of the supplier and the quality of their production process.

אשר יחזיקו בלתי נפרד

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The "I" has been added to this Application, now making "I/US". I intend to modify part of this report for selected reasons. I'll attach the reporter's own letter explaining the reason soon after receipt.

For each of the four different types of nonrenewable resources, we have identified the role played by the government, and we have provided a brief description of the role of the government in the management of the resource. The role of the government is to provide a framework for the management of the resource, and to ensure that the resource is managed in a sustainable manner. The role of the government is to provide a framework for the management of the resource, and to ensure that the resource is managed in a sustainable manner. The role of the government is to provide a framework for the management of the resource, and to ensure that the resource is managed in a sustainable manner.

© 2006 Blackwell Publishing Ltd, *Journal of Internal Medicine* 260: 103–110

# GRI G3.1 INDEX

STANDARD DISCLOSURES PART I: Profile Disclosures						
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation
1. Strategy and Analysis						
1.1	Statement from the most senior decision-maker of the organisation.	Fully	1-4			
1.2	Description of key impacts, risks, and opportunities.	Fully	3-4, 18			
2. Organisational Profile						
2.1	Name of the organisation.	Fully	Cover page			
2.2	Primary brands, products, and/or services.	Fully	9-10			
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	9-10			
2.4	Location of organisation's headquarters.	Fully	13			
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	9-10			
2.6	Nature of ownership and legal form.	Fully	9-10			
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).		9-10			
2.8	Scale of the reporting organisation.	Fully	9-10, 23, 49			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	There have been no significant changes during the reporting period regarding size, structure, or ownership.			
2.10	Awards received in the reporting period.	Fully	11-12			
3. Report Parameters						
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	13			
3.2	Date of most recent previous report (if any).	Fully	Our 2009-10 Corporate Sustainability Report can be accessed through our website <a href="http://www.mspllimited.com/images/MSPL%20CSR%202010.pdf">http://www.mspllimited.com/images/MSPL%20CSR%202010.pdf</a>			
3.3	Reporting cycle (annual, biennial, etc.)	Fully	5, The reporting cycle is biennial.			



## GRI G3.1 INDEX

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation
3.4	Contact point for questions regarding the report or its contents.	Fully	13			
3.5	Process for defining report content.	Fully	4, 17			
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	13			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	13			
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Fully	13			
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	Data measurement techniques and the bases of calculations have been provided in relevant sections of the report.			
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	Re-statements, if any, have been explained in relevant sections of the report.			
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	Our Pellet plant was commissioned in December, 2010 and has been included in this report.			
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	56			
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	13, 53, 54			
<b>4. Governance, Commitments, and Engagement</b>						
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Fully	14-16			
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	14-16			
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	14-16			

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	15, 17			
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	Fully	14-16			
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	14-16			
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	14-16			
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	7-8			
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	14-16			
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	14-16			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Fully	Precautionary principle is implicit in our environment management approach and systems.			
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Fully	13, 17			
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	19			



## GRI G3.1 INDEX

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation
4.14	List of stakeholder groups engaged by the organisation.	Fully	17			
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	The process adopted for identification of our key stakeholders has been elaborated in our 2008-09 Corporate Sustainability Report and can be accessed through our website <a href="http://www.mspllimited.com/images/CSR2008_2009.pdf">http://www.mspllimited.com/images/CSR2008_2009.pdf</a>			
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	17-18			
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Partially	17	Comprehensive system for all stakeholder engagement mapping.	Does not exist.	We plan to have an integrated system for stakeholder mapping by 2014. Through this system, we can, in a consistent, complete and transparent manner, take feedback from our identified set of stakeholders and respond to key topics and concerns raised.

### STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3.1 MMSS DMAs	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
DMA EC	Disclosure on Management Approach EC						
Aspects	Economic performance	Fully	23-24				
	Market presence	Fully	24, 49				
	Indirect economic impacts	Fully	23-24, 39-46				
DMA EN	Disclosure on Management Approach EN						
Aspects	Materials	Fully	32				
	Energy	Fully	29, 32				
	Water	Fully	33				
	Biodiversity	Fully	35-36				
	Emissions, effluents and waste	Fully	29-35				

G3.1 MMSS DMAs	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
	Products and services	Partially	33-34	Procedures related to supply-chain environmental impacts due to our products and services.	Not available	We are currently in the process of advocating good environmental performance and key environmental aspects across our supply chain. We plan to do this in a phased manner and aim to complete it by 2014.	2014
	Compliance	Fully	We strive to ensure 100% compliance to all applicable environmental regulations.				
	Transport	Fully	29				
	Overall	Fully	29				
<b>DMA LA</b>	<b>Disclosure on Management Approach LA</b>						
Aspects	EmploymentCOMM	Fully	49-51				
	Labor/management relationsCOMM	Fully	51-52				
	Occupational health and safetyCOMM	Fully	51-52				
	Training and education	Fully	14-16				
	Diversity and equal opportunity	Fully	14, 16				
	Equal remuneration for women and men	Fully	We pay equal basic salary and remuneration to women and men for each employee category.				
<b>DMA HR</b>	<b>Disclosure on Management Approach HR</b>						
Aspects	Investment and procurement practices	Not		Significant investment agreements that include human rights clauses or that underwent human rights screening.	Not available	We are currently in the process of advocating and including specific clauses with respect to human rights in the significant agreements and contracts. In addition we are also in a planning stage to incorporate	2014



## GRI G3.1 INDEX

G3.1 MMSS DMAs	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
						human rights screening for our supply chain. We plan to do this in a phased manner by 2014.	
	Non-discrimination	Fully	52				
	Freedom of association and collective bargaining	Fully	52				
	Child labor	Fully	52				
	Prevention of forced and compulsory labor	Fully	52				
	Security practices	Fully	52				
	Indigenous rightsCOMM	Fully	MSPL does not have operations adjacent to Indigenous People Territories.				
	Assessment	Partially	52	Procedures related to human rights reviews and/or impact assessments.	Not available	We are yet to conduct a formal human rights risk assessment for operations. The information on human rights risks reviews in our operations will be reported by 2015.	2015
	Remediation	Fully	52				
DMA SO	Disclosure on Management Approach SO						
Aspects	Local communities	Fully	39				
	Artisanal and small-scale mining	Fully	There is no reliable information on the physical distribution pattern of mining leases in the minor mineral sector, wherein small and medium scale mines and artisanal mines of less than 5 ha in size dominate. <i>Source: Draft Final Sustainable Development Framework for the Mining Sector for the Ministry of Mines (GoI).</i>				



G3.1 MMSS DMAs	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
	Resettlement	Fully	There were no occurrences of resettlements in the reporting period.				
	Closure planning COMM	Fully	36				
	Grievance mechanisms and procedures	Fully	There were no disputes relating to land use, customary rights of local communities and indigenous people.				
	Emergency Preparedness COMM	Fully	29, 51-52				
	Corruption	Fully	14				
	Public policy	Fully	19				
	Anti-competitive behavior	Fully	19				
	Compliance	Fully	14 -15				
DMA PR	Disclosure on Management Approach PR						
Aspects	Materials stewardship	Fully	Page 32				
	Customer health and safety	Fully	Page 24				
	Product and service labelling	Fully	Page 24				
	Marketing communications	Fully	Page 24				
	Customer privacy	Fully	Page 24				
	Compliance	Fully	Page 24				
STANDARD DISCLOSURES PART III: Performance Indicators							
Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Economic							
Economic performance							
EC1COMM	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	23				
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Fully	23, 29-30				
EC3	Coverage of the organisation's defined benefit plan obligations.	Fully	23				
EC4	Significant financial assistance received from government.	Fully	23				



## GRI G3.1 INDEX

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Market presence							
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	The standard entry level wage, for both male and female workforce, is equal to or more than local minimum wage as prescribed by local regulatory agencies.				
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	24				
EC7COMM	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	Fully	Currently MSPL does not have any specific procedure for local hiring of senior management. The hiring is based on merits, irrespective of the location of the person. We abide by the local regulations on employing non-management workforce from local communities.				
Indirect economic impacts							
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	45-46				
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	39-46				
Environmental							
Materials							
EN1	Materials used by weight or volume.	Fully	32				
EN2COMM	Percentage of materials used that are recycled input materials.	Fully	32				
Energy							
EN3	Direct energy consumption by primary energy source.	Fully	30				
EN4	Indirect energy consumption by primary source.	Fully	30				

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
EN5	Energy saved due to conservation and efficiency improvements.	Partially	30-31	Quantification of energy saved due to conservation and efficiency improvements.	Not available	Due to curtailed mining activities in the past two years our electricity consumption declined and in turn our energy conservation decreased. Our pellet plant started operations in December 2010 and is in the process of achieving stable operational state. We will report the energy saved due to energy efficient operations and other initiatives in near future as we attain normalcy and stability in our business operations.	2014
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	29				
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	29-32				
Water							
EN8	Total water withdrawal by source.	Fully	33				
EN9	Water sources significantly affected by withdrawal of water.	Fully	We have not sourced water directly from any natural resources and none of the water sources are significantly affected by our withdrawal of water.				
EN10	Percentage and total volume of water recycled and reused.	Fully	33				



## GRI G3.1 INDEX

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Biodiversity							
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	35  Vyasnakere Iron Ore Mines is located in Bellary-Hospet region of Karnataka and has a mining lease area of 347.22 Hectares.				
EN12COMM	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	35-36				
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	Fully	The leased area for conducting mining operations is 347.22 Hectares. No rehabilitation of communities was done to operate in this area.				
EN13COMM	Habitats protected or restored.	Fully	35-36				
EN14COMM	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	35-36				
MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	Fully	35  Vyasnakere Iron Ore Mines is located in Bellary-Hospet region of Karnataka and has a mining lease area of 347.22 Hectares. VIOM has a mine closure plan in place.				
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Fully	35-36				
Emissions, Effluents and Waste							
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	31 The GHG emission factors were used from the IPCC Guidelines for National Greenhouse Gas Inventories.				
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	31				

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Partially	31-32	Quantification of greenhouse gas emissions reductions due to energy conservation and efficiency improvements.	Not available	Due to curtailed mining activities in the past two years in the backdrop of local illegal mining issue in the region, we are not in a position to report the energy saved and resultant GHG emission reductions. Our pellet plant started operations in December 2010 and is in the process of achieving stable operational state. We will report the energy saved due to energy efficient operations and other initiatives and resultant GHG emissions reductions in near future as we attain normalcy and stability in our business operations.	2014
EN19	Emissions of ozone-depleting substances by weight.	Fully	Our operations do not involve the use of ozone depleting substances.				
EN20COMM	NOx, SOx, and other significant air emissions by type and weight.	Fully	35				
EN21	Total water discharge by quality and destination.	Fully	33				
EN22COMM	Total weight of waste by type and disposal method.	Fully	34 The hazardous waste generated is sent to dealers authorised by Karnataka State Pollution Control Board.				
MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Fully	34				



## GRI G3.1 INDEX

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
EN23COMM	Total number and volume of significant spills.	Fully	There was no occurrence of a significant spill during the reporting period.				
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Fully	34 The hazardous waste resulting out of our operations is disposed as per the norms mentioned in the State Pollution Control Board wherein the hazardous waste is sent to a government certified agency. We do not ship any waste internationally.				
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Fully	There are habitats significantly affected by our discharges of water and runoff.				
Products and Services							
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	29 - 34				
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Fully	Not applicable, since MSPL's product doesn't require any packaging material.		Not applicable		
Compliance							
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	We strive to ensure 100% compliance to all applicable environmental regulations and there were no cases of significant fines paid during the reporting period for non-compliance with environmental regulations.				
Transport							
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Fully	29-30				

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Overall							
EN30	Total environmental protection expenditures and investments by type.	Fully	24				
Social: Labor Practices and Decent Work							
Employment							
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	49-50				
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	51				
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	49				
LA15	Return to work and retention rates after parental leave, by gender.	Fully	49				
Labor/management relations							
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	MSPL respects the right of an individual and does not prohibit employees to form unions and collective bargaining agreements. However during this reporting period, no unions were formed.				
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	For significant operational changes we mutually discuss the notice period with the concerned department depending on the nature of changes. We strive to give minimum notice period of a week wherever possible and also comply to the local legislation, where such significant operational change is mandated by the local legislation.				



## GRI G3.1 INDEX

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	Fully	There were no occurrences of strikes or lockouts during the reporting period.				
Occupational Health and Safety							
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully	51				
LA7COMM	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	52	Quantification of rates of injury, occupational diseases, lost days and absenteeism.	Not available	We are currently in the process to capture all the information required to calculate rates of injury, occupational diseases, lost days and absenteeism.	2014
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	44-45, 52				
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	51-52				
Training and Education							
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	51				
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	51				
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	49				
Diversity and Equal Opportunity							
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	14 -16				
Equal Remuneration for Women and Men							
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully	We pay equal basic salary and remuneration to women and men for each employee category.				



Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Social: Human Rights							
Investment and Procurement Practices							
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Not		Total number and percentage of significant investment agreements that include human rights clauses or that underwent human rights screening.	Not available	We are currently in the process of advocating and including specific clauses with respect to human rights in the significant agreements and contracts. In addition we are also in a planning stage to incorporate human rights screening for our supply chain. We plan to do this in a phased manner by 2014.	2014
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Not		The percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken'.	Not available	We are currently in the process of advocating and including specific clauses with respect to human rights in the significant agreements and contracts. In addition we are also in a planning stage to incorporate human rights screening for our supply chain. We plan to do this in a phased manner by 2014.	2014
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not		The total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not available	Awareness with respect to human rights is provided to employees by means of training, however these trainings are not quantified.	2014



## GRI G3.1 INDEX

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Non-discrimination							
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	52 There have been no recorded cases of discrimination filed during the reporting period.				
Freedom of Association and Collective Bargaining							
HR5COMM	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Partially	52 MSPL respects the right of an individual and does not prohibit employees to form unions and collective bargaining agreements. However during this reporting period, no unions were formed.	Significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.	Not available	We are yet to conduct a comprehensive human rights risk assessment for our significant suppliers. The information on human rights risks in supply chain will be reported by 2015.	2015
Child Labor							
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	52 All our contracts with our suppliers contain clauses on no use of child labor.				
Prevention of Forced and Compulsory Labor							
HR7	Operations and significant 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.	Fully	52 All our contracts with our suppliers contain clauses on no use of forced labor.				
Security Practices							
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Not		The percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Not available	We are currently in the process of training security personnel on the Human Rights policies of MSPL. However, we strictly prohibit child as well as forced labour across our operations.	2014

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Indigenous Rights							
MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	Fully	MSPL does not have operations adjacent to indigenous people's territories.				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	MSPL does not have operations adjacent to indigenous people's territories. However, we interact with the communities in the villages surrounding its operations to identify their needs and aids to the same through its stakeholder management process.				
Assessment							
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Partially	52	Percentage and total number of operations that have been subject to human rights reviews and / or impact assessments.	Not available	We are yet to conduct a formal human rights risk assessment for operations. The information on human rights risks reviews in our operations will be reported by 2015.	2015
Remediation							
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully	There were no grievances related to human rights filed during the reporting period.				
Social: Society							
Local Communities							
SO1COMM (MMSS)	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully	Please refer our 2009-10 Corporate Sustainability Report (Page 55) which can be accessed through our website <a href="http://www.mspllimited.com/images/MSPL%20CSR%202010.pdf">http://www.mspllimited.com/images/MSPL%20CSR%202010.pdf</a>				



## GRI G3.1 INDEX

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
SO1 (G3.1)	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	39				
MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	Fully	There were no disputes relating to land use, customary rights of local communities and indigenous peoples.				
MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	Fully	There were no disputes relating to land use, customary rights of local communities and indigenous peoples.				
Artisanal and Small-scale Mining							
MM8	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	Fully	There is no reliable information on the physical distribution pattern of mining leases in the minor mineral sector, wherein small and medium scale mines and artisanal mines of less than 5 ha in size dominate. <i>Source: Draft Final Sustainable Development Framework for the Mining Sector for the Ministry of Mines (GoI).</i>				
Resettlement							
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	Fully	There were no occurrences of resettlements in the reporting period.				
Closure Planning							
MM10	Number and percentage of operations with closure plans.	Fully	All our operations have a mine closure plan in place.				

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	There have been no significant negative impacts on surrounding communities due to our operations. A stakeholder engagement is carried out wherein areas of development are identified. MSPL engages with the neighbouring communities in areas of infrastructure and social development, empowering villages, education and health and hygiene. With respect to environmental impacts, we maintain our emission and waste generation activities as per the Pollution Control Board.				
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	There have been no significant negative impacts on surrounding communities due to our operations. A stakeholder engagement is carried out wherein areas of development are identified. MSPL engages with the neighbouring communities in areas of infrastructure and social development, empowering villages, education and health and hygiene. With respect to environmental impacts, we maintain our emission and waste generation activities as per the Pollution Control Board.				



## GRI G3.1 INDEX

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Corruption							
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not		Percentage and total number of business units analysed for risks related to corruption.	Not available	A formalised system for identification and analysis of corruption across the organisation is being planned.	2014
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Fully	All employees are communicated and made aware of the code of conduct that is to be mandatorily adhered.				
SO4	Actions taken in response to incidents of corruption.	Fully	There were no reported incidents of corruption for this reporting period.				
Public Policy							
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	19				
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	MSPL does not make any contributions to political parties, politicians and related institutions.				
Anti-competitive Behavior							
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	No legal actions were taken against MSPL with respect to anti-competitive behavior, anti trust and monopoly practices.				
Compliance							
SO8COMM	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	We did not pay any significant fine due to non-compliance during the reporting period.				
Social: Product Responsibility							
Materials Stewardship							
MM11	Programs and progress relating to materials stewardship.	Fully	32				

Performance Indicator	Description	Reported	Cross-reference/ Direct answer (Ref. Page)	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in
Customer Health and Safety							
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	MSPL does not conduct any standard life cycle assessment, however health, safety and environment aspects are considered right from the mining stage to the disposal stage. MSPL adheres to all legislative requirements.				
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	There have been no incidents of non-compliance with regulators and voluntary codes concerning health and safety impacts of our products.				
Product and Service Labelling							
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	24				
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	24				
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	24				
Marketing Communications							
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	The Businesses of MSPL are of the nature of B2B and doesn't require advertising or similar activities.				
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	24				
Customer Privacy							
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	24				
Compliance							
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	There were no incidents of fines or non-compliance with laws and regulations concerning the provision and use of products and services.				

## UNGC / ICMM CONTENT MAPPING

Report Section	ICMM Sustainable Development Framework	UNGC Principles	Page Nos.
About the Report			4
Message from CMD			5
Vision			6
Company Profile			7
Awards & Accolades			8
Corporate Governance	Principle 1, 4	Principle 2 and 10	9
Sustainability Framework	Principle 2, 4, 10		11
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Environmental Performance	Principle 4, 6, 7, 8	Principle 7, 8, 9	15
Workforce Management	Principle 3, 5	Principle 1, 2, 3, 4, 5, 6	22
Community Development	Principle 9		27
Independent Assurance Statement	Principle 10		34
UNGC / ICMM Content Mapping			38
GRI Content Index			39
Glossary			40

- UNGC principles can be accessed at <http://www.unglobalcompact.org/aboutthegc/thetenprinciples/index.html>

- ICMM Sustainable Development Framework principles can be accessed at <http://www.icmm.com/our-work/sustainable-development-framework/10-principles>

## GLOSSARY

ABF	Abheraj Baldota Foundation
ATF	Aviation Turbine Fuel
B2B	Business to Business
BHQ	Banded Hematite Quartzite
BNHS	Bombay Natural History Society
CO <sub>2</sub> e	Carbon Dioxide equivalent
CSR	Corporate Social Responsibility
EDLI	Employee's Deposit Linked Insurance
EOU	Export Oriented Unit
ESP	Electrostatic Precipitator
FICCI	The Federation of Indian Chambers of Commerce & Industry
FIMI	Federation of Indian Mineral Industry
FY	Financial Year
GHG	Greenhouse Gases
GJ	Giga Joules

GRI	Global Reporting Initiative
HR	Human Resources
ICMM	International Council on Mining and Metals
IPO	Initial Public Offering
ISO	International Organisation for Standardisation
IWPA	Indian Wind Power Association
₹	Indian Rupees
KL	Kilo Liters
LPG	Liquefied Petroleum Gas
MDG	Millennium Development Goals
MT	Million Tonnes
MTPA	Metric Tonnes per Annum
MM	Millimeter
MW	Mega Watt

MWh	Mega Watt-hour
NGOs	Non-Government Organisations
NOx	Oxides of Nitrogen
ODS	Ozone Depleting Substance
PPM	Parts Per Million
PRCI	Public Relations Council of India
R&D	Research and Development
SHG	Self Help Groups (from report)
SOx	Oxides of Sulphur
SPM	Suspended Particulate Matter
SWaN	Society for Wildlife and Nature
UCESS	University Centre for Earth and Space Sciences
UN	United Nations
UNGC	United Nations Global Compact
VIOM	Vyasankere Iron Ore Mines



# FEEDBACK FORM

Your feedback gives us essential insights and helps us add value to our future reports.  
Please take a moment to complete this form.

1

How would you evaluate our Sustainability Report based on the following aspects ? Please tick only one box

THIS SUSTAINABILITY REPORT

	Poor	Average	Good	Very Good	Excellent
■ has the content and information I wanted					
■ is clear and easy to understand					
■ includes the appropriate level of detail					
■ is well-structured and readable					
■ is transparent					
■ is credible					
■ on the whole fares as					

2

Which were the most useful sections according to you and why?

4

Is there any other aspect you would like to see included in the future editions of the report?

3

Which were the least useful sections according to you and why?

5

Your interest in our performance is as a / an  
Please tick the box that best describes you

☐ Employee

☐ Contractor/Supplier

☐ Regulator

☐ Financial Analyst

☐ Academic/Student

☐ Mining Industry

☐ Member of the public / local community

☐ Shareholder

☐ Customer

☐ Media

☐ NGO

Other, please specify

# FEEDBACK FORM

6

How did you learn about our Sustainability Report?

☐

I looked for it

☐

I was told about it

☐

I read about it

☐

From an employee

☐

Through my job

☐

I found it by coincidence

☐

Delivered or posted

☐

Via company website / email link

☐

Through the media

7




Any other comments / observations about the Sustainability Report that you would like to share?

Please mail the duly filled feedback form to:

**MSPL LIMITED**  
Baldota Enclave,  
Abheraj Baldota Road,  
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Karnataka, India.

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Report Application Level		C	C+	B	B+	A	A+ <sup>✓</sup>
Standard Disclosures	Profile Disclosures 	Report on: 1.1 2.1- 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4 , 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
	Disclosures on Management Approach 	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach disclosed for each Indicator Category	
	Performance Indicators & Sector Supplement Performance Indicators 	Report fully on a minimum of any 10 Performance Indicators, including at least one from each of: social, economic, and environment.**		Report fully on a minimum of any 20 Performance Indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.***		Respond on each core and Sector Supplement* indicator with due regard to the materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	

\* Sector supplement in final version

\*\* Performance Indicators may be selected from any finalized Sector Supplement, but 7 of the 10 must be from the original GRI Guidelines

\*\*\* Performance Indicators may be selected from any finalized Sector Supplement, but 14 of the 20 must be from the original GRI Guidelines

The MSPL Sustainability Report 2010-12, 'EVEN IN ODDS',  
is a **'GRI Checked' Application Level A+ report.**



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