



# Grasim Industries ESG Data book FY 21-22

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## SCOPE OF THE DATA BOOK

- ✓ The data book covers economic, environmental, and social disclosures consolidated across Grasim businesses inclusive of Ultra Tech Cement.
- ✓ The scope of Independent Assurance Statement included here is limited to standalone performance of Grasim.
- ✓ The Independent Assurance Statement of UltraTech Cement is submitted separately.

## ECONOMIC PERFORMANCE

### Board Effectiveness:

Particulars	Indicators/measures
Board Meeting Attendance Number of meetings attended in percentage last business/fiscal year.	<ul style="list-style-type: none"> <li>▪ Average board meeting attendance: 89 % of meetings of board of directors/supervisory board.</li> <li>▪ Minimum of attendance for all members required, at least (in %): 25%</li> </ul>
Board Mandates Number of other mandates of the board of directors/supervisory board members. This only applies to non-executive and independent directors, not executive directors, or employee representatives.	<ul style="list-style-type: none"> <li>▪ Number of non-executive/ independent directors with 4 or less other mandates: 9</li> <li>▪ Names of these directors: Dr. Santrupt Misra, Mr. Shailendra Kumar Jain, Mr. Raj Kumar, Ms. Anita Ramachandran, Mr. N. Mohan Raj, Mr. Cyril Shroff, Dr. Thomas M. Connelly, Jr., Mr. V. Chandrasekaran and Mr. Adesh Kumar Gupta</li> <li>▪ Number of other mandates for non-executive/ independent directors restricted to: 6</li> </ul>

Particulars	Indicators/measures
Board Performance Review Performance assessment of board of directors/ supervisory board members.	<ul style="list-style-type: none"> <li>▪ Regular self-assessment of board performance.</li> </ul> <p>A formal Evaluation Framework for evaluation of the Board's performance, performance of its committees and individual Directors of the Company, including the Chairman of the Board, in terms of the requirement of the Act and the Listing Regulations, is in place. In terms of the Evaluation Framework, the Board has carried out the annual performance evaluation of its own performance, the directors individually and the working of its committees. Criteria for evaluation inter alia includes providing strategic perspective or inputs regarding the growth and performance of the Company, Chairmanship of the Board and its Committees, attendance and preparedness for the meetings, contribution at the meetings, effective decision making and role of the Committees.</p>
Board Election Process	Board members are elected individually

➤ **Board Industry Experience:**

<b>Number of independent or non-executive members with industry experience (e.g., excludes executives):</b>	4
<b>Please list the independent or non-executive directors included in the above count:</b>	<ul style="list-style-type: none"> <li>▪ Non-Executive Non-Independent Directors - Dr. Santrupt Misra, Mr. Shailendra K. Jain</li> <li>▪ Independent Non-Executive Directors - Dr. Thomas M. Connelly, Mr. Adesh Kumar Gupta</li> </ul>

➤ **Management Ownership**

<b>Position</b>	<b>Name(s)</b>	<b>Multiple of base salary (Ratio of Shareholdings value to Base salary)</b>
Chief Executive Officer	Mr. Harikrishna Agarwal	15.76
Average across other executive committee members owning shares (At least for two members)	-	-

➤ **CEO-to-Employee Pay Ratio**

CEO Compensation	Total CEO Compensation
Total annual compensation of the Chief Executive Officer (or any equivalent position): (Total compensation = fixed and variable compensation + other parts of compensation which are required to be included in total remuneration reporting)	1,55,64,000
Employee Compensation	Median Employee Compensation
Median annual compensation of all employees, except the Chief Executive Officer (or any equivalent position):	4,27,464.98
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation: CEO compensation divided by the median employee compensation	36.41

➤ **Emerging Risks**

Particulars	Emerging Risk 1	Emerging Risk 2
Name of the emerging risk	Transition risk due to water stress	Supply chain disruptions due to climate change factors
Category	Economic	Environmental
Description	Risks arising due to the regulations associated with approvals/permissions to withdraw water for industrial use	Effects of climate change is uncertain, and it can give rise to any extreme weather events like storm, cyclone, flood etc. which might disrupt the supply chain
Impact	Water is a critical input for all our businesses. Considering the anticipated water stress or scarcity that might arise in the coming years, the Regulatory Authorities might restrict the quantum of water drawn for use in the manufacturing processes. Water regulations might lead towards increasing costs or disrupting operations. The regulatory impact could be not granting approval or permissions for any kind of greenfield or	Supply chain disruptions can hamper the supply of a critical input /ingredient of any product and thus resulting in a stoppage of production of any high-demand product/item in the consumer market. For example, floods may hit the plants located near to surface water source and thus impact the plant operations. This will impact both the upside and downside supply chain by reducing the operating capacity of the mill for few days and the deliveries to the customers

	<p>brownfield expansions. Or even if the approval is granted, it could be for lesser quantity, forcing the industry to explore newer technologies that consume less water. There is a challenge in terms of the investment to be made in the technology that uses less water without compromising the quality and output. There are no proven technologies currently for various manufacturing processes with lesser / zero water consumption and to that extent, there is no uncertainty in this regard. Hence there is a financial implication concerning investment in the new technology.</p>	<p>may face a delay. Additionally, during monsoons, road transport is impacted due to flooding in various regions. When the raw material is sourced from overseas, the impact of extreme weather events can be manifold and can result in supply chain disruptions leading to a reduction in production capacity and the commitment to customers to deliver the finished goods.</p>
Mitigating actions	<p>Continuous reduction in freshwater consumption by applying the 4R principles (reduce, reuse, recycle and regenerate) led to a 56% reduction in specific water consumption by VSF business in the last 7 years in FY22. a) Nagda VSF plant will be the first to achieve zero liquid discharge in the viscose industry globally. The commissioning is expected to be completed by Quarter 2 FY22 b) Creating new reservoirs closer to plant locations c) Research and Development on proven technologies across the World that rely on lesser water consumption. d) Developed and implemented environment- friendly Lyocell technology inhouse which has near Zero environmental impact</p>	<p>We have taken mitigative actions a) To make sure that the supply chain disruptions are minimal, we promote local vendors and suppliers for critical raw material/ key ingredient b) As a part of our vendor development process, we explore vendors from different geographies while giving priority to the local vendors across our manufacturing locations. c) An attempt has been made to ensure that the skilled manpower employed at our units are local and their access to the plants is not hampered during any extreme weather event. d) We also have a disaster management plan at the Corporate and Unit level where we work with our people and communities to reduce vulnerability to natural calamities and to cope with the disaster. e) We also have disaster management plan at Corporate and Unit level where we work with our people and communities to reduce vulnerability to natural calamities and to cope with the disaster. f) We are evaluating climate change risks and opportunities as per the Task Force on Climate Related Financial Disclosures (TCFD) recommendations. Outcome of this study will be integrated with the long-term business strategy, risk management and business planning.</p>

➤ **Customer Satisfaction Measurement**

Parameter	Units	FY 2019	FY 2020	FY 2021	FY 2022
Net Promoter Score	Percentage	65	68	62	63.4

➤ **Critical supplier Identified:**

Type of Supplier	Share of total procurement spent (%)
Total tier 1 suppliers	100
Critical tier 1 suppliers	30.48
Critical non-tier 1 suppliers	0

➤ **General supply chain strategy:**

- Supply chain strategy at Grasim includes 6 strategic priorities: Supply Chain Sustainability, Sourcing Reliability, Competitive Cost Advantage, Procurement Excellence, Vendor Management and Digitization

➤ **Supplier Risk Management Measures**

Type of supplier	Percentage assessed annually	Percentage assessed at least once every 3 years
Critical suppliers (tier 1 and non-tier 1)	29.57	25.30
Suppliers with high sustainability risk.	4.88	0

➤ Integration of ESG objectives

Key ESG Objective	Description of ESG objective	Link to overall supply chain strategy
Key ESG Objective 1	Sustainable supply chain through decreased emissions	First priority of our supply chain strategy focuses on sustainability and in turn decreased emissions. Accordingly, we have strengthened our supply routes and increased the share of rail transport thereby reducing emissions from road transport. Further, we source only from sustainably managed forests and adhere to FSC®, SFI® and PEFC™ standards for wood sourcing. We have partnered with leading global brands on initiatives to trace the source of the raw materials and to help them trace their complicated supply chains. ‘Forest to Fashion’ is the first supply chain mapping project of its kind in the apparel industry.
Key ESG Objective 2	Supplier occupational health & safety	Grasim has strong safety culture which is reflected across our supply chain operations. Supplier OHS is key for sourcing reliability i.e., second priority of our supply chain. It is a key parameter in our supplier risk evaluation and therefore has an enhanced focus in our overall strategy. We have allocated 5% of the total weightage to Health and Safety considerations in our supplier performance evaluation framework.



Particulars	Percentage
% (weight) of ESG in the overall assessment of suppliers (compared to other factors such as price, quality and delivery time), as a tool to ensure integration of sustainability into supplier selection and retention decisions	10%

➤ **Supply Chain Transparency & Reporting**

Particulars	Please specify the KPI	Please specify the target that is linked to the KPI	Target year:
KPI 1	KPI: Supplier Risk Assessment	20% non-critical suppliers	2023
KPI 2	KPI: Decrease in GHG emissions from logistics.	Decrease exports at JNPT port by 95% and imports by 85%	2024
KPI 3	KPI: Supplier risk assessments	61% Tier-1 suppliers	2024

➤ **Effective-Tax rate**

Financial Reporting	FY 2021	FY 2022
Earnings before Tax	10,78,33,00,000	35,479,600,000
Reported Taxes	1,73,33,00,000	4,96,66,00,000
Cumulative acceptable adjustments	0	6,82,00,000 (part of OCI at page no. 255 of Integrated Annual Report)
Effective Tax Rate (in %)	16.07393	14.18
Cash Taxes Paid	1,78,55,00,000	6,50,15,00,000
Cash Tax Rate (in %)	16.55801	18.3246

➤ IT Security/ Cybersecurity Governance

Board Member	Relevant experience and previously held positions:	Please indicate the Board member's membership in the committee which oversees cyber security strategy
Mr. Pavan Jain, CFO	Mr. Pavan K. Jain has a stellar career track record spanning over three decades in the Aditya Birla Group, and in different stints including Birla White, Grey Cement and Grasim CFD. He is a Fellow Member of the Institute of Chartered Accountants of India and an Associate Member of the Institute of Company Secretaries of India. He has also completed the Executive Development Program of The Wharton School, University of Pennsylvania, USA. Mr. Jain has brought a deep sense of commitment to all the roles he has played and has significant experience in the area of M&A, Finance, Accounting, Regulatory & Secretarial matters. He has earlier successfully handled Finance & Commercial Functions in Cement Business of the Group establishing some of the best practices in FP&A function as well as other Commercial functions such as Procurement, Materials Management, Logistics etc.	Risk Committee

## ENVIRONMENTAL PERFORMANCE

### ➤ Scope 1: GHG Emissions

Parameter	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Total Direct GHG emissions (Scope 1)	MT CO2 e	5,51,90,680	5,19,46,265	6,07,25,722	6,60,23,953

### ➤ Scope 2: GHG Emissions

Parameters	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Location-based	MT CO2 e	31,26,400	32,38,228	25,21,072.51	24,39,149

### ➤ Scope 3: GHG Emissions

Parameters	Unit	FY 2022
Total Scope 3 emissions	MT CO2 e	48,10,000

### ➤ Energy Consumption

Total energy consumption	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Total non- renewable energy consumption	MWh	87,66,029	8,09,42,293	7,44,63,705	9,09,66,497.9
Total renewable energy consumption	MWh	7,44,454.80	8,85,486	10,55,709	17,65,098.6

➤ **Water Consumption**

Particulars	Unit	FY 2019	FY 2020	FY 2021	FY 2022
A. Withdrawal: Total municipal water supplies (or from other water utilities)	Million m3	7.01	10.59	9.99	11.78
B. Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million m3	54.490	45.223	40.73	42.54
C. Withdrawal: Fresh groundwater	Million m3	5.77	7.487	7.92	7.57
D. Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to B and C)	Million m3	25.107	15.015	11.62	28.75
E. TOTAL NET FRESHWATER CONSUMPTION (A+B+C-D)	Million m3	42.163	48.28	47.02	33.14

➤ **Waste Disposal**

Particulars	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Total wasterecycled/ reused	MT	14,13,814	20,58,454.80	16,83,582	17,41,679.2
Total waste disposed	MT	9,11,239	55,855.49	12,900	1,06,308.5
- Waste landfilled	MT	-	-	-	1,03,895
- Waste incinerated with energy recovery	MT	-	-	-	2,413.5
- Waste incinerated without energy recovery	MT	-	-	-	-
- Waste otherwise disposed, please specify:	MT	-	-	-	0
- Waste with unknown disposal method	MT	-	-	-	0

➤ **Air Emissions**

Particulars	Unit	FY 2019	FY 2020	FY 2021	FY 2022
NOx	MT	99,298	74,961	97,064	75,730.83
SOx	MT	31,337	26,985	28,360	16,115.78
SPM	MT	6,969	5,921	7,115	4,185.32

➤ **Climate Risk Assessment - Physical Risks:**

- Our Group has developed a proprietary tool GeoSust which provides a comprehensive analysis on future scenarios for Climate change. Three long-term scenarios were developed which have the potential to impact our business:

- a) National Regulatory Scenario
- b) Introduction of Emission Trading Scheme
- c) Science-Based Target

Our business uses this tool for the identification of Biodiversity and water-related issues. It has the potential to analyze the following: 1. Climate Hotspots - Adverse climate 2. Natural Hazards - Flood/Earthquake 3. Solar Energy - for renewable energy study 4. Wind Pattern - for wind energy 5. Air - Air Quality / Pollution. Our subsidiary, UltraTech has also conducted scenario analysis for physical as well as transition risks. This includes RCP 8.5, RCP 6, RCP 4.5 and RCP 2.6 scenarios. All four scenarios have been considered to assess the impact of temperature and precipitation changes in areas where our Company operates.

➤ **Climate Risk Assessment - Transition Risk:**

- Our Group has developed a proprietary tool GeoSust which provides a comprehensive analysis on future scenarios for Climate change. Three long-term scenarios were developed which have the potential to impact our business:

- a) National Regulatory Scenario
- b) Introduction of Emission Trading Scheme
- c) Science Based Target.

Our business uses this tool for identification of Biodiversity and water-related issues. It has the potential to analyze the following: 1. Climate Hotspots - Adverse climate 2. Natural Hazards - Flood/Earthquake 3. Solar Energy - for renewable energy study 4. Wind Pattern - for wind energy 5. Air - Air Quality / Pollution.

## Social Performance

### ➤ Freedom of Association

% of employees represented by an independent trade union or covered by collective bargaining agreements:	67.39
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### ➤ Training & Development Inputs

Particulars	FY 2022
Average hours per FTE of training and development	5.57
Average amount spent per FTE on training and development. (in INR)	324.26

### ➤ Hiring

Particulars	FY 2019	FY 2020	FY 2021	FY 2022
Total number of new employee hires	2,218	1,573	606	1,158

### ➤ Employee Turnover Rate

Particulars	FY 2019	FY 2020	FY 2021	FY 2022
Total employee turnover rate	5.90	6.57	9.41	9

➤ **Employee Engagement**

Employee engagement	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Employee engagement	% of actively engaged employees	81	88.31	89	97

➤ **Philanthropic Contributions**

Type of Contribution	Unit	FY 2022
Cash contributions	INR	42,47,00,000
Time: employee volunteering during paid working hours	INR	4,12,462
In-kind giving	INR	0
Management overheads	INR	1,41,00,000

➤ **Fatalities**

Fatalities	FY 2019	FY 2020	FY 2021	FY 2022
Employees	0	2	2	0
Contractors	8	1	2	2

➤ Safety

LTIFR	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Employees	n/million hours worked	0.87	0.4	0.23	0.28
Contractors	n/million hours worked	1.05	0.46	0.20	0.18



## Targets

ABG has undertaken the target to achieve Net Zero by FY50.

### **A) CHEMICALS, FERTILISERS AND INSULATORS (CFI)**

1. Safety: Below 80% reduction in LTIFR by 2025 (over the base year of FY17)
2. Water: 30% reduction in specific freshwater consumption of the main product by FY25 (over the base year of FY17). All units to be ZLD in in water stressed area by FY25 and water positive by FY30
3. Emission: 30% reduction in GHG emissions of the main product by FY30 (over the base year of FY17)
4. Diversity and inclusion: Increase three times woman employees in Management Cadre by FY25 (over the base year of FY19)
5. Employees engagement: 100% of employees to receive Code of Ethics training; Minimum 1 training day per employee per year  
Community development: 100% of our facilities to participate in community engagement

### **B) VSF**

1. The VSF business has set a target of Net Zero carbon emissions across all operations by 2040 and to reduce greenhouse gas (GHG) emissions intensity to half by 2030.
2. Safety: Reduction in LTIFR by 90% (over the base year FY15).
3. Water: Reduction in water intensity in VSF manufacturing process by 50% (over the base year FY15).
4. Water: Reduction in COD to meet EU BAT compliance by FY22 (over the base year FY18).
5. EU BAT Implementation at all Indian Sites by FY25 (over the base year FY18).

## Policies

1. Code of Conduct: [code-of-conduct.pdf \(grasim.com\)](#)
2. Corporate Tax Policy: [corporate-tax-policy.pdf \(grasim.com\)](#)
3. CSR Policy: [Grasim\\_CSR\\_Policy\\_2013.pdf](#)
4. Executive Remuneration Policy: [ExtractPage2.pdf \(grasim.com\)](#)
5. Grievance Handling Policy: [GRIEVANCE HANDLING POLICY \(grasim.com\)](#)
6. Board Diversity Policy: [board-diversity-policy-grasim.pdf](#)
7. Energy and Carbon Policy: [grasim-energy-carbon-policy.pdf](#)
8. Environmental Policy: [grasim-environmental-policy-2021.pdf](#)
9. Human Rights Policy: [human-rights-policy.pdf \(grasim.com\)](#)
10. Supplier Code of Conduct: [suppliers-code-conduct.pdf \(grasim.com\)](#)
11. Water Stewardship Policy: [water-stewardship-policy.pdf \(grasim.com\)](#)
12. Wood Fibre Sourcing Policy: [fibre-sourcing-policy.pdf \(grasim.com\)](#)
13. Risk Management Policy: [Microsoft Word - Risk Management Policy Final \(grasim.com\)](#)
14. Whistle Blower Policy: [Whistleblower policy final \(grasim.com\)](#)



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## Independent Assurance Statement

### The Management and Board of Directors

Grasim Industries  
Limited, Mumbai, India

### Scope

We have been engaged by Grasim Industries Limited to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements (ISAE 3000), hereafter referred to as the engagement, for Grasim Industries Limited's Sustainability data in Integrated Report FY 22 (the "Subject Matter") for the period from 01st April 2021 to 31st March 2022.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

### Criteria applied by Grasim Industries Limited

In preparing the Integrated Report FY 22, Grasim Industries Limited applied, The International Integrated Reporting Council (IIRC framework), and Global Reporting Initiative (GRI) Standards, in accordance with Core (Criteria). GRI Standards - Core Criteria were specifically designed for Integrated Report FY 22; As a result, the subject matter information may not be suitable for another purpose.

### Grasim Industries Limited's responsibilities

Grasim Industries Limited management is responsible for selecting the Criteria, and for presenting the integrated report in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with Grasim Industries Limited on 9th December 2021. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

## Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

## Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the integrated report and related information and applying analytical and other appropriate procedures

Our procedures included:

- Conducted interviews with select personnel at sites and corporate teams to understand the process for collecting, collating and reporting the subject matter as per Global Reporting Initiative (GRI) Standards;
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria;
- Undertook analytical review procedures to support the reasonableness of the data
- Site verification of data, on a selective test basis, for the following sites, through consultations with the site team and sustainability team;
  - Chlor Alkali – Nagda, Vilayat
  - Viscose Stable Fibre – Nagda, Vilayat
  - Textiles – Jaya Shree Textiles
  - Epoxy – Vilayat
  - Viscose Filament Yarn – Kalyan
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of sustainability reporting;
- Review of the Company's approach towards materiality assessment disclosed in the Report to identify relevant issues
- Review of selected qualitative statements in various sections of the integrated report



We also performed such other procedures as we considered necessary in the circumstances

### **Emphasis of matter**

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2021 to 31st March 2022)
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through Integrated Annual Report, or othersources available in the public domain
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention provided by the Company
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters

### **Conclusion**

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Integrated Report FY 22 for the period from 01st April 2021 to 31st March 2022, in order for it to be in accordance with the Criteria.

**For and on behalf of Ernst & Young Associates LLP**

A handwritten signature in black ink, appearing to read 'Shailesh Tyagi', is positioned above the printed name.

**Shailesh Tyagi**  
25<sup>th</sup> July 2022  
Mumbai, India

## Sustainability Data for FY 22 as per GRI Core Option

Sustainability Indicators	Unit	Business of Grasim Industries Limited			Total
		Textiles and Insulator	Chemicals	Viscose	
<b>Water and Effluents</b>					
Surface water	Million Cubic Metre	0.10	5.65	30.52	36.28
Ground water	Million Cubic Metre	1.76	0.42	0.00	2.18
Water from Municipality / Water utility	Million Cubic Metre	0.28	2.60	7.99	10.87
Total water withdrawn	Million Cubic Metre	2.14	8.68	38.51	49.33
Total water discharge	Million Cubic Metre	0.47	1.24	27.05	28.75
Total water consumption	Million Cubic Metre	2.86	8.38	25.63	36.87
Water recycled	Million Cubic Metre	1.20	0.94	14.16	16.30
<b>Waste</b>					
<b>Hazardous Waste Diverted from Disposal</b>					
Recycled and reused	MT	24.34	33442.00	16254.19	49720.53
Other recovery options	MT	4.01	0.21	16793.11	16797.33
<b>Non-Hazardous Waste Diverted from Disposal</b>					
Recycled and reused	MT	8318.87	363982.57	397892.22	770193.66
Other recovery options	MT	1.16	6716.79	79733.15	86451.10
<b>Hazardous Waste Directed to Disposal</b>					
Incineration	MT	1.43	514.90	353.74	870.06
Landfilling	MT	683.05	48537.23	17256.82	66477.10
<b>Non-Hazardous Waste Directed to Disposal</b>					
Incineration	MT	0.00	0.44	0.00	0.44
Landfilling	MT	9969.70	24446.84	3001.36	37417.90
<b>Total Waste disposal</b>					
Hazardous waste	Million MT	0.0007	0.0825	0.0507	0.13
Non-Hazardous waste	Million MT	0.0183	0.3951	0.4806	0.89
<b>Energy and Emission</b>					
Non-Renewable Energy Consumption	Million GJ	1.21	26.51	28.90	56.62
Renewable Energy Consumption	Million GJ	0.14	0.74	2.43	3.30
<b>Total Energy Consumption</b>					
Scope 1 Emissions (direct emissions)	Million MT CO2 eq	0.06	1.96	2.55	4.57
Scope 2 Emissions (indirect emissions)	Million MT CO2 eq	0.10	1.10	0.19	1.39
<b>Total scope 1 and 2 emissions</b>					
SOX	MT	176.24	2695.66	3460.11	6332.01
NOX	MT	130.51	1426.74	456.24	2013.49
SPM	MT	44.49	669.05	598.18	1311.72
<b>Social</b>					
LTIFR – Permanent employees	Per million hours worked	0.26	0.30	0.28	0.28
LTIFR – Contractual employees	Per million hours worked	0.16	0.04	0.31	0.18
LTIFR – Total employees	Per million hours worked	0.23	0.09	0.29	0.22
<b>Total number of employees</b>					
Permanent (M)	Number	7494	3143	12373	23010.00
Permanent (F)	Number	158	183	240	581.00
<b>Total Permanent employees</b>					
Permanent Trainees (M)	Number	375	42	151	568



Building a better  
working world

Permanent Trainees (F)	Number	16	17	63	96
<b>Total Trainee employees</b>	Number	391	59	214	664
<b>Total employees (Permanent+Trainee)</b>	Number	8043	3385	12827	24255