

GRI G3.1

Compliant

B Level Report.

# SUSTAINABILITY REPORT 2013-14



**COAL INDIA LTD.**

**10 N.S. Road, Kolkata-700001**



# CONTENT INDEX

Topic	Page No.
Our Vision and Mission	2
Chairman’s Statement	3
Our Company	5
About The Report	9
Corporate Governance: Coal India Board	10
Sustainable Development Board Level Committee as on 31.03.2014	13
Organizational Structure	15
Governance / Transparency Initiatives	16
Our Stakeholders	18
Stakeholders’ Engagement	19
Stakeholders Mapping	20
Economic Performance	23
High Lights Of The Performance In 2013-14	24
Coverage of defined benefit plan obligations	29
Our Employees & Human Rights	32
Employee’s Concern	33
Safety	37,40-42
Training	43
Environment Performance	50
Environmental Impact Assessment	51
<i>Air Pollution Control Measures</i>	51
<i>Water Pollution Control Measures</i>	52
<i>Noise Pollution Control Measures</i>	54
Biodiversity	55
Other measures to reduce Pollution at the source by new methods	57
Conservation of natural Resources	57
Environmental Aspects- Performance	58-65
MoU with Govt. of India Performance in 2013-14	65
SD Projects Target Vs Achievement in 2013-14	66
Social Aspects –Performance	68
Major Activities under taken in CIL and Its Subsidiaries during 2013-14	69
Awards	76
G 3.1 Content Index	79
Mapping with Principles as per BRR	84
List of Abbreviations	85
Sustainability Report 2013-14 - FEEDBACK FORM	86

## OUR VISION

*To emerge as a global player in the primary energy sector committed to provide energy security to the country by attaining environmentally & socially sustainable growth through best practices from mine to market*

## OUR MISSION

*To Produce and Market the Planned Quantity of Coal and Coal products Efficiently and Economically in an Eco-Friendly Manner with due regard to Safety, Conservation and Quality*

## FROM THE CHAIRMAN'S DESK

Coal India Ltd. (CIL) is the 8<sup>th</sup> Central PSU conferred with **Maharatna Status** by Govt. of India and with this status CIL enjoys larger financial autonomy which provides the opportunity to take the company on growth path of country's energy security through Sustainable Development.

CIL's priority is to satisfy the country's energy need for the economic growth as coal meets over **50 %** of the primary energy requirement . However, CIL desires to ensure that it is being done in a socio-eco friendly manner.

### **ECONOMIC PERFORMANCE**

CIL is one of the largest profit making Companies having earned Rs. 22879.54 crores pre-tax profit against previous year figure of Rs 24,979.04 crores.

### **SOCIAL FRONT**

We believe that our main stakeholders are all the persons around our activity zone and the land losers. Considering their needs and aspirations, it is our endeavour to improve our Resettlement & Rehabilitation (R&R) policy and CSR activities which will be more need based and satisfying to the Project Affected Persons and neighbouring stakeholders. R&R policy of CIL has given its subsidiaries the flexibility to deal the Project affected people and to settle their grievances more humanly.

A number of initiatives has been and is being taken by CIL for the people around through various CSR activities. CIL's CSR policy is placed in the public domain through our website.

### **ENVIRONMENT**

Environment Impact Assessment studies are carried out for each project to undertake the mitigation measures in a planned and phased manner to minimize the impact of coal mining on land, air and water. This in turn helps the community at large.

### **SAFETY & WELFARE OF EMPLOYEES**

Our Employees, the back bone of the industry, are one of the most Important Stakeholder. CIL is the first PSU to settle the Wage agreement for 5 years up to 30-06-2016. CIL and its subsidiaries take different types of welfare measures required to facilitate not only employees but also their families in consultation with their representatives.

Safe employees are the productive employees. Safety in CIL has improved by collective management. All safety measures and awareness programmes are undertaken and monitored by Safety committee consisting of the Management and Union representatives. Further, we have been adopting technologies with “Safety First” in mind. Manual under ground mining are being replaced by mechanized and semi-mechanized mining with LHD / SDL and will be completely eliminate shortly. Fully mechanized technologies like the Continuous Miners and Power Support Long wall System for under ground mining and High Wall mining & High capacity equipment for open cast mining are adopted for safe, high productivity and production. More and more Man Riding systems are being installed in the under ground mines to reduce the arduous travelling.

Maintaining transparency in our activities & operations is our motto and all information regarding the company is available in Web. It is our belief that we can grow only with the active support and cooperation of the stakeholders. Stakeholders’ views are given due importance and we thank all our stakeholders for their co-operation in the growth of CIL.

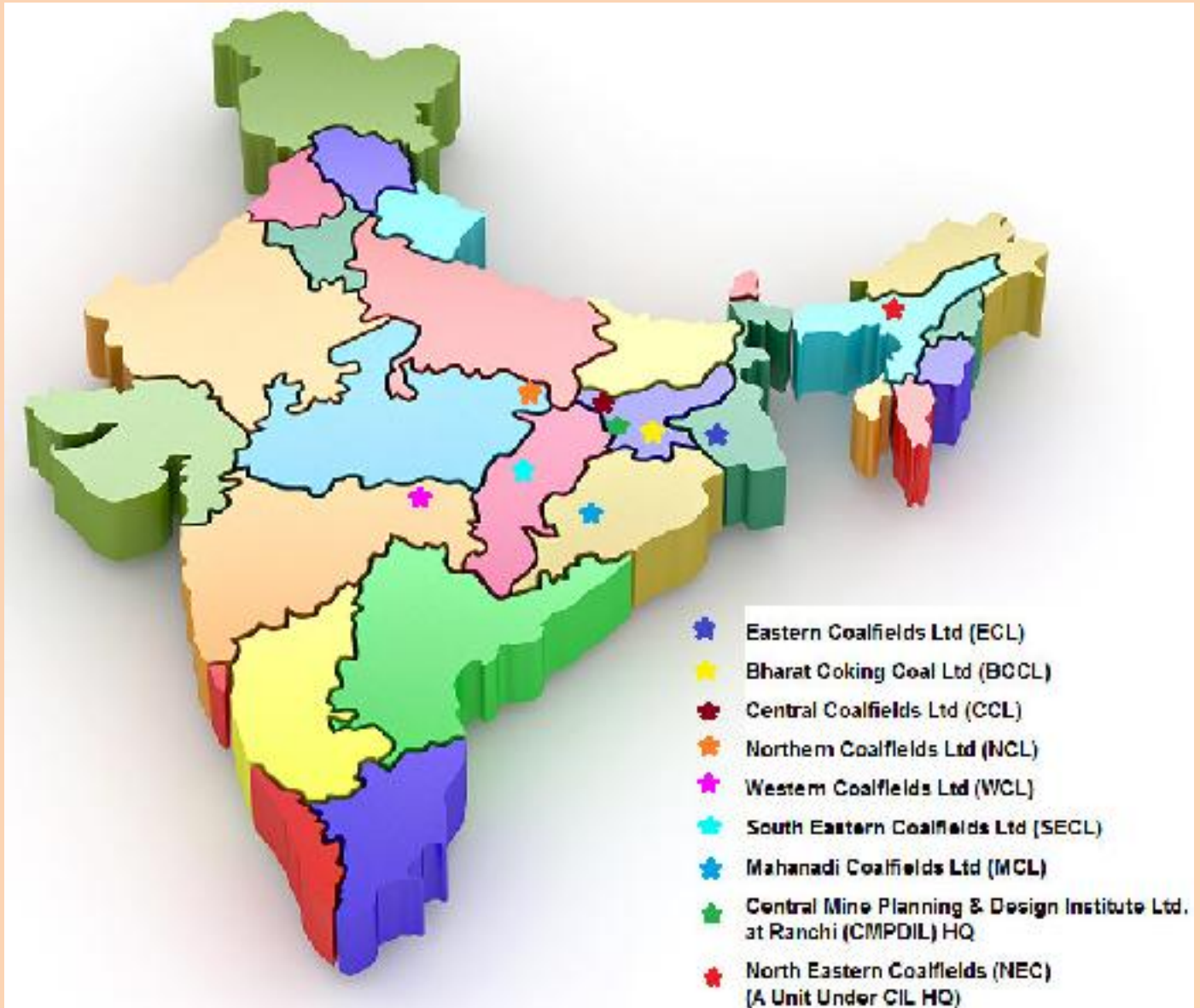
**(DR. A K Dubey)**  
**Chairman,**  
**Coal India Ltd.**

## OUR COMPANY

Coal India Ltd. (CIL), a Central Public Sector Undertaking, is having 89.65% ownership of the Central Government and 10.35% ownership of the public. CIL is the largest corporate employer with a manpower of 346638 worldwide in the coal sector (as on 31<sup>st</sup> March, 2014) and the *single* largest coal producing company in the world. It is a 'Maharatna' Company under Ministry of Coal, Government of India. Having headquarters at Kolkata, West Bengal, CIL operates through 82 mining areas spread over 8 provincial states of India. CIL has 429 mines of which 237 are underground, 166 opencast and 26 mixed mines. CIL further operates 17 coal washeries (13 coking coal and 4 non-coking coal) and also manages 200 other establishments like workshops, hospitals etc. CIL has 27 training Institutes. Indian Institute of Coal Management (IICM) as a 'Centre of Excellence' operates under CIL and imparts multi-disciplinary Management Development Programmes to executives. CIL's major consumers are Power and Steel sectors. Others include Cement, Fertilizer, Brick Kilns and a host of other industries. Being a major coal producing company, it supplies over 50% of the prime energy need of the country. As such, CIL serves directly or indirectly the entire nation.

## ORGANISATIONAL PROFILE

CIL has eight fully owned Indian subsidiary companies located in 8 different provincial states of India and its corporate head office is situated at Kolkata, West Bengal. In addition, CIL has a foreign subsidiary in Africa at Mozambique namely Coal India Africana Limitada (CIAL).



Eastern Coalfields Ltd. (ECL) – It is mainly located in the state of West Bengal with company HQ at Sanctoria, Dist.- Burdwan (West Bengal) and a small part in Jharkhand.

Bharat Coking Coal Ltd. (BCCL) – It is mainly located in the state of Jharkhand with company HQ at Dhanbad, Dist.- Dhanbad (Jharkhand) and a small part in West Bengal.

Central Coalfields Ltd. (CCL) & Central Mine Planning and Design Institute Ltd. (CMPDIL) – It is located in the state of Jharkhand with company HQ at Ranchi, Dist.- Ranchi (Jharkhand).

Northern Coalfields Ltd. (NCL) – It is mainly located in the state of Madhya Pradesh with company HQ at Singrauli, Dist.- Singrauli (Madhya Pradesh) and a small part in Uttar Pradesh.

Western Coalfields Ltd. (WCL) – It is mainly located in the state of Maharashtra with company HQ at Nagpur, Dist.- Nagpur (Maharashtra) and a small part in Madhya Pradesh.

South Eastern Coalfields Ltd. (SECL) – It is mainly located in the state of Chattisgarh with company HQ at Bilaspur, Dist.- Bilaspur (Chattisgarh) and a small part in Madhya Pradesh.

Mahanadi Coalfields Ltd. (MCL) – It is located in the state of Odisha with company HQ at Sambalpur, Dist.- Sambalpur (Odisha).

Coal mines located in the state of Assam i.e. North Eastern Coalfields, continue to be managed directly by CIL. Similarly, Dankuni Coal Complex (DCC) located in West Bengal also remains to be with SECL.

**MCL** has three subsidiaries viz.

1. MNH Shakti Ltd (70% equity holding)
2. MJSJ Coal Ltd (60% equity holding) and
3. Mahanadi Basin Power Ltd (100%)

MCL has also a Joint Venture with M/s OPTCL.

**SECL** has incorporated two subsidiary companies viz.

1. M/s Chhattisgarh East Railway LTD on 12<sup>th</sup> Mar' 13 and
2. M/s Chhattisgarh East- West Railway Ltd on 25<sup>th</sup> Mar' 13 with 64% holding in each of the subsidiary.

### **Products and Services offered by Coal India Limited:**

#### **COKING COAL:**

This coal, when heated in the absence of air, forms coherent beads, free from volatiles, with strong and porous mass, called coke.

- It has coking properties
- Mainly used in steel making and metallurgical industries
- Also used for hard coke manufacturing

#### **SEMI COKING COAL:**

This coal, when heated in the absence of air, forms coherent beads not strong enough to be directly fed into the blast furnace. Such coals are blended with coking coal in adequate proportion to make coke.

- It has comparatively less coking properties than coking coal
- Mainly used as blend-able coal in steel making, merchant coke manufacturing and other metallurgical industries

#### **NLW COKING COAL:**

This coal is not used in metallurgical industries because of higher ash content. This coal is used for power utilities and non-core sector consumers.

#### **NON-COKING COAL:**

This coal does not have coking properties.

- Mainly used as thermal grade coal for power generation



- Also used for sponge iron making, cement, fertilizer, glass, ceramic, paper, chemical, brick manufacturing, for other host of industries and as domestic fuel.

**WASHED AND BENEFICIATED COAL:**

This coal is to undergo the processes of coal washing or coal beneficiation, resulting in value addition due to reduction in ash percentage.

- Used in manufacturing of hard coke for steel making
- Beneficiated and washed non-coking coal is used mainly for power generation
- Beneficiated non-coking coal is used by cement, sponge iron and other industrial plants

**MIDDLINGS:**

Middling is one of the three products i.e. clean, middling and reject, of the two stage coal washing / beneficiation processes and a fraction of feed raw coal.

- Used for power generation
- Also used by domestic fuel plants, brick manufacturing units, cement plants, industrial plants, etc.

**REJECTS:**

Reject is one of the products of coal beneficiation processes after separation of cleans and / or middlings and a fraction of feed raw coal.

- Used for Fluidized Bed Combustion (FBC) Boilers for power generation, road repairs, briquette (domestic fuel) making, land filling, etc.

**CIL COKE / LTC (Low Temperature Carbonisation) COKE:**

CIL Coke / LTC Coke is a smokeless, environment friendly product of the Dankuni Coal Complex, obtained through low temperature carbonisation.

- Used in furnaces and kilns of industrial units
- Also used as domestic fuel

**COAL FINES / COKE FINES:**

This is the screened fractions of feed raw coal and LTC coke / CIL Coke respectively, obtained from the Dankuni Coal Complex and other coke oven plants.

- Used in industrial furnaces as well as for domestic purposes

**TAR / HEAVY OIL / LIGHT OIL / SOFT PITCH:**

These are products from Dankuni Coal Complex using low temperature carbonisation of non-coking coal in vertical retorts.

- Used in furnaces and boilers of industrial plants as well as power houses, oil, dye, pharmaceutical industries etc.

**CONSULTENCY SERVICES :**

CMPDIL one of the Subsidiary of Coal India Limited is providing total consultancy in coal and mineral exploration, mining, engineering and allied fields as premiere consultants in India and a leading one in international arena.

## ABOUT THIS REPORT



*CIL presents its third consecutive annual Sustainability Report starting from 2011-12, encompassing company's sustainability performance for the reporting period from 1<sup>st</sup> April 2013 to 31<sup>st</sup> March 2014.*

This year's sustainability report has been developed as per the GRI 3.1 Guidelines on Sustainability Reporting meeting the requirements of application level 'B'. The content of the report has been developed on the principles of materiality, stakeholder inclusivity and responsiveness as applicable to CIL's current sustainability context.

*In this report, there have been no re-statements from the previous reporting year.*

This report includes the major sustainability performance of CIL and its 8 fully owned subsidiaries in India. There is no change in the reporting boundary in FY13-14. CIL's previous year's sustainability report can be accessed at web site of Coal India Ltd: <https://www.coalindia.in>

Valuable suggestions and comments of the stakeholders can help us to improve our sustainability reporting practice.

**We appreciate if you send your suggestions and comments on the report to:**

<b>Name</b>	R.N. Biswas
<b>Designation :</b>	Chief General Manager (Environment),CIL
<b>Telephone No :</b>	033-22105817
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## CORPORATE GOVERNANCE

### FRAMEWORK OF

## COAL INDIA LIMITED

**CIL is governed by a Board of Directors. The Chairman cum Managing Director is the Chairman of CIL Board. Being a CPSE, Directors are appointed / nominated by the President of India.**

### **BOARD OF DIRECTORS**

Shri S. Narsing Rao Chairman cum Managing Director of the company continued throughout the year. On being appointed as Principal Secretary to Chief Minister, Telengana, he has submitted his resignation to Secretary, Ministry of Coal on 23rd May'2014. His Resignation was accepted on 24th June'2014 by Ministry of Coal and he relinquished his charge from 26th June'2014(FN).

Shri R. Mohan Das, Director (P&IR), Shri N. Kumar Director (Technical), Shri B. K. Saxena, Director (Marketing) and Shri A. Chatterjee, Director (Finance) were on the Board throughout the year.

Dr A K Dubey Additional Secretary, MoC was nominated on the Board w.e.f 3rd April, 2013 and continued as a part-time official Director on the Board for the balance period of financial year. Dr. A.K. Dubey, has assumed the additional charge of CMD, CIL with effect from 26th June'2014(FN). Ms Anjali Anand Srivastava, Joint Secretary & Financial Advisor, MoC continued as a Part Time Director till 8th April, 2013. Smt Sujata Prasad, Joint Secretary & Financial Advisor, MoC was nominated on the Board w.e.f 3rd May' 2103 and continued as a part-time official Director on the Board for the balance period of financial year.

On completion of tenure Dr A. K. Rath ceased to be Independent Director w.e.f 26th April 2013. Shri Kamal R Gupta, Dr (Smt) Sheela Bhide and Prof. S. K. Barua ceased to be Independent Director w.e.f 3rd August, 2013, Dr R. N. Trivedi, Ms Sachi Chaudhuri & Dr. Mohd. Anis Ansari ceased to be Independent Directors w.e.f 23rd August'2013.

Dr R. N. Trivedi and Shri Alok Perti were appointed as Independent Director w.e.f 31st October 2013 and continued throughout the year. Shri C Balakrishnan and Dr Noor Mohammad were appointed as Independent Director w.e.f 19th December' 2013 and continued throughout the year. Prof Indranil Manna and Shri Shri Prakash were appointed as Independent Director w.e.f. 3rd February' 2014 and continued throughout the year.

Shri A.N.Sahay, CMD, MCL and Shri A.K.Debnath, CMD, CMPDIL have been appointed as permanent invitees on CIL Board with effect from 23rd April 2013. Shri D.P.Pande has been appointed as permanent invitee on the board with effect from 12th July 2012 continued till 10th April 2013.

1	<b>Dr. A. K. Dubey ( From 27<sup>th</sup> June,2014 &amp; still continuing)</b>	<b>Chairman</b>
2	<b>Shri S. Narsingh Rao (From 24<sup>th</sup> April 2012 to 26<sup>th</sup> June 2014)</b>	<b>Ex - Chairman</b>
3	Smt. Sujata Prasad	Member
4	Dr. R. N. Trivedi	Member
5	Shri C. Balakrishnan	Member
6	Dr. Noor Mahammad	Member
7	Shri Alok Perti	Member
8	Prof. Indranil Manna	Member
9	Shri Shri Prakash	Member
10	Shri R. Mohan Das	Member/FD
11	Shri N. Kumar	Member/FD
12	Shri B .K. Saxena	Member/FD
13	Shri A. Chatterjee	Member/FD
14	Shri A.N.Sahay	Permanent Invitee.
15	Shri A.K.Debnath	Permanent Invitee

Endeavoring towards enhanced administration and overseeing specific functions of the company, CIL Board has chosen various committees including a specific Committee for Sustainable Development. During the year 2013-14, the committee for Sustainable Development constituted by 5 Board members from 01.04.2013 to 23.08.2014 subsequently reconstituted in the 303rd Board held on 14.01.2014 with 4 members. The detail composition of Sustainable Development Committee is detailed in the succeeding pages.

**COAL INDIA LIMITED**  
**BOARD LEVEL SUSTAINABLE DEVELOPMENT**  
**COMMITTEE**  
**AS ON 31.03.2014**

Sustainable Development Committee was Constituted by the CIL Board of Directors in its 282<sup>nd</sup> meeting held on 16<sup>th</sup> April' 2012. This committee was reconstituted by the Board in its 303<sup>th</sup> CIL Board meeting held on 14<sup>th</sup> January'14. During the year, four meeting were held i.e. on 25-06-2013, 17-07-2013, 31.01.2014 and 12-02-2014. It consists of following members:

Dr. R.N. Trivedi	-	Chairman
Dr. Noor Mahammad	-	Member
Shri R. Mohan Das	-	Member
Shri N. Kumar	-	Member

## Board Level Sustainable Development Committee



**Dr. R. N. Trivedi, Chairman**



**Shri R Mohan Das**

**Director (Per)**



**Shri N. Kumar**

**Director (Technical)**



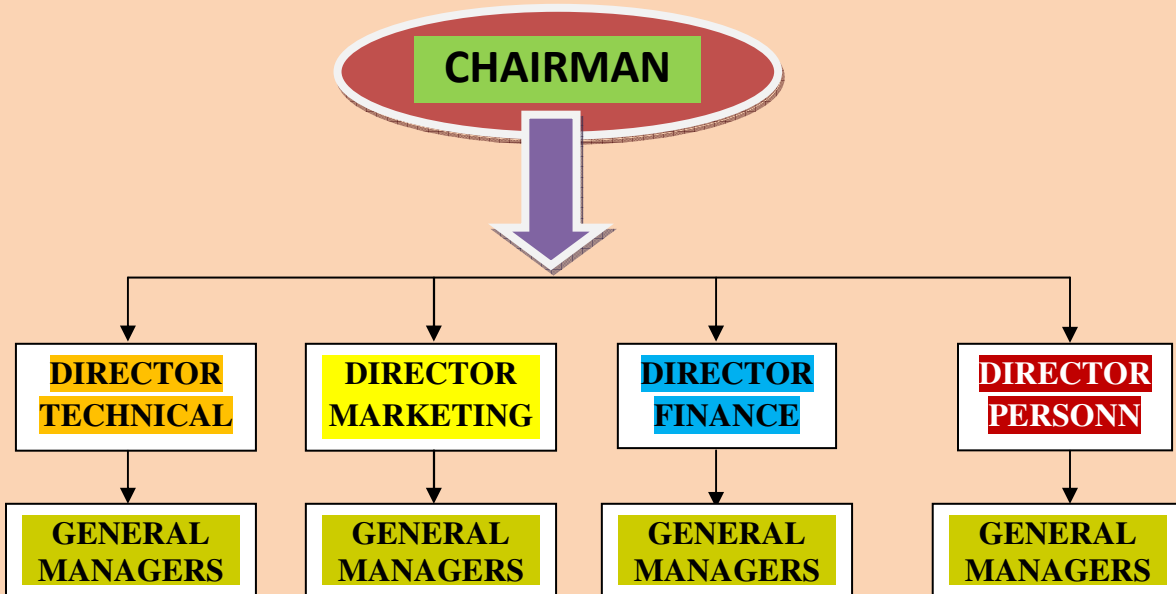
**Dr. Noor Mohammad**

**(Independent Director)**

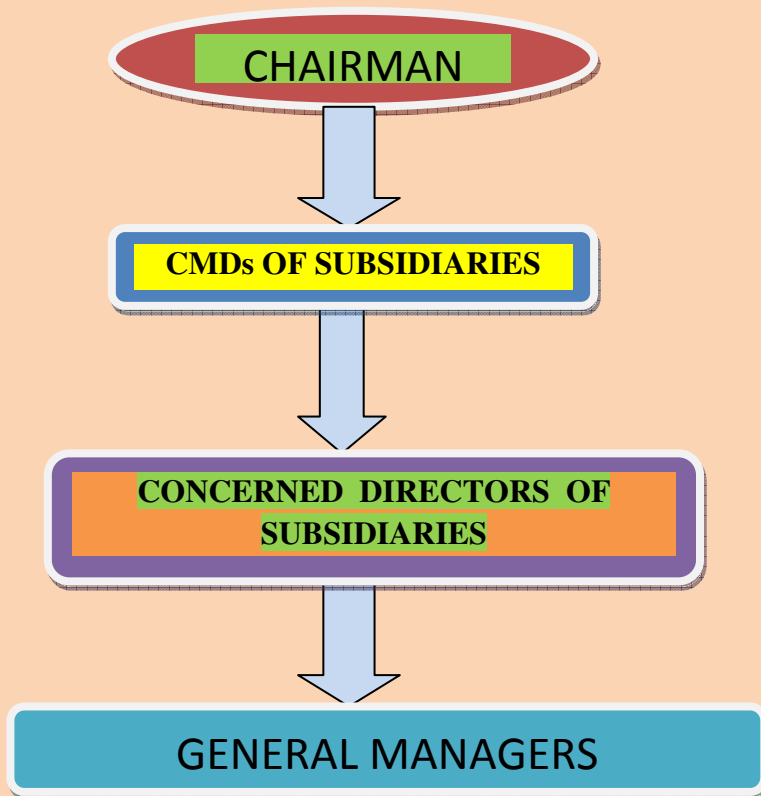
## Sustainable Development Policy Statement of Coal India Limited

CIL shall promote and pursue sustainable mining integrating Environmental Socio-Cultural and economic factors which comprise the basic fabric of Sustenance in our society. It shall also incorporate views and opinions of stakeholders ensuring compatibility and implementation.

**Organization Structure at Coal India (HQ) Level**



**Coordination between the Holding Company and the Subsidiaries**





## GOVERNANCE / TRANSPARENCY INITIATIVES

### Our Philosophy:

We have integrated Corporate Governance as a business philosophy to ensure transparency, greater organisational justice and corporate sustainability.

### Our Values:

Our core values are equity, justice, transparency and accountability which are the touchstones of good governance and we practice them to the best extent in every sphere of our business activities.

### Corporate Governance:

- Regularly monitoring governance structures, principles and practices recommendation to the Board on any changes.
- Reviewing the ethical performance of the Board and recommends measures for improvement
- Review of charters, composition, annual calendar for meeting and performance of all the Sub-committees of the Board

### Strategic Management:

- Facilitating to the Board in the formulation of strategic vision / mission / goal and objectives for the future
- Recommending to the Board with the Management the strategic priorities
- Recommending the Board annual action plans in all the major areas of the business
- Reviewing the progress in the achievement of our strategic goals

### Risk Management:

- Reviewing the risk management strategy, policies & procedures
- Defining risk appetite, risk tolerance
- Monitoring the risk exposures
- Reviewing the Management's action on managing and monitoring material risks
- Reviewing the overall risk management plan and recommending changes to the Board

### Human Resource Management and Remuneration (HRMR) Sub-committee:

- Reviews the policies/rules/regulations/manuals/guidelines related to recruitment, transfer, promotion, training and development, retention, deputation, succession, performance and reward system
- Recommends to the Board the strategic initiatives focused to address the HR issues, any new HR focused policy, foreign training to the Board and Executive and Supervisory level.
- Recommends the management on annual financial budgetary allocations towards training and development, employee welfare, public relations along with annual forecast and budget of manpower for the Company.

All tenders valuing 1.0 crores are subject to Integrity pact. The tenders can be scrutinized by an independent External Monitor (IEM) appointed under the provision of the Integrity pact. All the

complaints received from the Firms participating in the Tender are refer to IEM. Complains are resolved to the satisfaction of the IEMs

- Introduced e-auction for selling coal to any consumer from any location in a transparent manner.
- Introduced Integrity Pact in High Value Procurement and tendering.
- E - procurement introduced for speeding up purchase of vital inputs.

### **UN Global Compact Initiative:**

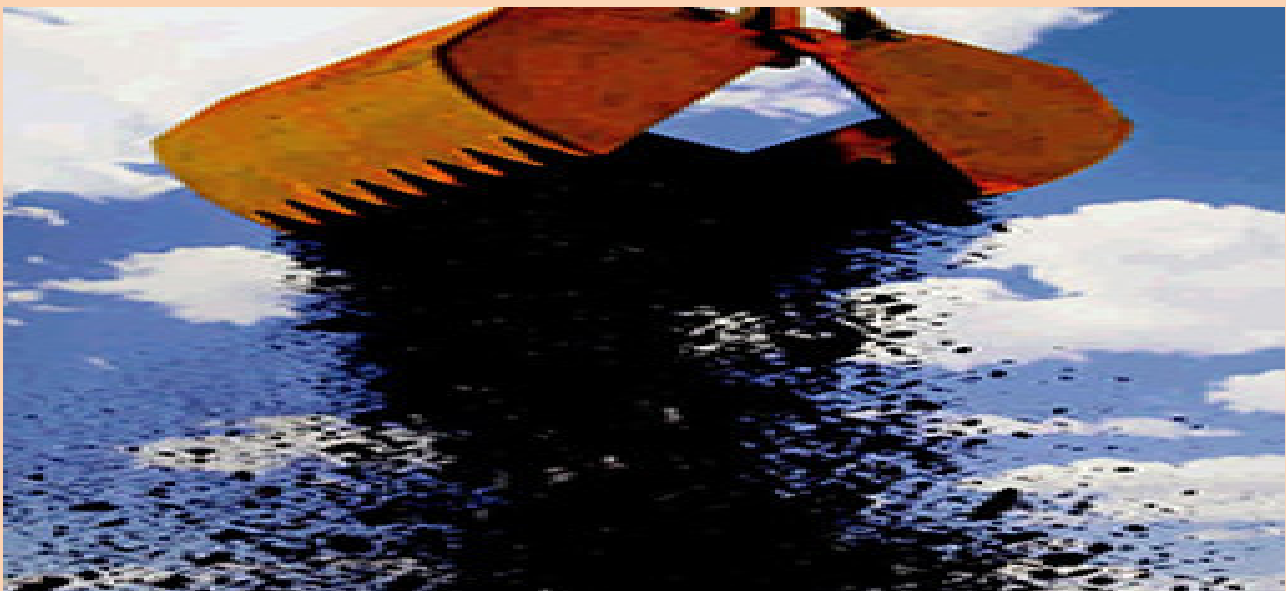
We are signatories to the Global Compact, the largest global corporate responsibility initiative, coordinated by the UN and including more than 8,000 companies in 135 countries and the principles are followed.

### **Society Associations**

Coal India Limited is member of the following major trade and chamber / association which have business with coal sector, viz.

- a. Federation of Indian Chambers of Commerce and Industry (FICCI).
- b. The Associated Chambers of Commerce and Industry of India (ASSOCHAM)
- c. Standing Conference of Public Enterprises (SCOPE) and
- d. Bengal Chamber of Commerce, Kolkata.

We have maintained association with the above trade and chambers for improvement and sharing knowledge with global advances in mining sector through various Symposia and Conferences. Besides promoting our corporate image, association with these organizations also help us in enhancing our approach and standards in all spheres of mining activities particularly with Energy security, Sustainable and inclusive development policies.



# OUR STAKEHOLDERS



## STAKEHOLDERS' ENGAGEMENT:

CIL's stakeholders are individuals, groups and constituencies those contribute either voluntarily or involuntarily to its wealth-creating capacity and activities. Therefore, these stakeholders are also potential beneficiaries and / or risk bearers.

CIL considers its stakeholders as one of the most important components for its sustainable existence. They contribute and play a vital role in strategic management, corporate governance, business purpose and corporate social responsibility (CSR). The key stakeholders identified in this section are connected to the Company via various modes of engagements. They are:

**Shareholders,  
Customers,  
Land losers,  
Employees,  
Suppliers / contractors,  
Local villagers / Community and  
Government / Statutory and Regulatory Bodies**

Stakeholders	Stakeholder Engagement	Stakeholder Issues
Share Holders	Annual General Body Meeting	<ul style="list-style-type: none"> <li>Company's performance.</li> </ul>
Customers	<ul style="list-style-type: none"> <li>NCCC meeting with Industry representatives and Ministries are held under the stewardship of Chairman - Once in a Year.</li> <li>RCCC meetings with Customers - chaired by CMDs of Subsidiaries held at subsidiaries - Once in a year</li> <li>Marketing Team meets the customers frequently</li> <li>Consumer Complaints System (Website – <a href="http://www.coalindia.gov.in">www.coalindia.gov.in</a>)</li> </ul>	<ul style="list-style-type: none"> <li>Quantity and quality of Coal.</li> <li>Delivery Time.</li> <li>Size of coal.</li> </ul>
Land losers	<ul style="list-style-type: none"> <li>Public Hearing / Consultation (For New &amp; Expansion projects) as &amp; when required</li> <li>Regular meeting in the Project</li> </ul>	<ul style="list-style-type: none"> <li>Rehabilitation and Resettlement.</li> <li>Compensation.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Corporate level Industrial Relations meetings with Union leaders (JBCCI) - Five yearly for wage negotiation</li> <li>Employee trainings and seminars</li> <li>Safety Week (Annually)</li> <li>Vigilance Week (Annually)</li> <li>Monthly Co-ordination meetings (Monthly))</li> </ul>	<ul style="list-style-type: none"> <li>Job Performance</li> <li>Wage negotiation.</li> <li>Promotion.</li> <li>Information exchange.</li> <li>Housing related matters.</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Interactive meetings and sessions during tenders</li> <li>Vendors meet – regularly at least once in a quarter</li> </ul>	<ul style="list-style-type: none"> <li>NIT conditions.</li> <li>Supply schedule.</li> <li>Quality of items of supply.</li> </ul>
Local Villagers /Community	<ul style="list-style-type: none"> <li>Sustainable Development initiatives and CSR Activities (Ongoing) – every initiative is taken with due consultation</li> </ul>	<ul style="list-style-type: none"> <li>Source of Earning.</li> <li>Basic amenities. <ul style="list-style-type: none"> <li>Road.</li> </ul> </li> </ul>

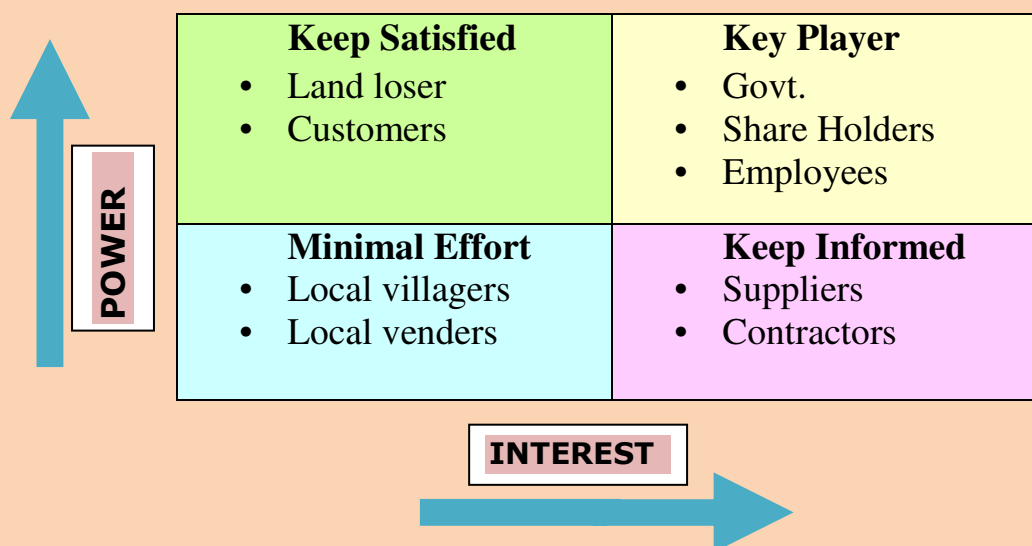
Stakeholders	Stakeholder Engagement	Stakeholder Issues
Government - Ministry of Coal and CIL / Govt. Statutory / Regulatory Authorities	<ul style="list-style-type: none"> <li>• Performance Report (Quarterly)</li> <li>• Performance Report (Annually)</li> <li>• Board Meetings (at least once a month)</li> </ul>	<ul style="list-style-type: none"> <li>• Street lighting.</li> <li>• Drinking water.</li> <li>• Education.</li> <li>• Performance at every front.</li> <li>• Policy decision.</li> </ul>
	<ul style="list-style-type: none"> <li>• Compliance Report</li> <li>• Inspections</li> </ul>	<ul style="list-style-type: none"> <li>• Law abidance</li> </ul>

Most material issues are identified to ensure quality business performance and responsibility in conjunction with key internal stakeholders. These are rehabilitation and resettlement of project of affected persons / families, basic amenities for local communities, quantity and quality of coal for our consumers, compliance with rules and regulations, companies economic performance in the interest of our shareholders, health and safety of all our employees and environmental stewardship.

Based on the impact on our business, the issues are identified and we need to address the issues to ensure our sustainability and that of our stakeholders. Feedback from our external stakeholders provides the input for our materiality determination and prioritization process.

### STAKEHOLDERS MAPPING:

After mapping of the Stakeholders and analyzing the related issues, the following is the representation through a prioritization matrix.



Stakeholder to be addressed on priority:

- Land loser and Customers
- Government, Share Holders, Employees

Vulnerable Stakeholder:

- Local villagers

Marginalized Stakeholder:

- Local venders, Local villagers.

**LAND LOSERS**

We believe that our main stakeholders are all the persons around our activity zone and the land losers. Considering their needs and aspirations, it is our endeavour to improve our Resettlement & Rehabilitation (R&R) policy and CSR activities which will be more need based and satisfying to the Project Affected Persons and neighbouring stakeholders. Revised R&R policy of CIL -2012 has given its subsidiaries the flexibility to deal the Project affected people and to settle their grievances more humanly.

**CUSTOMER****Our motto customers' satisfaction:**

We discuss the various issues with Industrial representatives and Ministry representatives in the National Coal Consumer Council (NCCC) and Regional Coal Consumer Council (RCCC). Further, regular interaction with power houses takes place. Considering their views, various measures are undertaken for improvements.

Coal is being supplied by New Coal Distribution Policy (NCDP) in the interest of the customers. Almost all provisions contained in NCDP have been successfully implemented by CIL. As per the proportion of the supply, we conduct regular meeting with the Stakeholders since we value our customer needs. RCCC meetings are held in each of our subsidiary companies where they interact with key consumers to identify their concerns and establish measures to address the same. Some of the key steps taken to meet our customer expectations are highlighted below:

i) In order to ensure enhanced customer satisfaction, special emphasis has been given to quality management. Steps are being taken to monitor quality right at the coalface apart from bringing further improvements in crushing, handling, loading and transport system.

ii) CIL has built up coal handling plants with a capacity of about 296 MT per annum so as to maximize dispatch of crushed / sized coal to the consumers. More than 56 nos. of Surface miners have been deployed in different open cast mines to extract and supply 170.82 MT (-) 100 mm size coal. In addition, the washeries at BCCL, CCL and WCL have crushing / sizing facilities to the tune of about 39.4 MT.

iii) Measures like picking of shale / stone, selective mining by conventional mode by using dozers and graders as well as by Surface Miners, adopting proper blasting procedure / technique for reducing the

possibility of admixture of coal with over-burden materials, improved fragmentation i.e. sizing of coal etc. are being taken for improving coal quality.

iv) Surface Miners have been deployed for extraction of coal at large nos. opencast mines to improve the quality of coal. Actions are being taken for deployment of more and more Surface Miners in open cast mines where geo-mining condition permits.

v) Joint sampling system is in vogue for major consuming sectors e.g. power (utilities as well as captive), steel, cement, sponge iron covering more than 95% of total production of CIL. Large consumers having annual contract quantity of 0.40 MT or more and having FSA have been covered under joint sampling. The achievement of grade conformity in respect of joint sampling & 3<sup>rd</sup> party sampling and analysis has been to the tune of 95.63% ( 9 April,13 to July ,13 ) and 92.63% ( Oct,13- March,14 ) respectively in respect of supplies to power sector during 2013-14. This system is working satisfactorily.

vi) Sufficient and required number of Electronic Weighbridges with the facility of print out have been installed at Road & Rail loading points to ensure that coal dispatches are made only after proper weighment. For this purpose, coal companies have installed 168 weighbridges in the Railway sidings and 478 Road weighbridges for weighment of trucks. Coal companies have also taken actions for installation of standby weighbridges to ensure 100% weighment.

## **LOCAL VILLAGERS**

Stakeholders i.e. neighbouring villagers and civil society institutions have definite expectations from the industry and the expectations are on the rise. The issues are addressed in right earnest and sincerity in consultation with the stakeholders through meetings with them at various levels. Various welfare measures under CSR are taking up as per their requirement.

In short, the expectations of all stakeholders are increasing and the resource providers are being subject to greater scrutiny – regarding the quality of product by customers, CSR works to improve the society and reduce the impact on the environment, their relative risk as an investment vehicle, their governing principles and their potential to act as an economic springboard for local development. Understanding and balancing these diverse and evolving stakeholders' needs and expectations is the key to sustainability and we are committed to have more interaction with Stakeholders.

Suggestions from the stakeholders are always welcome. Our corporate website [www.coalindia.in](http://www.coalindia.in) provides comprehensive information and copies of SD reports have been posted.





## **ECONOMIC PERFORMANCE**



As an organized state owned coal mining corporate, CIL came into being in November 1975 with the government taking over private coal mines. With a modest production of 79 MT in the year of its formation, CIL today is the **single largest coal producer in the world**. Operating through 82 mining areas under 07 wholly owned coal producing subsidiaries spread over 8 provincial states of India, CIL is the apex body.

CIL as per the country's demand for coal and considering the various constraints, set target for various Production parameters for the coal producing subsidiaries. The target vis-à-vis the actual achievement for the last 3 years are tabulated below:

Production of coal is our main objective. However, open cast production constitutes more than 90% of CIL's coal production and it requires considerable quantity of handling / removal of over burden (OB). The comparative performance of Coal production & OB removal are given below:

### Coal Production

(Figs. are in MT)

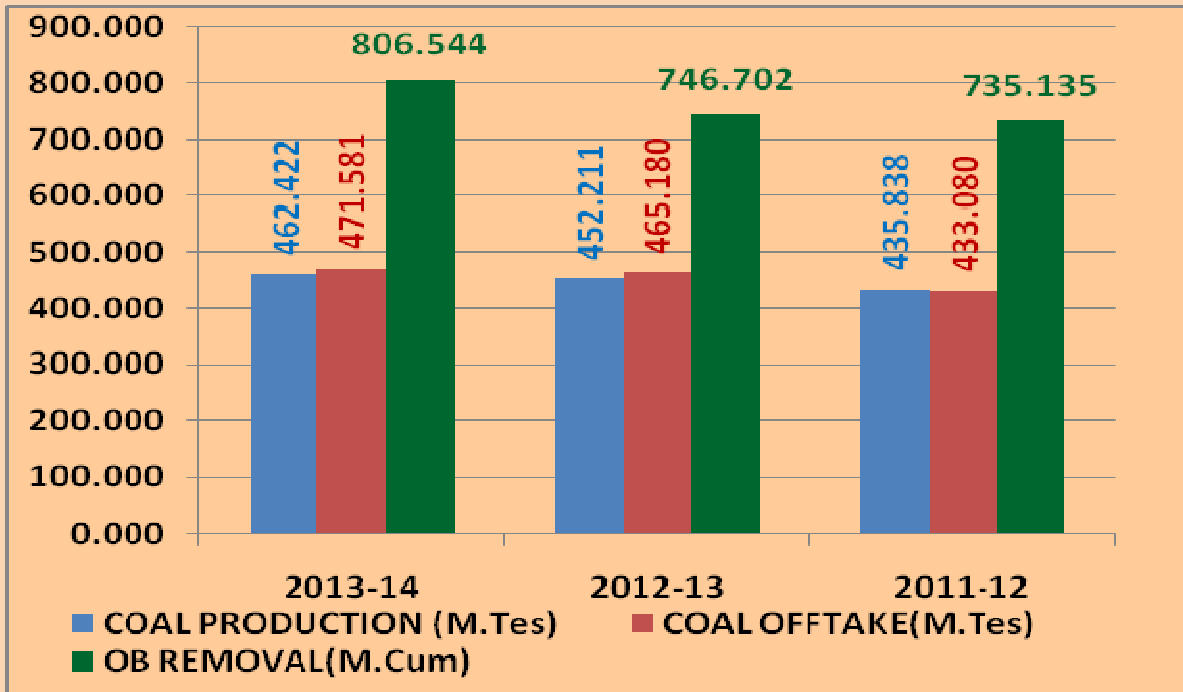
COMPANY	2013-14		2012-13		2011-12	
	Target	Actual	Target	Actual	Target	Actual
ECL	34.500	<b>36.054</b>	33.000	<b>33.911</b>	33.000	<b>30.558</b>
BCCL	32.500	<b>32.614</b>	31.000	<b>31.213</b>	30.000	<b>30.207</b>
CCL	53.500	<b>50.022</b>	55.000	<b>48.061</b>	51.000	<b>48.004</b>
NCL	72.200	<b>68.639</b>	70.000	<b>70.021</b>	68.500	<b>66.401</b>
WCL	44.000	<b>39.729</b>	45.000	<b>42.287</b>	45.500	<b>43.110</b>
SECL	124.300	<b>124.261</b>	117.000	<b>118.219</b>	112.000	<b>113.837</b>
MCL	120.000	<b>110.439</b>	112.000	<b>107.894</b>	106.000	<b>103.119</b>
NEC	1.000	<b>0.664</b>	1.100	<b>0.605</b>	1.000	<b>0.602</b>
<b>CIL</b>	482.000	<b>462.422</b>	464.100	<b>452.211</b>	447.000	<b>435.838</b>

### Over Burden (OB) Production

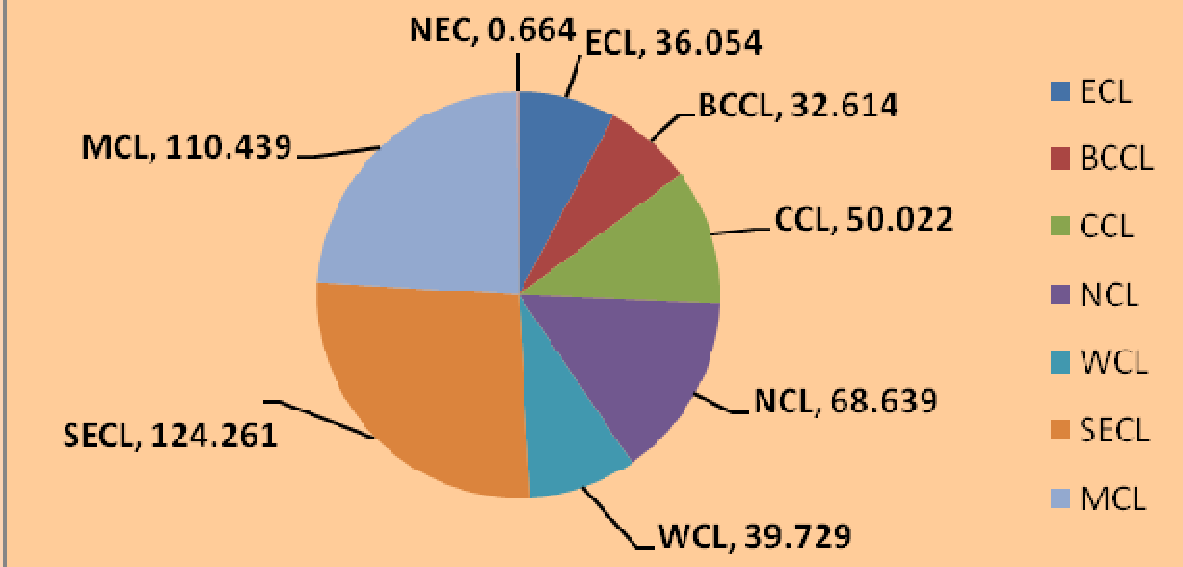
(Figs. are in MCuM)

COMPANY	2013-14		2012-13		2011-12	
	Target	Actual	Target	Actual	Target	Actual
ECL	66.150	<b>85.756</b>	60.00	<b>76.448</b>	61.00	<b>60.306</b>
BCCL	84.250	<b>85.419</b>	85.00	<b>84.259</b>	84.00	<b>81.361</b>
CCL	68.600	<b>59.022</b>	68.00	<b>63.308</b>	63.00	<b>65.677</b>
NCL	259.700	<b>208.787</b>	230.00	<b>195.706</b>	239.00	<b>201.664</b>
WCL	155.000	<b>120.076</b>	130.00	<b>113.685</b>	127.00	<b>122.490</b>
SECL	161.200	<b>144.875</b>	155.00	<b>118.202</b>	153.00	<b>113.494</b>
MCL	109.750	<b>96.028</b>	105.00	<b>90.361</b>	100.00	<b>85.668</b>
NEC	7.850	<b>6.581</b>	7.00	<b>4.733</b>	8.00	<b>4.475</b>
<b>CIL</b>	912.500	<b>806.544</b>	840.00	<b>746.702</b>	835.00	<b>735.135</b>

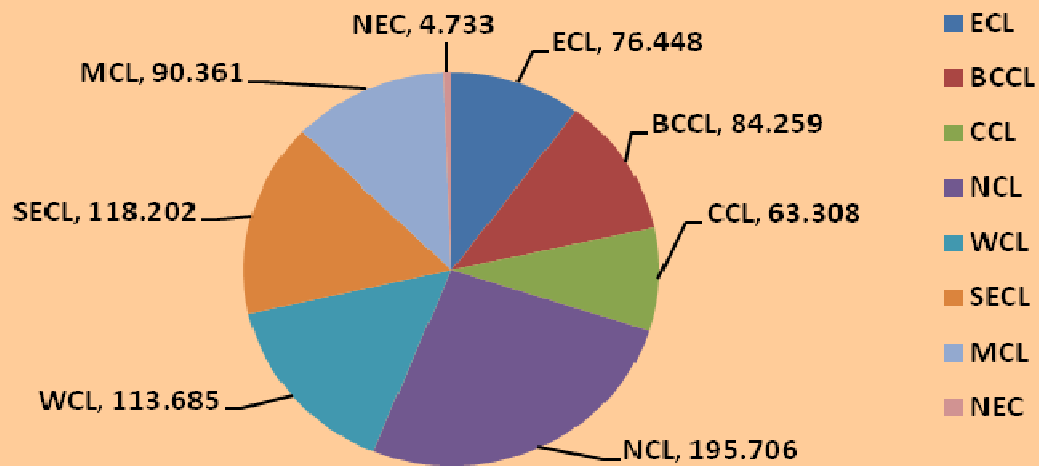
**CIL's COAL , OB PRODUCTION AND COAL OFFTAKE**



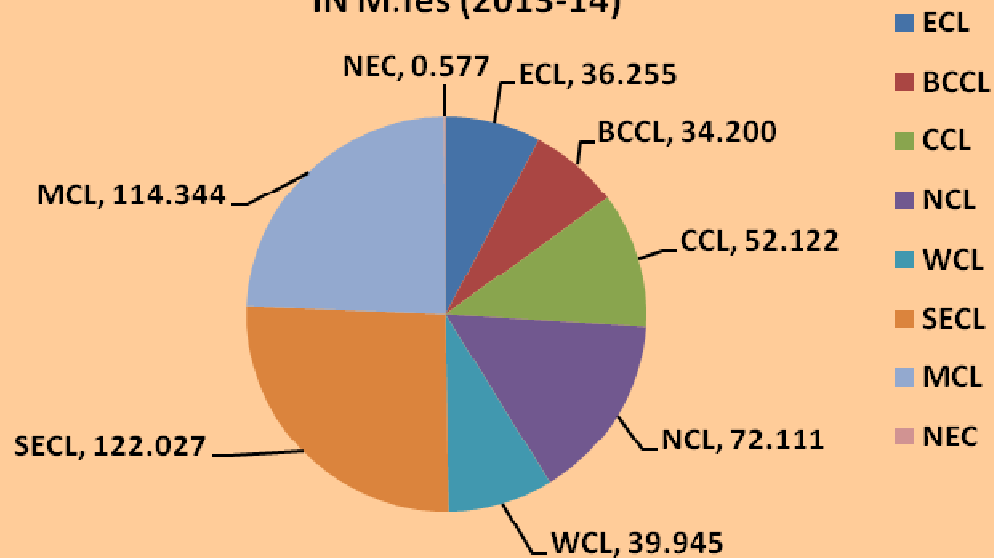
**SUBSIDIARY WISE COAL PRODUCTION IN M.Tes (2013-14)**



### SUBSIDIARY WISE OB REMOVAL IN M.Cum. (2013-14)



### SUBSIDIARY WISE COAL OFFTAKE IN M.Tes (2013-14)



**PERFORMANCE HIGH LIGHTS OF 2013-14:**

The performance highlights of CIL and its Subsidiaries for the year 2013-14 compared to previous year are shown in the table below:

	2013-14	2012-13
<b>Production of Coal (in million tonnes)</b>	<b>462.42</b>	<b>452.21</b>
<b>Off-take of Coal (in million tonnes)</b>	<b>471.58</b>	<b>465.18</b>
<b>Sales (Gross) (Rs./Crores)</b>	<b>89374.51</b>	<b>88281.32</b>
<b>Capital Employed (Rs/Crores) Note- 1</b>	<b>74891.87</b>	<b>78984.09</b>
<b>Capital Employed (Rs/Crores)- excluding capital work in progress and intangible assets under development.</b>	<b>70386.60</b>	<b>75488.14</b>
<b>Net Worth (Rs./Crores) (as per Accounts)</b>	<b>42391.86</b>	<b>48460.81</b>
<b>Profit Before Tax (Rs./Crores)</b>	<b>22879.54</b>	<b>24979.04</b>
<b>Profit after Tax (Rs./Crores)</b>	<b>15111.67</b>	<b>17356.36</b>
<b>PAT / Capital Employed (in %)</b>	<b>20.18</b>	<b>21.97</b>
<b>Profit before Tax / Net Worth (in %)</b>	<b>53.97</b>	<b>51.54</b>
<b>Profit after Tax / Net Worth (in %)</b>	<b>35.65</b>	<b>35.82</b>
<b>Earning Per Share (Rs.)</b> (Considering face value of Rs.10 per share)	<b>23.92</b>	<b>27.63</b>
<b>Dividend per Share (Rs.)</b> (Considering face value of Rs.10 per share)	<b>29.00</b>	<b>14.00</b>
<b>Coal Stock (net) (in terms of no. of months net sales)</b>	<b>0.72</b>	<b>0.76</b>
<b>Trade Receivables (net) (in terms of no of months gross sales)</b>	<b>1.11</b>	<b>1.42</b>

Note-1:

Capital employed = Gross Block of Fixed assets (including capital work in progress and intangible assets under development) less accumulated depreciation plus current assets minus current liabilities.

**EC1: 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.**

SL. No	Direct Economic Value Generated And Distributed	INR. Crores	
		2013-14	2012-13
1	Total Assets	104242.35	110295.81
2	Income from operation	-	-
3	Retained Earnings (Domestic Operation)	-	-
4	Net Profit	15111.67	17356.36
5	Operating Expenses	-	-
6	Employees Benefit Expenses	27769.43	27320.78
7	Interest Expenses	44.95	31.27
8	Contribution to Exchequer (Payment to Government)	19713.52	19731.11
9	Dividends to Shareholders	18317.46	8842.91

**EC2: Financial implications and other risks and opportunities for the organization's activities due to climate change:**

Natural calamities like cyclone, flash flood etc. can affect production of the mines near coastal area or the river and earthquake may affect mines in earthquake prone zones.

#### **RETIREMENT BENEFITS / OTHER EMPLOYEE BENEFITS**

##### **a) Defined contributions plans:**

We have defined contribution plans for payment of Provident Fund and Pension Fund benefits to our employees. These are operated and maintained by the Coal Mines Provident Fund (CMPF) Authorities. As per the rules of these schemes, the company is required to contribute a specified percentage of pay roll cost to the CMPF Authorities to fund the benefits.

##### **b) Defined benefits plans:**

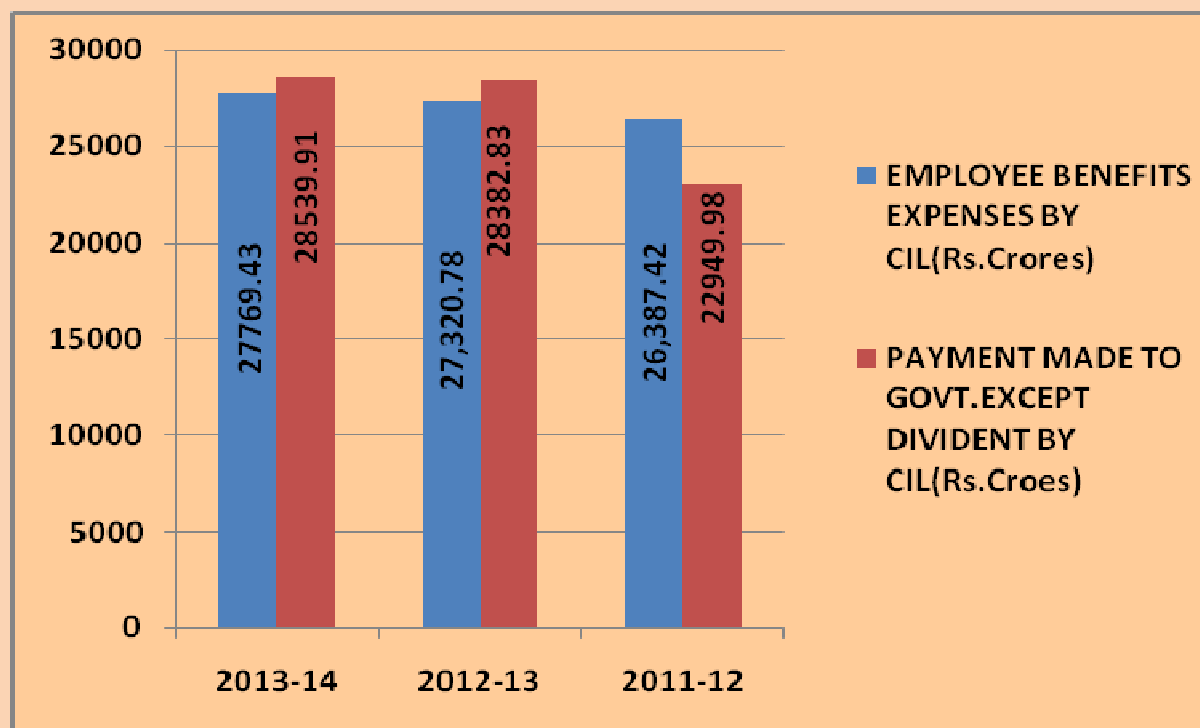
The liability on the Balance Sheet date on account of gratuity and leave encashment is provided for on actuarial valuation basis by applying projected unit credit method. Further we have created a Trust with respect to establishment of Funded Group Gratuity (cash accumulation) Scheme through Life Insurance Corporation of India. Contribution is made to the said fund based on the actuarial valuation.

**EC3: Coverage of the organization's defined benefit plan obligations:****(Rs. in crores)**

<b>Sl. No.</b>	<b>EMPLOYEE BENEFITS EXPENSES</b>	<b>2013-14</b>	<b>2012-13</b>	<b>2011-12</b>
<b>1</b>	Salary, Wages, Allowances, Bonus etc.	20615.96	18,930.24	16,571.73
<b>2</b>	Ex-Gratia	1128.42	1,062.70	858.68
<b>3</b>	PRP	495.60	505.48	382.33
<b>4</b>	Contribution to P.F. & Other Funds	2470.01	2,291.46	1,778.31
<b>5</b>	Gratuity	514.51	1,456.83	3,944.09
<b>6</b>	Leave Encashment	601.34	833.21	804.67
<b>7</b>	VRS	9.93	18.04	13.78
<b>8</b>	Workman Compensation	10.23	27.02	10.49
<b>9</b>	Medical Expenses	316.95	306.66	273.42
<b>10</b>	Grants to Schools & Institution	125.89	96.01	81.29
<b>11</b>	Sports & Recreation	20.41	8.06	7.75
<b>12</b>	Canteen & Crèche	3.45	3.10	2.95
<b>13</b>	Power- Township	765.25	713.82	629.32
<b>14</b>	Hire Charges of Bus, Ambulance etc.	50.39	43.90	33.52
<b>15</b>	Other Employee Benefits	641.09	1,024.25	995.09
	<b>TOTAL</b>	<b>27769.43</b>	<b>27,320.78</b>	<b>26,387.42</b>
<b>Sl. No.</b>	<b>WELFARE EXPENSES</b>	<b>2013-14</b>	<b>2012-13</b>	<b>2011-12</b>
<b>1</b>	Medical Expenses for Retired Employees	144.97	285.22	29.08
<b>2</b>	CSR Expenses	409.37	140.13	81.99
<b>3</b>	Sustainable Development Expenses	1.44	10.72	—
<b>4</b>	Environmental Expenses	60.84	45.33	45.50
<b>5</b>	Tree Plantation	16.48	16.58	19.31
<b>6</b>	Other Expenses	101.7	130.60	119.59
	<b>TOTAL</b>	<b>734.8</b>	<b>622.43</b>	<b>317.60</b>

**EC4: Significant financial assistance received from government**

Com-pany	Year	Payment made to Govt. except Dividend (Fig in Rs. Crores)	Payment Received from Govt.
CIL	2011-12	22949.98	Nil
	2012-13	28382.83	Nil
	2013-14	28539.91	Nil

**c) Other employee benefits:**

Further liability on the Balance Sheet date of certain other employee benefits viz. benefits on account of LTA / LTC; Life Cover Scheme, Group Personal Accident Insurance Scheme, Settlement Allowance, Retired Executive Medical Benefit Scheme and compensation to dependants of deceased in mines accidents etc. are also valued on an actuarial basis by applying projected unit credit method.

**EC8: Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement**

<b>Subsidiary</b>	<b>SL. No.</b>	<b>Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement</b>	<b>Numbers</b>	<b>Expenditure (in Rs. Lakh)</b>
<b>SECL</b>				
	<b>1</b>	Medical Centres	2	109.08
	<b>2</b>	Schools	59	536.53
	<b>3</b>	College	4	259.34
	<b>4</b>	Sewing Machine Training	1	6.82
	<b>5</b>	Road Repairing / Strengthening (km)	40	2647.32
	<b>6</b>	Hand pumps	30	16.38
	<b>7</b>	Dug wells / Pond	23	161.87
	<b>8</b>	Market place	3	23.07
<b>WCL</b>				
	<b>1</b>	Sewing Machine Training	2	0.60
	<b>2</b>	Road Repairing / Strengthening (km)	54290	936.05
	<b>3</b>	Hand pumps	40	28.19
	<b>4</b>	Dug wells / Pond	9	33.19
	<b>5</b>	Any other benefit-class rooms	14	23.03
<b>CCL</b>				
	<b>1</b>	Medical Centres	148	24.03
	<b>2</b>	College /Education	78	365.86
	<b>3</b>	Piggery / Goatery / Poultry ( Training)	23	43.15
	<b>4</b>	Road Repairing / Strengthening (km)	31.58	461.97
	<b>5</b>	Hand pumps	615	438.4
	<b>6</b>	Dug wells / Pond	196	448.26
	<b>7</b>	Any other benefit	64	73.74





## **OUR EMPLOYEES & HUMAN RIGHTS**

### Employee's Concern:

Coal mining in India is a labour intensive industry and work forces are the main pillars of our industry. We provide several welfare amenities to our employees.

Five Central Trade Unions (INTUC, AITUC, HMS, BMS & CITU), apart from other regional unions functioning in CIL and its Subsidiary Companies are recognized by the Management of CIL and its Subsidiary Companies. 100% of Non-Executive employees are covered by collective bargaining agreement. The Wages are reviewed once in 5 years and revised. **There is no discrimination in the wages for men and women**

### Ratio of basic salary of men to women by employee category:

Coal Wage agreement for 5 years up to 30-06-2016 had been settled in CIL ahead of other CPSU. CIL and its subsidiaries take all welfare measures required to facilitate not only its employees but also their families.

The Company does not employ nor encourage forced, bonded or child labour in any of its operations. CIL abides by The Mines Act, 1952, which prohibits the employment of children below 18 years of age in a mine. We follow proper checks and audits as per the Act. **We do not make any verbal agreement; instead all our contracts are in written form with various contractors. This ensures that no children get employed in our coal mines.**

### Manpower:

**LA1:** The total manpower of the Company including its subsidiaries as on 31.03.2014 is **3,46,638** against **3,57,926** as on 31.03.2013. Number of contractual workers is 69267 and there is no temporary worker as on 31.03.2014. Subsidiary company (representing different states) wise position of manpower is as below:

Company	As on	Executive	Non-Executive	Total
<b>ECL</b>	31.03.2014	2518	69308	71826
		[2422(M), 96(F)]	[63041(M), 6267(F)]	
	31.03.2013	2587	71689	74276
		[2485(M), 102(F)]	[65071(M), 6618(F)]	[67556 (M), 6720(F)]
	31.03.2012	2446	75563	78009
<b>BCCL</b>	31.03.2014	2543	56417	58960
		[2442(M), 101(F)]	[50988(M), 5429(F)]	
	31.03.2013	2603	59095	61698
		[2513(M), 90 (F)]	[53406(M), 5689(F)]	[55919(M), 5779(F)]
	31.03.2012	2564	62320	64884
<b>CCL</b>	31.03.2014	2765	43921	46686
		[2624(M), 41(F)]	[39185(M), 4736(F)]	
	31.03.2013	2824	45302	48126

		[2679(M),145(F)]	[40537(M), 4765(F)]	[43216(M), 4910(F)]
	31.03.2012	2686	47340	50026
<b>WCL</b>	31.03.2014	2693	49791	52484
		[2542(M),151(F)]	[46771(M), 3020(F)]	
	31.03.2013	2868	52092	54960
		[2710(M),158(F)]	[49023(M), 3069(F)]	[51733(M), 3227(F)]
	31.03.2012	2620	54369	56989
<b>SECL</b>	31.03.2014	3503	67407	70910
		[3386(M),117(F)]	[63621(M), 3786(F)]	
	31.03.2013	3524	70194	73718
		[3403(M),121(F)]	[66374(M) 3820(F)]	[69777(M) 3941(F)]
	31.03.2012	3308	72770	76078
<b>MCL</b>	31.03.2014	1879	20399	22278
		[1808(M), 71(F)]	[18776(M), 1623(F)]	
	31.03.2013	1851	20214	22065
		[1784(M), 67(F)]	[18726(M), 1488(F)]	[20510(M), 1555(F)]
	31.03.2012	1643	20380	22023
<b>NCL</b>	31.03.2014	1771	14970	16741
		[1715(M), 56(F)]	[143348(M), 622(F)]	
	31.03.2013	1832	14241	16073
		[1784(M), 48(F)]	[13632(M), 609(F)]	[15416(M), 657(F)]
	31.03.2012	1746	14583	16329
<b>NEC</b>	31.03.2014	117	2082	2199
		[111(M), 6(F)]	[1867(M), 215(F)]	
	31.03.2013	122	2254	2376
		[117(M), 5(F)]	[2033(M), 221(F)]	[2150(M), 226(F)]
	31.03.2012	117	2421	2538
<b>CMPDIL</b>	31.03.2014	970	2165	3135
		[892(M), 78(F)]	[2006(M), 159(F)]	
	31.03.2013	957	2185	3142
		[887(M), 70(F)]	[2041(M), 144(F)]	2928(M), 214(F)]
	31.03.2012	855	2274	31129
<b>DCC</b>	31.03.2014	38	474	512
		[31(M), 7(F)]	[444(M), 30(F)]	
	31.03.2013	45	506	551
		[39(M), 6(F)]	[474(M), 32(F)]	[513(M), 38(F)]
	31.03.2012	38	524	562
<b>CIL(HQ)</b>	31.03.2014	383	524	907

		[337(M), 46(F)]	[428(M), 96(F)]	
	31.03.2013	379	562	941
		[342(M), 37(F)]	[458(M), 104(F)]	[800(M),141(F)]
	31.03.2012	361	618	979
<b>CIL as a</b>	31.03.2014	19180	327458	346638
<b>whole</b>		[18310(M),870(F)]	301475(M),25983(F)	
	31.03.2013	19592	338334	357926
		[18743(M),849(F)]	[311775(M),26559(F)]	[330518(M),27408(F)]
	31.03.2012	18384	353162	371546

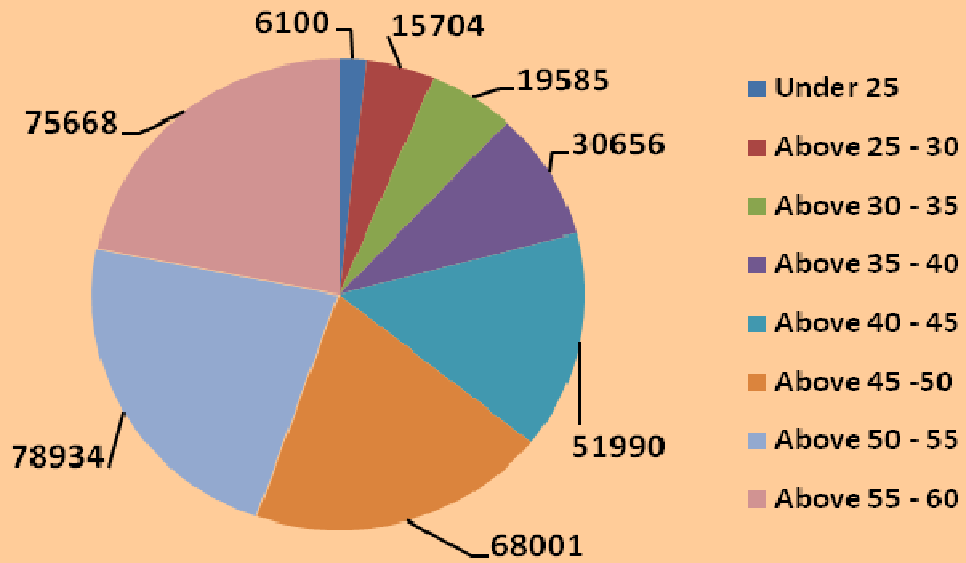
**LA2: Total number and rate of new employee recruited during 2013-14 and employee turnover by age group, gender, and region:**

<b>Company Number of persons hired for the year 2013-14</b>		
<b>CIL</b>	Fresh recruitment	2249
	Appointment of land losers	2085
	Employment in lieu of death(9.3.2)	2894
	Employment in lieu of perm. Disability(9.4.0)	59
	Appointment of dependant of executives	1
	<b>Total</b>	<b>7288</b>

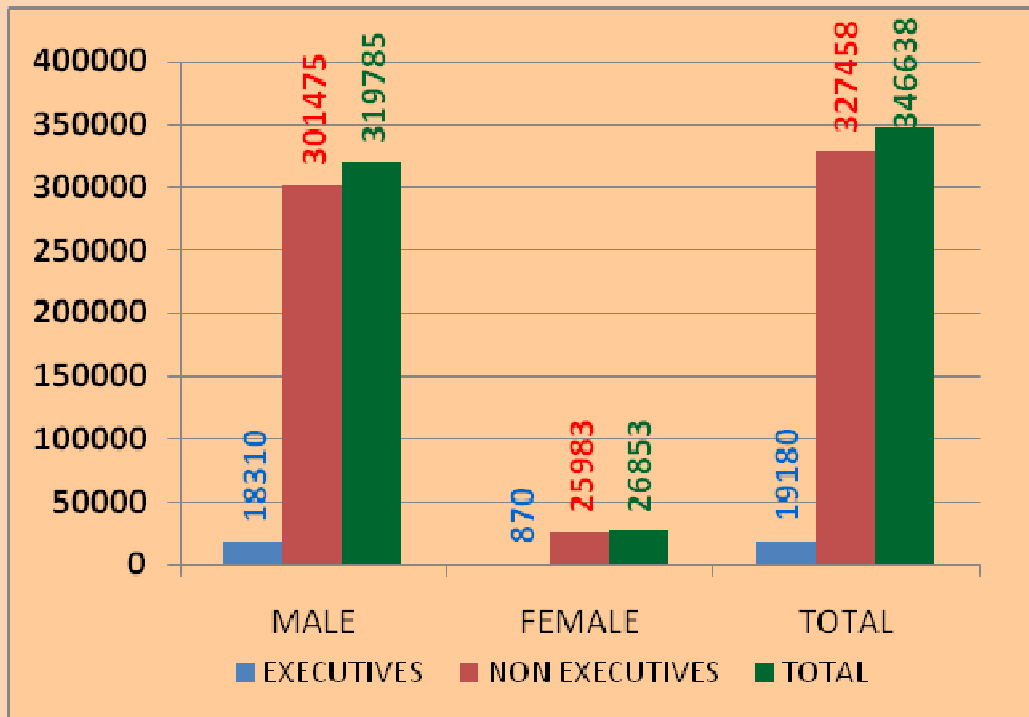
<b>Company Number of employees separated from the company during 2013-14</b>		
<b>CIL</b>	Resignation	265
	VRS (BPE)	78
	Dismissal / Termination / Separation	393
	<b>Total</b>	<b>736</b>

<b>Company</b>	<b>Age group in years</b>								<b>Total</b>
	<b>Under 25</b>	<b>Above 25 - 30</b>	<b>Above 30 - 35</b>	<b>Above 35 - 40</b>	<b>Above 40 - 45</b>	<b>Above 45 - 50</b>	<b>Above 50 - 55</b>	<b>Above 55 - 60</b>	
<b>ECL</b>	924	3112	4137	7261	14418	15611	14688	11675	71826
<b>BCCL</b>	664	1716	3504	6376	8281	11636	12265	14518	58960
<b>CCL</b>	1381	2561	3326	5264	8504	8744	8039	8867	46686
<b>WCL</b>	1043	2053	2442	3141	5394	9250	14668	14493	52484
<b>SECL</b>	962	2370	2926	4821	9917	14190	18415	17309	70910
<b>MCL</b>	519	1737	1887	2498	3180	4201	4721	3535	22278
<b>NCL</b>	436	1638	1067	1039	1779	3349	4318	3115	16741
<b>NEC</b>	8	18	23	98	289	362	728	673	2199
<b>CMPDI</b>	139	429	240	136	134	423	712	922	3135
<b>DCC</b>	8	3	0	4	14	83	171	229	512
<b>CIL(HQ)</b>	16	67	33	18	80	152	209	332	907
<b>Total</b>	<b>6100</b>	<b>15704</b>	<b>19585</b>	<b>30656</b>	<b>51990</b>	<b>68001</b>	<b>78934</b>	<b>75668</b>	<b>346638</b>

### AGEWISE CIL's MANPOWER AS ON 31.03.2014



### GENDERWISE CIL's MANPOWER



**LA3: Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation:**

There is no system of keeping temporary / part time employee, however housing, electricity, water supply, medical facilities, educational facilities etc. are extended to the contractual workers.

**LA4: Percentage of employees covered by collective bargaining agreements:**

100 % of employees covered by collective bargaining agreements as mentioned before.

**LA5: Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements:**

It is 15 days as per rule and it is specified in collective agreements.

**LA6: Percentage of total workforce represented informal joint management – Worker Health and Safety committees that help monitor and advice on occupational health and safety programmes:**

CIL has a corporate Safety Policy which specifically focuses on involvement of workmen and their representatives on formulating practices and implementing them for betterment in occupational health and safety of the person working therein.

As per clause 28T of The Mines Rules, 1955, a safety committee is required to be constituted in every mine wherein 100 persons are ordinarily employed. The safety committee shall consist of the following:

- (1) The manager (Chairman)
- (2) 5 Officials or competent persons nominated by the chairman
- (3) 5 Officials or competent persons nominated by the workmen.
- (4) Workmen's Inspector
- (5) Safety Officer.

In conformity with The Mines Rules, 1955, safety committees exist at every mines / units of different subsidiaries of Coal India Ltd where 100 persons are ordinarily employed.

The following table depicts the no. of safety committees and total committee members existing in different subsidiaries of Coal India Ltd:

<b>Subsidiaries</b>	<b>No of Mines / units</b>	<b>Total No of safety committee members</b>	<b>% of total workforce represented informal joint management-worker health &amp; safety committee - to monitor and advise on OHS</b>
<b>ECL</b>	104	1352	7.47
<b>BCCL</b>	53	1016	6.10
<b>CCL</b>	67	793	7.19
<b>WCL</b>	79	1081	6.38

<b>NCL</b>	10	244	4.10
<b>MCL</b>	26	546	4.40
<b>SECL</b>	86	1389	5.90
<b>NEC</b>	4	58	6.90
<b>Total</b>	<b>429</b>	<b>6479</b>	<b>6.31</b>

**LA 7: Subsidiary-wise Accident statistics (Rate of fatality and serious injury) of CIL during the year from 2011 to 2013 Region wise Accidents:**

Subsidiary	Accident	2011			2012			2013		
		A	K	I	A	K	I	A	K	I
<b>ECL</b>	Fatal	7	7		10	10		11	11	
	Serious	86		86	80		80	62		62
<b>BCCL</b>	Fatal	9	10		9	9		8	11	
	Serious	32		33	23		24	20		30
<b>CCL</b>	Fatal	2	3		7	8		6	6	
	Serious	9		9	10		10	4		4
<b>NCL</b>	Fatal	6	6		3	3		8	8	
	Serious	9		11	13		13	14		14
<b>WCL</b>	Fatal	7	8		10	12		8	8	
	Serious	29		29	40		41	38		38
<b>SECL</b>	Fatal	12	12	-	9	10		15		38
	Serious	55	-	57	40	-	40	40	15	-
<b>MCL</b>	Fatal	5	5		1	1		1	1	
	Serious	10		10	7		7	11		11
<b>NEC</b>	Fatal	1	1		1	1	1	-	-	-
	Serious	-	-	-	-	-	-	-	-	-
<b>CIL</b>	Fatal	50	52		50	54		57	60	
	Serious	230		235	213		215	189		191

**A – Accident, K – Killed, I - Injured**

**Fatality Rate and Serious Injury Rate:**

Subsidiary	Rate of fatality / injuries	2011	2012	2013
<b>ECL</b>	Fatality rate per MT	0.229	0.295	0.314
	Fatality rate per 3 Lac man shifts	0.115	0.172	0.195
	Serious Injuries rate per MT	2.814	2.359	1.789
	Serious Injuries rate per 3 Lac Man shifts	1.418	1.375	1.099
<b>BCCL</b>	Fatality rate per MT	0.332	0.288	0.337
	Fatality rate per 3 Lac man shifts	0.225	0.212	0.268
	Serious Injuries rate per MT	1.094	0.769	0.613
	Serious Injuries rate per 3 Lac Man shifts	0.743	0.566	0.487

Subsidiary	Rate of fatality / injuries	2011	2012	2013
<b>CCL</b>	Fatality rate per MT	0.062	0.166	0.119
	Fatality rate per 3 Lac man shifts	0.086	0.238	0.181
	Serious Injuries rate per MT	0.187	0.208	0.079
	Serious Injuries rate per 3 Lac Man shifts	0.259	0.297	0.320
<b>NCL</b>	Fatality rate per MT	0.090	0.043	0.116
	Fatality rate per 3 Lac man shifts	0.442	0.228	0.569
	Serious Injuries rate per MT	0.166	0.186	0.204
	Serious Injuries rate per 3 Lac Man shifts	0.810	0.989	0.996
<b>WCL</b>	Fatality rate per MT	0.206	0.284	0.201
	Fatality rate per 3 Lac man shifts	0.165	0.239	0.178
	Serious Injuries rate per MT	0.747	0.969	0.956
	Serious Injuries rate per 3 Lac Man shifts	0.596	0.817	0.847
<b>SECL</b>	Fatality rate per MT	0.105	0.085	0.121
	Fatality rate per 3 Lac man shifts	0.204	0.171	0.260
	Serious Injuries rate per MT	0.501	0.338	0.337
	Serious Injuries rate per 3 Lac Man shifts	0.968	0.683	0.729
<b>MCL</b>	Fatality rate per MT	0.048	0.009	0.009
	Fatality rate per 3 Lac man shifts	0.240	0.061	0.067
	Serious Injuries rate per MT	0.096	0.065	0.099
	Serious Injuries rate per 3 Lac Man shifts	0.68	0.426	0.738
<b>NEC</b>	Fatality rate per MT	1.660	1.654	0.00
	Fatality rate per 3 Lac man shifts	0.466	0.788	0.00
	Serious Injuries rate per MT	0.00	0.00	0.00
	Serious Injuries rate per 3 Lac Man shifts	0.00	0.00	0.00
<b>CIL</b>	Fatality rate per MT	0.120	0.119	0.129
	Fatality rate per 3 Lac man shifts	0.187	0.197	0.227
	Serious Injuries rate per MT	0.545	0.457	0.414
	Serious Injuries rate per 3 Lac Man shifts	0.846	0.785	0.724

**No of work related fatalities, injuries etc. by region:**

Empl- oyee Type	2011					2012					2013				
	M	F	UG	OC	SUR	M	F	UG	OC	SUR	M	F	UG	OC	SUR
<b>Dept. Emp.</b>	36	0	18	13	5	42	0	18	15	9	37	0	17	14	6
<b>Cont. Emp.</b>	16	0	1	12	3	18	0	4	12	2	21	0	2	16	3
<b>Total</b>	<b>52</b>	<b>0</b>	<b>19</b>	<b>25</b>	<b>8</b>	<b>60</b>	<b>0</b>	<b>22</b>	<b>27</b>	<b>11</b>	<b>58</b>	<b>0</b>	<b>19</b>	<b>30</b>	<b>9</b>

M – Male, F – Female, UG – Under-ground, OC – Open cast, SUR – Surface



**LA8: Education, training, counseling, prevention and risk-control programs regarding serious diseases:**

Comp	No of Camps arranged for	2011-12 no. of		2012-13 no. of		2013-14 no. of	
		camps	persons attended	camps	persons attended	camps	persons attended
CIL	HIV / Aids Camps	78	5630	78	8569	114	11052
	Leprosy	6	780	9	1351	04	544
	Health awareness	488	49067	524	47986	461	43503
	Visual impairment	72	5435	37	4649	61	7147
	Family Planning	113	4766	110	3985	118	489
	Water borne disease awareness	02	530	05	351	12	2837
	Pneumoconiosis awareness	04	179	05	186	06	141
	Tuberculosis awareness	01	50	01	22	02	44
	Heart check up	03	897	11	1114	39	5807

## **Safety & Health**

**LA9:** CIL has always given the highest priority to “Safety” and safety is considered to be a part of its core production process and is embodied in the mission statement. Over the years, CIL has made significant improvement in occupational health and safety matters by implementing recommendations of various bodies involving TU representatives like, CIL safety Board, Standing Committee on Safety in coal mines, National Safety Conference, Various Parliamentary Committee on Safety.

**Health and safety aspects covered in formal agreement with unions based as on National Coal Wage Agreement IX:** The organizational structure and mechanism which monitor and advise on Occupational health and Safety programs *with active participation of workforce and its representatives are produced below:*

<i>At Mine level</i>	<ol style="list-style-type: none"> <li>1. Workman inspectors: as per Mines Rule-1955</li> <li>2. Safety Committee: constituted as per Mines Rule-1955</li> <li>3. Statutory supervisory personnel as per CMR-1957</li> </ol>
<i>At Area level</i>	<ol style="list-style-type: none"> <li>1. Bipartite / Tripartite Committee Meeting</li> </ol>
<i>At Subsidiary HQ level</i>	<ol style="list-style-type: none"> <li>1. Bipartite / Tripartite Committee Meeting</li> <li>2. Inspection and advising on corrective measures by Safety Board Constituted at subsidiary level</li> </ol>
<i>At CIL HQ Level</i>	<ol style="list-style-type: none"> <li>1. CIL Safety Board</li> <li>2. National Dust Prevention Committee Meeting</li> </ol>
<i>At ministerial Level / National Level</i>	<ol style="list-style-type: none"> <li>1. Standing Committee on Safety in coal mines.</li> <li>2. National Safety Conference.</li> <li>3. Various Parliamentary Committee on Safety</li> </ol>

The instrument of "safety committee" has been given statutory backing by being incorporated in Mines Rules-1955 in a new chapter IVB recognizing greater strides in safety by participation of workers in safety management programmes. A safety committee is required to be constituted at every mine employing more than 100 persons. This committee shall consist of the manager (chairman), five officials or competent persons nominated by the chairman, five workers nominated by workmen, workmen's inspector where so designated and safety officer (secretary). The role and functions of the committee is specified in the rule 29V of mines rules-1955. The safety committee is a "Bi-partite" in nature, i.e. they consist of management and worker's representatives. The concept underlying worker's participation in safety management is that- when workers participate in safety activities, the safety decisions are not taken by the management alone and imposed on the workers, but the problems are explained in detail and the workers are made to participate in the analysis and arriving at the decision with management's guidance.

### **Safety Policy of CIL:**

Safety is given prime importance in the operations of CIL as embodied in the mission of Coal India Ltd. CIL has formulated a Safety Policy for ensuring safety in mines and implementation of which is closely monitored at several levels.

- 1) Operations and systems will be planned and designed to eliminate or materially reduce mining hazards.
- 2) Implement Statutory Rules and Regulations and strenuous efforts made for achieving superior standards of safety.
- 3) To bring about improvement in working conditions by suitable changes in technology.
- 4) Provide material and monetary resources needed for the smooth and efficient execution of Safety Plans.
- 5) Deploy safety personnel wholly for accident prevention work.
- 6) Organize appropriate forums with employees' representatives for Joint consultations on safety matters and secure their motivation and commitment in Safety Management.
- 7) Prepare annual Safety Plan and long term Safety Plan at beginning of every calendar year, unit-wise and for the company, for improvement of safety in operations as per respective geo-mining needs to fulfill implementation of decisions by Committee on Safety in Mines and Safety Conferences and to take measures for overcoming accident proneness as may be reflected through study of accident analysis, keeping priority in sensitive areas of truck / dumper, ground movement, haulage, explosives, machinery etc.
- 8) Set up a frame work for execution of the Safety Policy and Plans through the General Managers of Areas, Agents, Managers and other safety personnel of the units.
- 9) Multi-level monitoring of the implementation of the Safety Plans through Internal Safety Organization at the company headquarters and Area Safety Officers at area level.
- 10) All senior executives at all levels of management will continue to inculcate a safety consciousness and develop involvement in practicing safety towards accident prevention in their functioning.
- 11) Institute continuous education, training and retraining all employees with the accent placed on development of safety oriented skills.
- 12) Continue efforts to better the living conditions and help of all the employees both in and outside the mines.

## **Managing Safety Risk**

Mining operation and system has been planned and designed so as to eliminate or to mitigate mining hazards. Statutory Rules and Regulations have been implemented so as to strive for superior standard of safety. Budgetary provision has been made for procurement of safety gadgets and appliances. Deployment of statutory personnel for accident prevention work has been ensured. Senior officials at all levels continue to inculcate safe practices in mines.

Risk assessment and Risk management has been done in all mines covering hazards and mechanism of each hazard, control, action and responsibility and its implementation is updated regularly.

Recommendations of the 10th Safety Conference, Standing Committee on safety and the CIL Safety Board are being implemented.

Area level and Company level Tripartite Safety Committee meeting is in vogue and its recommendations are being implemented. Safety Audit of each mine is being done periodically and deficiencies pointed out are being rectified. Safety Fortnight is being observed every year to enhance awareness amongst employees. Emphasis upon training and retraining has been given to departments as well as contractual employees along with the provision and use of safety wears / safety gadgets. Contractor's employees are treated at par with departmental employees in matters pertaining to safety. All out efforts are being made to increase awareness amongst the employees through public address system as well as knowledge dissemination through the distribution of write-up and steps are being taken to ensure that all people perceive, carry out and enforce provisions of laws, code of practices and standing orders.

RMR of all underground working districts has been determined. Roof support is being provided on the basis of RMR in conformity with Regulation 108 of Coal Mines Regulations, 1957 and steel supports are being used as roof support.

To overcome the difficulties of manual drilling and reduce the exposure of face workers under the green roof, 15 (fifteen) numbers of Universal Drilling Machine and 08 (eight) numbers of Hydraulic Roof Bolting Machine are in use. Safety Management Plan(SMP) is being prepared in respect of each mine.

73 Officers have been trained in Risk Assessment and Safety Management by the SIMTARS (Australia) trained Executives of CIL.

78 Staff and trained executives of CIL have attended the different Safety related training programmes organized by DGMS, Dhanbad, BHU-Varanasi, NSCI-New Delhi, IICM - Ranchi and other Organizations.

## **Rescue**

Nos. of Mines Rescue Stations are serving mines of CIL while Rescue Room- cum-Refresher Training serving mines of different coalfields. All the rescue stations are well equipped with modern rescue apparatus like BG-174, BG-4, Maxaman, Travox 120, Computerised testing quaster II etc. to deal with emergency situations. All the underground mines are within reach of 30 minutes from respective MRS / RRRT.

To promote rescue awareness amongst our employees, a Zonal Rescue Competition is being organised every year in different Subsidiary Companies. To enhance the capacity of Rescue Trained Person in mines, a fresh initiative has been taken to enroll more number of employees from existing manpower and newly recruited employees.

**List of Mining Acts:**

Mines Act, 1952

Coal Mines Regulation, 1957

Mines Rules, 1955

Mines Rescue Rules, 1985

Mines Vocational Training Rules, 1966

Indian Electricity Rules, 1956

Initial and periodical medical examinations of every person in a mine are to be done as per Section 29B of Mines Rules, 1955.

**Initial Medical Examination (IME):** Initial medical examination is conducted for every person seeking employment in a mine, unless such person has already undergone within the preceding five years, a medical examination under these rules while in employment at another mine

**Periodic Medical Examination (PME):** Periodical medical examination thereafter is conducted for every person employed in the mine at intervals of not more than five years.

**Human Resource Development**

Coal India Ltd's HRD division has made optimum utilization of the resources and technology both existing and new and also used advanced methods and technology for the enhancement of efficiency and productivity in the company. HRD has been developing new techniques and opportunities for employee's self development which in turn proved to be favoring the company as a whole.

**Overall Performance**

HRD division CIL has achieved more than the given MOU targets in this financial year. In CIL and its subsidiaries, 93825 employees have been trained during 2013-14. Out of which 20502 were executives and 73323 were non-executives. These trainings include in- house training (training at subsidiary training centers and also at IICM), training in other reputed institutes outside the company and training abroad.

**i) In-house Training**

The In-house trainings were organized at subsidiary HQs, 27 Training Centers and also 102 VT Centers across Coal India and also at IICM. Respective HRD Division organized these trainings after assessing the training need in the respective category of employees with in the subsidiary. Special attention was given for improving skill of the employees keeping in mind the need of Industry. Details of in-house Training are listed below:-

	Training	Short Training	Workshop / Seminar	Total
<b>Executive</b>	7135	8273	1211	16619
<b>Non-executive</b>	62997	9396	174	72567
<b>Total</b>	70132	17669	1385	89186

## ii) Training Outside Company (Within the Country)

Besides in-house training at our Training Institutes, VT centers and IICM, employees were trained within the country at reputed training institutes, in their respective field of operations and also for supplementing our in-house training efforts. Employees from eight subsidiary companies and from CIL (HQ) have been trained in those reputed institutes. The break-up is given below:-

	Training	Short Training	Workshop / Seminar	Total
<b>Executive</b>	1363	1428	970	3761
<b>Non-executive</b>	642	85	29	756
<b>Total</b>	2005	1513	999	4517

## iii) Training Abroad

CIL has sent 122 employees in different countries from all the subsidiary companies and CIL (HQ) during the year 2013-14.

	Training	W/Shop / Seminar / Conference	Total
<b>Executive</b>	57	65	122

## Initiatives

- CIL has been recruiting fresh and dynamic young bloods in different disciplines for the last few years consistently. A special attention has been given in grooming these young and energetic persons in their respective fields through out the year. In addition to the introductory concept on Coal Industry, they have been trained on basic Management Techniques (MAP) and also in their respective Technical fields (TAP) through regular courses organized by IICM with the reputed faculties. Special attention has also been given in tuning them in their respective specialized working areas by on-the-job training throughout the year. Their probation is closed after appearing for the examination at the end of year successfully.
- As MTs of Excavation and E&M disciplines are posted in different Coal Mines, to provide them proper exposure to Mining Operations as well as Mining Equipments (both surface and underground) and to make them conversant with the Mining activities, 5 weeks intensive training in different batches for a total of 253 MTs was organized at **Indian School of Mines, Dhanbad**, the premier Mining Institute of our country during the year 2013-14.
- Special training modules as per need of our industry have been designed and tie-ups were done with IIM, Lucknow and ASCI, Hyderabad to train our middle level (E4-E7) executives on Management Development Programmes at their campuses w.e.f. 1<sup>st</sup> April, 2014.
- Similarly tie-up was done made with IIM, Calcutta to train about 150 General Managers (E8) of different disciplines on Advance Management including Overseas learning w.e.f. 4<sup>th</sup> May, 2014.
- 5 senior executives were sent to Japan to attend a 8 days training programme on “Coal Preparation”

- 2 middle level executives were sent to China to attend a 20 days training programme on “Fully Mechanized Coal Mining Technology- 2013”
- 495 executives have been given certified training in Project Management at IICM and other renowned Institutes.
- 72 executives have been given certified training in Contract Management at IICM and other reputed Institutes.

### LA10: Learning and Development

Training and Development is an integral part of the our Corporate Policy to deal with the development of existing Human Resources as well as to look ahead with clear perspective with special reference to technological advances and growth of manpower to fulfill the demand of production vis-à-vis technology.

Our Training and Development department takes care of the various training needs of its employees for their skill up-gradation and new skill acquisitions through internal training as well as external training. Besides this, we send our employees for outside trainings

#### Total man-hours of training (operation wise) and man-hours of training per employee:

Training programme conducted in all subsidiaries and information of two subsidiary companies are given below:

Subsidiary	Particulars	Total Training Hours	Training Hours per employee
BCCL	Male	439968	8.06
	Female	4860	0.86
SECL	Male	454458	6.51
	Female	13362	3.1

### LA11: Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings

**i) Technical Training:** Necessary technical training is provided to the employees working in mines directly or indirectly. It also updates them with latest technology if any, to be used in mining operation in near future so that capital and technology input to the project through capacity and new equipment or enrichment in the production process through particular systems in technology could provide appropriate return to the investment. In order to implement the above, the employees are exposed through :

**Basic course:** Appropriate to technology, equipment and system

**Refresher course:** Once in three years to those who have already gone through basic course or are already working in specific skill area. Refresher training is also conducted either on the site or in the training centres.

**Specialised Course:** In case of change in technology, in equipment configuration & capacity and improvement in the system of production.

**ii) Management Training:** Need based training is provided to executives at each level as per our requirement from time to time e.g. entry to the higher level. In house training on various subject of our

interest is imparted at the Management Training Institute of different subsidiaries.. Also the executives are sent to various outside organizations like IICM, Ranchi, ISM, IIMs, IITs, NITs and other renowned training centres in India and abroad for acquiring new skills and knowledge

**iii) Transformation Training:** In addition to the regular statutory training courses, we take interest in providing specialized training to the employees with an outlook to our future requirements as per the our Corporate plans to make the employees skilled enough to take on the future challenges.

## TRAINING CURRICULAM

### Executives Programme:

General Management Programme: For enhancing the managerial skill and performance of executives

Functional Programme: For developing functional skills

Cross Functional Programme: For developing knowledge regarding function of other department

Computer Awareness Programme: For efficient and smooth functioning of official jobs

### Supervisors' Programme:

Supervisory Development Programme: For knowledge and skill up-gradation'

Safety Management for Supervisors: For creating awareness among the supervisors

Coaching classes: For carrier growth

Computer Awareness Programme: For efficient and smooth functioning of official jobs

### Workers' Programme

Workers Development Programme : For skill up-gradation of workers

HEMM training : Land oustees are selected for this training to be posted in different mines

Safety Awareness Programme : To create safety awareness among workers about mine safety

Computer Awareness Programme : To handle computer efficiently

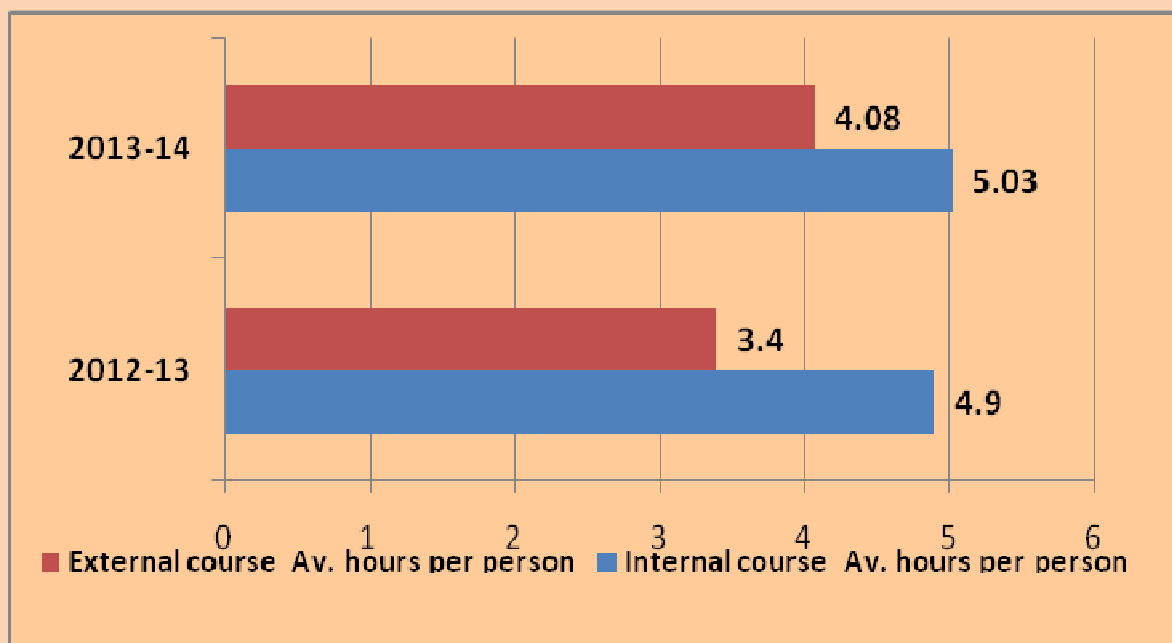
**Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings**

Company	Skills up-gradation Programme for lifelong learning		2012-13	2013-14
CIL	Internal course	Av. hours per person	4.9	5.03
	External course	Av. hours per person	3.4	4.08

**Workforce Training-Average Training hours per person per year**

Company	Category	2012-13		2013-14	
		Male	Female	Male	Female
CIL	Executives	3.3	2.6	4.25	3.93
	Non-executives	5.5	6.0	4.9	5.1
	Trainees	5.16	6.0	6.9	6.5

### AVERAGE TRAINING HOURS PER PERSON



**LA 13: Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity:**

Already covered in pre pages i.e. 11, 12-14, 33 – 36.

**LA14:** We provide life insurance scheme to all wage board employees covered under NCWA. We also provide health care benefits to both permanent and temporary employees at all the regions. The full-time employees enjoy benefits plans such as Provident Fund, Family Pension Fund, Annuity Fund, Maternity Leave, Retirement Provision and Stock Ownership. CIL, being a Public Sector Undertaking, does not discriminate among its employees based on Gender for salary and remuneration. The ratio of the basic salary and remuneration of women to men is 1:1. For payment of salary / wages, it follows the NCWA for Non - executives and specified pay scales for executive employees which does not discriminate among employees based on gender

<b>Ratio of Basic Salary of Men to Women Covered by Employee Category FY 13-14</b>
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<b>1 : 1</b>
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**LA 15: Return to work and retention rates after parental leave, by gender**

Parental leave for male employee is nil as there is no leave sanctioned for males. All female employees in the process of child birth are availing maternity benefit leaves up to two issues as per CILs rule. The employees after attaining the said leave period are joining their duty on regular basis.



## **HR2- Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken :**

As such there is no separate human right policy in CIL. However, we are fully committed to abide by the rules on Human Rights across our operations and this reflects in our dealing with our different stakeholders. All suppliers / contractors / vendors who undertake to provide services enter into a comprehensive formal agreement with CIL, which contains stipulations and conditions requiring them to ensure the compliance of various applicable labour statutes in respect of their employees / workers. These include the Payment of Wage Act - 1936, the Minimum Wages Act -1948, Equal Remuneration Act - 1976, the Industrial Dispute Act - 1947, the Employees State Insurance Act - 1948, the Coal Mines Provident Fund and Misc. Provisions Act - 1948, the Child Labour (Prohibition and Regulation) Act -1986 and the Contract Labour (Regulation & Abolition) Act -1970.

CIL ensures that the contractor's labour is treated fairly as per the law. The contractors are advised to pay the wages to its workers through bank and settle the issue in accordance with the law.

We are committed to the principles of the United Nations Global Compact on Human Rights.

CIL is the first PSU to settle the Wage agreement for 5 years up to 30-06-2016. CIL and its subsidiaries take all welfare measures required to facilitate not only employees but also their families. Awareness on human rights is included in our training programmes. During the year 2013-14 we don't have any reported case of human rights violation.

The Company does not employ nor encourage forced, bonded or child labour in any of its operations. CIL abides by The Mines Act, 1952, which prohibits the employment of children below 18 years of age in a mine. We follow proper checks and audits as per the Act. **We do not make any verbal agreement; instead all our contracts are in written form with various contractors. This ensures that no children get employed in our coal mines.**

## **HR4: Incidence of discrimination**

CIL prohibits discriminations on race, colour, religion, sex, caste, sexual orientation, national or regional origin, or any other characteristic protected by law. There have been no cases of discrimination during the reporting period

## **HR6: Operation identified as having significant risk for incidence of child labour and measures taken to contribute to the elimination of child labour**

We respect and promote fundamental of human rights. We understand the potential adverse impacts on human rights and responsible to mitigate or eliminate them. We neither employ nor encourage child labour in any of our operations. We abide by The Mines Act, 1952, which prohibits the employment of children below 18 years of age in a mine. We follow proper checks and audits as per the Act, to ensure no child is employed in the mines through medical examinations for age proof.

**HR9: Total number of incidents of violations involving rights of indigenous people and actions taken**

Engaging openly with surrounding community is important to ensure that our activities positively enhance the lives of people living near our operations and the society broadly. We reaffirm the corporate motto of Growing with Surroundings which is in sync with the national agenda of Inclusive Growth by working together with our communities. We aim to create opportunities that are aligned with their interests and build mutually beneficial relationships. We do not make any political contributions, in cash or in-kind, or participate directly in the activities of any political party. We also recognise the traditional rights and values of indigenous peoples and respect cultural heritage. We introduced a well defined CSR Policy in 2011-12. Being site specific industry, mining requires land where mineral is available. So at times it is unfortunate that indigenous communities get affected by our operations. However, the PAPs are adequately compensated as per CIL's R&R policy and there were no incidents of violations involving rights of indigenous people during the reporting period. We have taken up various activities extending financial assistance for water supply schemes, construction / repair of public utility roads & culverts, construction of community centre, check-dam for the benefit of the peripheral villages, rendering preventive health programme, village health programme and family welfare programme.



## Environment performance

## **Strategies, current actions, and future plans for bio-diversity conservation:**

Environmental pollutions are the negative by-products of industrialization. Coal mining like any other industrial activity leaves some environment footprint on the society. At the same time, key role of the coal industry to India's economy cannot be over emphasized. Cheap energy availability is essential for growth of the people, industry, economy and the nation. With limited availability of oil, gas, hydro and distant sight of large scale nuclear and renewable energy prospects, the choice is not to go back to use of firewood but rely on coal for meeting the growing energy needs. The need is to integrate and address environmental concerns in the system and operation of coal mining activities to preserve the environment or make it better in the best possible way.

We are committed to follow environmentally responsible practices and adhere to the relevant environmental laws and regulations in all aspects of our business from mining to marketing and striving for the continual improvement of environmental conditions in and around our operational areas. The company has adopted a Corporate Environmental Policy, duly approved by Board of directors.

### **Environmental Impact Assessment:**

Before commencement /enhancement of production from coal mines, the impact on existing environment and forest due to coal mining projects are assessed by an Environment Impact Assessment (EIA) study for each project and based on the same, Environmental Management Plans (EMP) are prepared.

EMPs deal with the various pollution mitigation measures to be undertaken to mitigate the impact of pollution, in order to reduce adverse effect on environment & forest, as per requirement of the project. The EMP is submitted to MoEF for obtaining Environmental clearance (EC). Various types of pollution and the mitigative measures as per EMP of the coal project approved by MOEF with project specific conditions are taken up for implementation.

The various types of pollution generated in Coal India –coal mines are

- **Air Pollution**
- **Water Pollution**
- **Noise Pollution**
- **Land degradation**

**Hence, various measures being taken to mitigate environmental impacts are as follows:**

#### **1. Air Pollution control:**

##### **Air Quality**

When it comes to coal mining, dust is the only major source of air pollution as there are no chemicals involved in the operations. The total particulate matter includes dust size from 0 micron to 100 micron is assessed using emission rate for different mining activities like drilling in coal & OB, blasting of coal & OB, loading of coal & OB, transportation of coal & OB, unloading of coal & OB, crushing of coal at CHP and loading of coal at railway siding for dispatch to power plants & other consumers.

The emission rate has been developed by CMRI, Dhanbad under funding of MoEF, GOI. The emission rate for different mining activities is different. The total particulate matter has been calculated at coalface for the activities like drilling, blasting, loading etc., and loading & unloading at

CHP and at railway siding that is subsequently lifted from the ground for dispatch to the consumers and hence not necessary that the total estimated TPM becomes air borne which is harmful for the health of human being and animals.

As per the stipulations of MOEF, the monitoring of particulate matters up to 10 micron and 100 micron are being done in and around the mine areas, residential and village areas. Values of the parameters are in mostly found within the limit of the stipulated standards. However, if there is any increasing trend of the parameters, sources are identified and control measures are applied to bring the parameters within the stipulated limit. For control of particulate matter pollution at source fixed sprinklers at coal handling plants (CHPs), coal stock yards, weighbridges and along transportation roads are installed. The mist type water spraying system is also being installed along the conveyor belts / Bunkers in coal handling plants. The sides of CHPs are also covered by side cladding with GI Sheet to control pollution at source. In addition, effective dust suppression has been achieved through water sprinkling by mobile water tankers along the coal transportation roads and haul roads by the large capacity (28KL & 70 KL) water tankers. Further, effective plantation in the mine lease area has been done to arrest the propagation and dispersion of dust significantly. CIL is having drills fitted with dust extractors.

Other pollutants of coal mining activities are generally SO<sub>x</sub> (Oxide of sulphur ) and NO<sub>x</sub> (Oxides of nitrogen) due to use of the explosives in blasting, exhausts of machineries deployed for mining and vehicles used for transportation of coal and OB. These parameters are also monitored regularly and found to be within the specified limits / standards.

Controlled blasting / planning of residential colonies / habitation away from the mines as far as possible are also some of the measures taken.

The quality of ambient air in and around the mine is monitored every fortnight as per Environment (Protection) Amendment Rule.

## **2. Water pollution Control**

The waste from the mines is treated by settling arrangements before let out. Most of the opencast mines have installed dewatering pumps on floats and this system allows pumping only clean and settled water. The treated water is used for Water supply to the residential colonies, to some adjoining villages and surplus water for agricultural purposes also.

The effluent from workshops is treated in Workshop Effluent Treatment Plants (WETPs) and domestic effluents from some major residential colonies are treated in the Domestic Effluent Treatment Plants (DETPs) and in other small residential colonies septic tanks have been constructed. The quality of discharge and effluent water is also monitored every fortnight as per Environment (Protection) Amendment Rule.

The closed water recirculation system has been adopted in the washeries to stop the discharge of outside the premises and minimise water requirement. The treated water is used for water sprinkling in coal transfer points, good housekeeping and plantation for overall improvement of the environment.



### **Water Withdrawal by Source**

We understand that water is a precious resource that must be used optimally and responsibly. Water management is essential to ensure conservation of freshwater usage as well as mitigating through water pollution measures. The environmental, ecological, social, cultural and economic values of water have also led to greater scrutiny of responsible water use and expectations from our stakeholders for improved resource stewardship.

### **Water Conservation Initiatives**

Abandoned quarry voids are used as water harvesting structure for recharge of ground water. Water Treatment Plants (WTP) are operational under integrated water supply schemes and Small scale water filtration units for domestic supply are also existing.

Surface water sources are mostly not affected due to the withdrawal of water from our operations. Pumped water from mines is recycled for domestic & industrial consumption and supplied to surrounding villages. Remaining water wherever feasible is stored in the mine voids / reservoirs and used for aquifer recharging, etc.

In order to conserve rain water and replenish the ground water reservoir, six (6) rain water harvesting Proposals were constructed as a SD activity.

### 3. Noise pollution Control measures:

Noise pollution is generated due to HEMM deployment, Work shops, CHPs and due to blasting operations. This is reduced by -

- a. Proper maintenance of equipment
- b. Green belt provided around the mine as well as residential area .
- c. Controlled Blasting & blasting in day time.
- d. Use of Surface Miner & High Wall mining which extract coal without blasting.
- e. Ear Muff or Ear Plugs provided to Workers working in extremely noisy areas.

### 4. Land reclamation and Remote Sensing Survey for monitoring

Coal mining activities need to use land and generates some impacts on environment, since mining involves removing the top earth to dig out the coal. Eco-friendly mining systems have been put in place in all of its mining areas.

We are committed to restore the degraded land and the mined out areas This is being done by technically reclaimed mined out areas and subsequently biological reclamation by plantation on the technically reclaimed areas. CIL introduced state-of-the-art Satellite Surveillance to monitor land reclamation and restoration for all opencast projects. 50 major OCPs excavating more than 5 Mm<sup>3</sup> (Coal + OB) per annum are being monitored every year while remaining OCPs excavating less than 5 Mm<sup>3</sup> (Coal + OB) per annum are being monitored once in 3 years. This gives a clear picture of land reclamation which otherwise is difficult to estimate. Satellite Surveillance indicates the increase in plantation area from 158.3 km<sup>2</sup> in 2010-11 to 163.19 km<sup>2</sup> in 2013-14. This information is available in the web site of CMPDIL.

### 5. Coal Washeries:

"CIL has decided to set up 16 washeries with 92.010 MTY capacity in its various subsidiaries to reduce the ash% from coal so as to make it competitive in comparison to imported coal," according to an official statement. Out of the 16 washeries, two would be set up in SECL, six in Bharat Coking Coal Limited (BCCL), Jharkhand , four in Mahanadi Coalfields Ltd (MCL), Orissa, three in Central Coalfields Limited (CCL), Jharkhand and one in Eastern Coalfields Limited (ECL) West Bengal. CIL already has 17 coal washeries of a capacity of 39.40 MTY in operation, in different subsidiaries.

#### Subsidiary-wise and state-wise details of proposed coal washeries:

Sl. No.	Name of the washery	Capacity (MTY)	Subsidiary	State	Status (As on 31.3.14)
1	Kumunda	10	SECL	Chhattisgarh	Bid under process
2	Baroud	5	SECL	Chhattisgarh	Land acquisition in progress
3	Madhuband	5	BCCL	Jharkhand	Under construction
4	Patherdih	5	BCCL	Jharkhand	Under construction
5	Patherdih	2.5	BCCL	Jharkhand	Evaluation of offers in progress
6	Dahibari	1.6	BCCL	Jharkhand	Under construction
7	Dugda	2.5	BCCL	Jharkhand	Evaluation of offers in

Sl. No.	Name of the washery	Capacity (MTY)	Subsidiary	State	Status (As on 31.3.14)
					progress
8	Bhojudih	2.0	BCCL	West Bengal	Evaluation of offers in progress
9	Ashoka	10.0	CCL	Jharkhand	Price escalation demanded by L-1 bidder which is under consideration
10	Konar	3.5	CCL	Jharkhand	Possession of land in progress
11	Karo	2.5	CCL	Jharkhand	Forest clearance (Stage-1) has been applied
12	Chitra	2.5	ECL	Jharkhand	Land acquisition in progress
13	Bashundhara	10	MCL	Orissa	RFP is under evaluation
14	Jagannath	10	MCL	Orissa	RFP is under evaluation
15	Hingula	10	MCL	Orissa	LOI issued to L-1 bidder
16	Ib-vally	10	MCL	Orissa	Land acquisition in progress
	<b>TOTAL</b>	<b>92.10</b>			

Out of the above proposed washeries Madhuban (5.00 MTY), Patherdih (5.00 MTY) and Dahibari (1.60 MTY) of BCCL are in advanced stages of construction. Others are in different stages of tendering processes.

### **Bio-diversity**

Tree Plantation on reclaimed land in back filled & OB dump areas, plantation in & around mines, road sides, township / residential areas, available vacant spaces and implementation of conservation plan for protection of flora & fauna are carried out as per Environmental Clearance (EC).

This is apart from the payment made for compensatory afforestation for diverted forest for mining in double the degraded forest as marked by the state Forest departments. The plantation has created man made forest in mining areas where there was minimum forest. Even in the marked and designated forest areas, the tree density was much less earlier than the forest we have created.

Since beginning, the subsidiaries of CIL have under taken up massive plantation work through concerned State Forest Corporations. CIL has till date planted around 81.10 million trees over an area of around 34316 Ha. Keeping Bio-diversity in mind, we plant mostly indigenous plants to preserve the bio-diversity.

We go for multispecies plantation with a proper mix of timber yielding, fruit bearing, medicinal and other useful varieties.

The detail of plantation carried out in the last three years by the different subsidiaries is tabulated as under:



## PLANTATION

(Fig. in nos.)

Subsidiary	During 2011-12	During 2012-13	During 2013-14
ECL	195000	51000	45000
BCCL	343000	46916	42009
CCL	405800	302000	144000
MCL	75600	31000	0
WCL	226000	160000	163500
SECL	386000	483000	512850
NCL	441000	452247	420100
NEC (CIL)		60,000	8660
<b>TOTAL</b>	<b>2,072,400</b>	<b>1,586,163</b>	<b>1,336,119.00</b>



BCCL has adopted the latest biological reclamation technique and the work is being executed by the Forest Research Institute, Dehradun. We have developed comprehensive mine reclamation and rehabilitation strategies for each of our mines and the same is being implemented as per the EMP approved by MoEF. Concurrent and progressive back filling of mine voids by the overburden material, preservation of topsoil, its storing and use it during technical reclamation and before plantation as the integral part of mining operation.

### **Mine Closure Provisions**

In terms of revised guidelines issued by Ministry of Coal (MoC) in 2013, CMPDI has prepared 257 (93 new & 164 revised ) mine closure plans for CIL mines during the year. Quick comments on 42 mine closure plans for coal blocks sent by MOC were also prepared.

### **Regular air, water and noise monitoring:**

All the mines / washeries of CIL are being monitored on regular basis by CMPDI. In case of any deficiency, the sources are identified and immediate corrective measures are taken by the areas / projects for amelioration.

### **Other measures to reduce Pollution at the source by new methods:**

#### **Switching to eco-friendly mode of transport:**

In order to reduce the dust pollution due to road transportation eco-friendly measures are being adopted. Coal to thermal power stations who consume more than 80% of thermal coal, is transported by rail / series of belt conveyors to thermal power stations & rail heads are constructed to make rail head available nearer to mine to reduce road transportation. We have constructed and are constructing integrated CHP for rapid loading wagon and trucks. In future, both existing and future mines will have mode of coal transportation more and more either by rail or conveyors.

#### **Clean Mining Technology:**

More and more Surface Miners and Continuous Miners are being deployed for reduction of air pollution. High Wall Mining has been introduced to recover thin coal seams after economical open cast mining is over. In underground mines, manual mining are being converted to semi-mechanized Bord & Pillar mining with LHD (Load Haul Dumper) / SDL (Side Discharge Loader) and fully mechanized mass production technology with Continuous Miner (CM) and Power Support Long-wall (PSLW) faces in phases. UDMs (Universal Drilling Machines) are being deployed. This not only reduces wastage of valuable coal but also increase productivity as well as safety of the workers in the mines. Man-Riding system is being installed to fully utilize shift hours to increase productivity and ensuring safety of the personnel.

## Conservation of Natural Resources

### Indirect Primary energy consumption

Electricity is the major source of energy in the mining operations. Electricity consumed in different coal producing subsidiaries is given in table under EN4.

#### CIL has taken following initiatives to reduce electricity consumption and improve efficiency:

- I. Street lights in Residential Area as well as Non - residential area are being connected to auto timer based off & on system.
- II. High energy consuming mercury / sodium vapour lamps are replaced with LED / CFL or any other energy efficient lamps.
- III. Possibilities for installation of low voltage (LV) distribution line with insulated wire to prevent hooking and power pilferage.
- IV. Overhead water tanks of the Residential Buildings (RB) and Non-residential Buildings (NRB) are fitted with float valves.
- V. To use the roof top of RB & NRB including hospital / dispensary and canteen etc. for generating electricity with the help of Photo Voltaic Cells or any other conversion method to utilize solar energy.
- VI. Initiatives have improved Power factor of 47 metering points to more than 0.97 from 0.80.

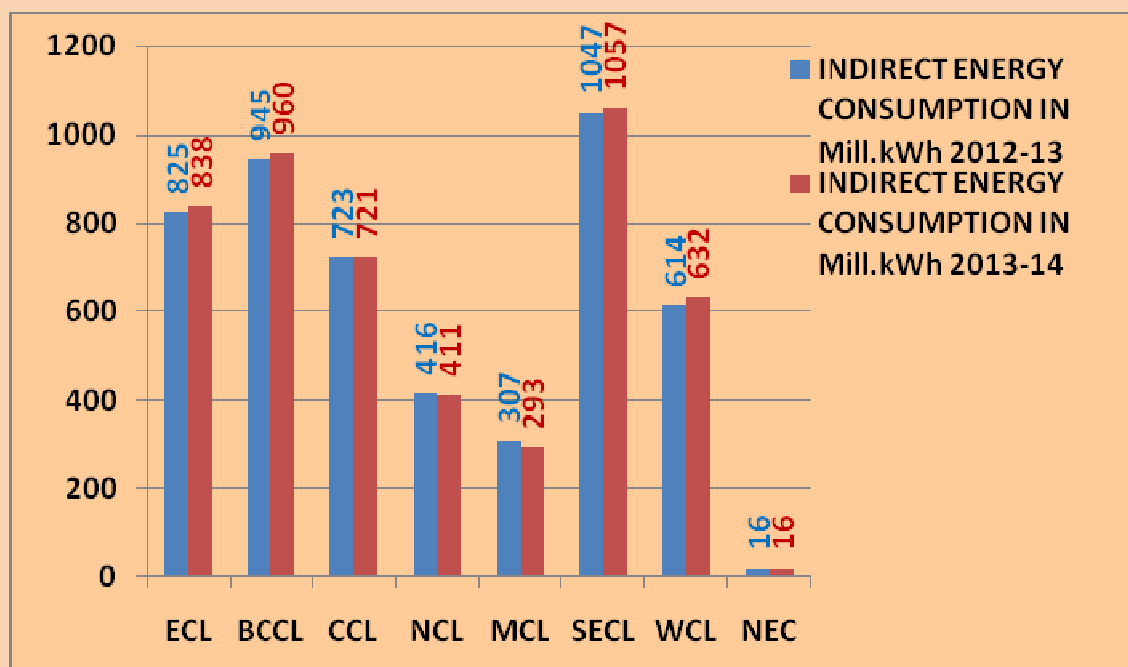
Based on these initiatives, actions are being taken at coal producing subsidiaries. In order to have an idea of the impact a comparative study subsidiary wise the electricity consumption per tonne of coal for the last 3 years have been shown in the next page in table under EN4.

#### EN3: Direct energy consumption by primary energy source :

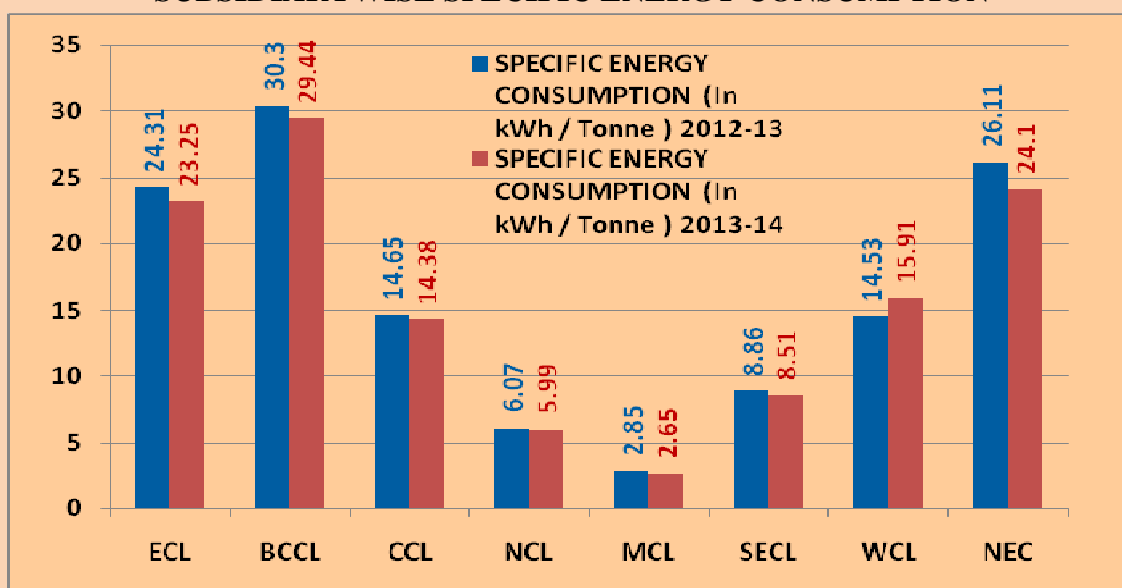
Subsi-diary	Particulars	2011-12	2012-13	2013-14
BCCL	Million KWH	0.05	0.0324	0.0099
	Coal production			
	KWH per ton of coal production			
WCL	Million KWH	189.75	190.18	111.11
	Coal production	43.11	42.29	19.15
	KWH per ton of coal production	4.4	4.5	5.8
NEC	Million KWH	8.92	8.31	4.48
	Coal production	0.602	0.604	0.125
	KWH per ton of coal production	14.82	13.76	35.84

**EN4: Indirect energy consumption by primary energy source:**

Subsidiary	Energy Consumption					
	In Mill.kWh			In kWh / Tonne		
	2011-12	2012-13	2013-14	2011-12	2012-13	2013-14
ECL	809	825	838	26.46	24.31	23.25
BCCL	949	945	960	31.42	30.3	29.44
CCL	689	723	721	14.35	14.65	14.38
NCL	428	416	411	6.45	6.07	5.99
MCL	308	307	293	2.98	2.85	2.65
SECL	1031	1047	1057	9.06	8.86	8.51
WCL	613	614	632	14.22	14.53	15.91
NEC	15	16	16	25.61	26.11	24.1
CIL	4842	4894	4928	11.11	10.8	10.65

**SUBSIDIARYWISE INDIRECT ENERGY CONSUMPTION**

### SUBSIDIARYWISE SPECIFIC ENERGY CONSUMPTION



#### EN5: Energy saved due to conservation and efficiency improvements:

Company	Different fields of Energy Consumption, where conservation and efficiency improvement has been incorporated	Energy used before incorporation of conservation and efficiency improvement plan (MWH), 2012-13 (a)	Actual energy consumption after incorporation of measures (MWH), 2013-14 (b)	Energy Saved (MWH) (a-b)
---------	---	---	--	--------------------------

By replacing 19101 nos. high energy consuming lights, we have saved 174.3 GJh in 2013-14. Besides each pump placed on float in open case mine saves nearly 15% energy compared to pump placed on ground.

#### EN6: Initiatives to provide energy - efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives:

Company	Initiatives taken in the year 2013-14 to provide energy-efficient or renewable energy based products and services	Energy Consumption before measures taken (MWH), 2012-13 (a)	Energy Consumption after measures taken (MWH), 2013-14 (b)	Reduction in Energy Consumption (Anticipated) (MWH) (a - b)
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CIL's initiatives has resulted in issuance of work order for 2.0 MW capacity and 0.25 MW capacity Solar PV power plants in MCL and CMPDIL respectively in 2013-14. CIL's new office building at Rajarhat at Kolkata has 140 KW Solar PV power generation capacities.

**EN7: Initiatives to reduce indirect energy consumption and reductions achieved:**

Com-pany	Initiatives taken in the year 2013-14 to Reduce Indirect Energy Consumption	Indirect Energy Consumption before measures taken (MWH), 2012-13 (a)	Indirect Energy Consumption after measures taken (MWH), 2013-14 (b)	Reduction Achieved (MWH)
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Initiative of CIL has improved Power factor of 47 metering points to more than 0.97 from 0.80. Details of CIL,s initiatives to reduce electricity consumption and improve efficiency described in pages 58.

**EN8: Total water withdrawal by source :**

Subsidiary	Total Water withdrawal by source in the year 2013-14	Volume of Water (KL)		
		2011-12	2012-13	2013-14
BCCL	Ground Water			
	River Water			
	Water from abandoned mines			
	Any other source			
	Total	110160.00	126620.00	102960
WCL	Total	56365.80	73177.48	
NEC	Ground Water	155164	155164	120450
	River Water	1228589	1228589	531200
	Water from abandoned mines			
	Total	1383753	1383753	651650)

**EN9: Water sources significantly affected by withdrawal of water :**

- The impact of water drawl are limited to only 300m depending on the strata condition from the active mining operation zone and only for the period of mine life. This 300 m zone around specifically for Open cast mine is physically acquired for the mine as blasting safety zone. However, if there is any report of shortage of water, the effected habitation are provided with suitable drinking water supply by sinking hand pumps, through water tankers, piped water etc.
- The entire mine's industrial water demand is mostly met from the mine water. The treated mine water is also used for domestic and agricultural need.
- The surplus treated mine water is discharge into the local ponds, agricultural fields and finally to the natural courses.
- After cessation of mining, a part of the open cast mine area is reclaimed and the final void is converted into a water reservoir which in turn works as water recharge structure and source of water for the local. Similarly under ground mine after exhaustion also serves as water recharging structure.

**EN10: Percentage and total volume of water recycled and reused:**

The entire mine industrial water demand is mostly met from the mine discharge. The treated mine water is also used for domestic and agricultural need. The surplus treated mine water is discharged into the neighbouring ponds, agricultural fields and finally to the natural courses.

**EN11: Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas:**

Land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
Location	Area size
Madhya Pradesh	9590.298 Ha.
Chhattisgarh	29738.092 Ha.

**EN12: Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas;**

Subsidiary	Name of Eco-sensitive zones	Significant impact on biodiversity	
		In protected area	Outside protected area
NEC	Dehing Patkai Wild Life Sanctuary	None	None

Protected area is out of bounds from mining activities. Areas of high biodiversity value outside protected areas are being maintained with regular gap plantation with indigenous species.

**EN14: Strategies, current actions and future plans for managing impacts on bio-diversity:**

Subsidiary	Strategies, current actions and future plans for biodiversity conservation	Brief description
NEC	Wild life conservation plan prepared by Aaranyak was submitted to MoEF and accepted during approval of EC for Lekhapani OCP	All wildlife observations have been recorded & reported and all effective and a sustainable wildlife management plan for conservation of the biodiversity was recommended
BCCL	Old OB dump area has been taken up with three tier plantation with the help of Forest research Institute, Dehradun	Local and indigenous species are planted on 53 Ha of degraded and mined out land.

Besides all subsidiary take up massive plantation with indigenous species, details have been described in pre pages.

**EN20: NO<sub>x</sub>, SO<sub>x</sub>, and other significant air emissions by type and weight:**

(micro. gms. / Cum)

Name of the Mine	Monitoring Station	SO <sub>x</sub>	NO <sub>x</sub>
Ballarpur OCP (WCL)	Sub Area Manager's Office	79	8
Gevra OCP (SECL)	Gevra mine	27	28
Ashoka OCP(CCL)	Bendi Village	10	38
Piparwar OCP(CCL)	Kalyanpur Village	10	43
<b>Standard</b>		120	120

Details about other air pollutants / emissions and mitigative measures are covered in pages 47-48.

**EN21: Total water discharge by quality and destination:**

Mine discharge water is used for industrial purposes, domestic purposes for own employees and neighbouring villages after treatment, surplus water for agricultural purposes and the balance is discharged to natural courses. Discharged water is monitored regularly and it conform the standard of water quality and the standards are given below:

Mine	Analysis Result			
	pH	TSS (mg/l)	COD(mg/l)	O&G(mg/l)
Ballarpur OCP	7.86 to 8.10	<25 to 242	<40 to 192	<2
Gouri Deep OC	7.68 to 8.77	56 to 288	<40 to 224	<2
Piparwar OCP	7.90 to 8.10	24 to 120	2.40 to 40	<2
Ashoka OCP	8.08	24	40	<2
<b>Standard</b>	<b>5.5 to 9.0</b>	<b>100</b>	<b>250</b>	<b>10</b>

**EN22: Total weight of waste by type and disposal method:**

Company	Type of Waste	Disposal Method	Volume / Weight
CIL	OB	Back filling / Land filling	806.544 Mill. Cum
	Metal Scrap	Sold to authorized recyclers	
	Burnt oil	Sold to authorized recyclers	
	Battery	Exchanged against new from battery sellers / manufactures or sold through authorized dealer.	
	Plastic waste (drum etc.)	Sold to dealers	
	HEMM Tyre	Retreaded till retreat able and then sold to authorized dealers	
	Glass	Sold for recycling	
	Domestic Waste (Bio-degradable)	Land filling & composting	
	Conveyer Belt Waste	Different in-house use	
	e-waste	Sold to authorized recyclers	



**EN26: Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. Subsidiary-wise and state-wise details of proposed coal washeries:**

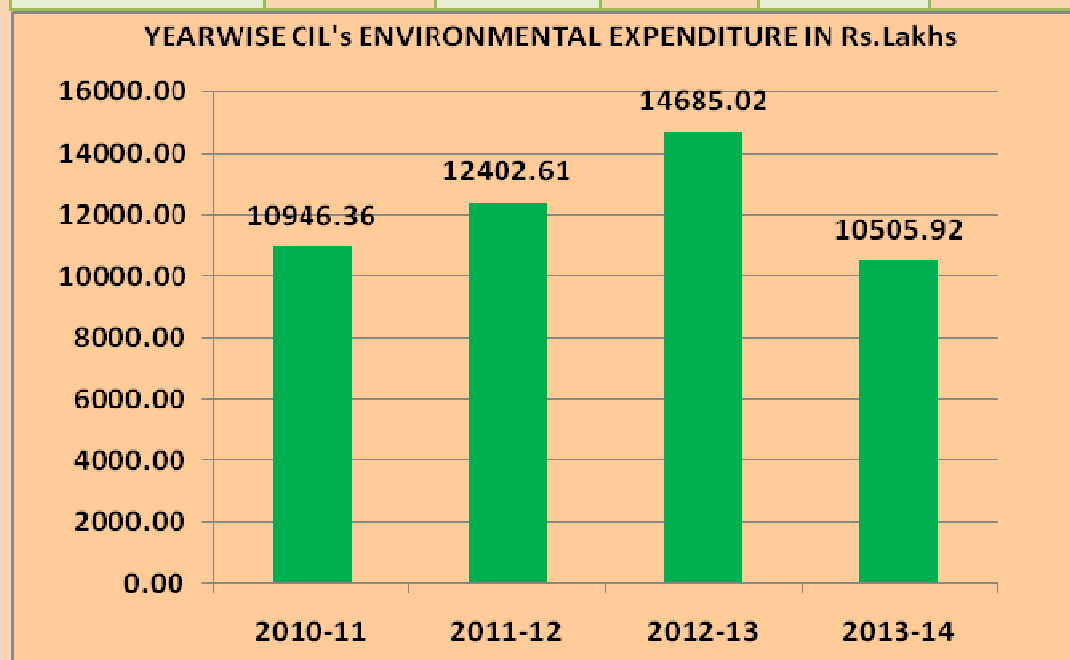
Details are mentioned in pages from 51 to 56.

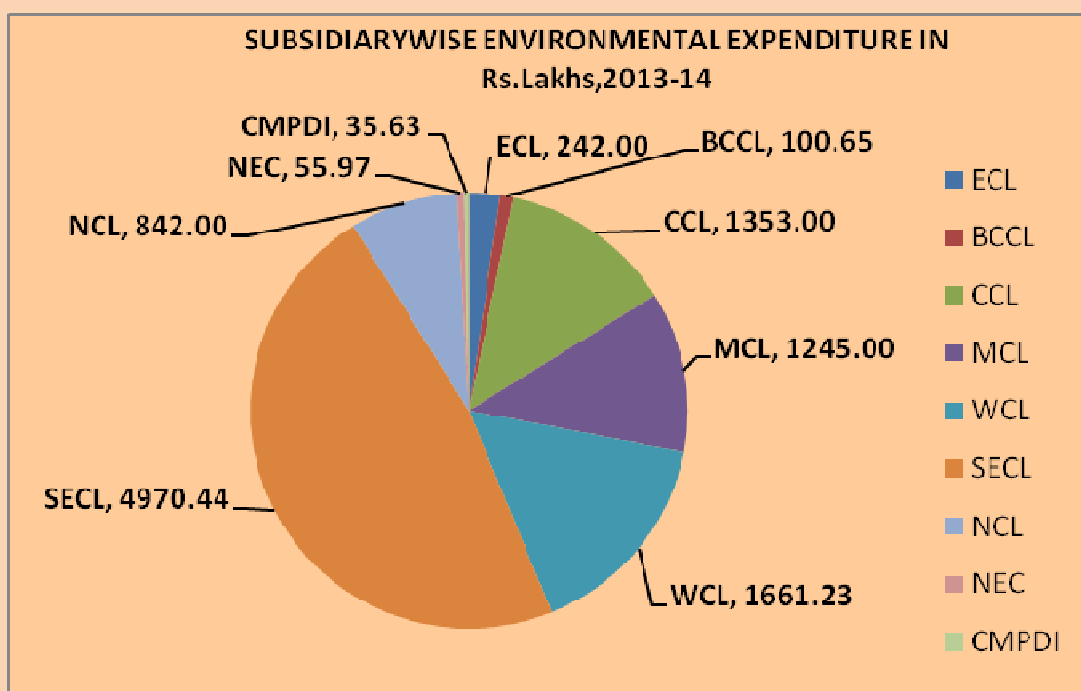
**EN28: Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations:**

There is no report of any noncompliance for the 2013-14.

**EN30: Total environmental protection expenditures and investments by type:**

<b>ENVIRONMENTAL EXPENDITURE OF CIL (Rs. Lakhs)</b>					
<b>SUBSIDIARY</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
<b>ECL</b>	282.77	140.72	220.84	90.71	242.00
<b>BCCL</b>	438.00	122.00	155.00	83.00	100.65
<b>CCL</b>	0.00	651.10	658.41	1096.32	1353.00
<b>MCL</b>	688.55	1631.89	2911.67	1624.59	1245.00
<b>WCL</b>	1643.72	1922.73	2167.95	1666.00	1661.23
<b>SECL</b>	4201.82	5517.38	5298.61	9044.34	4970.44
<b>NCL</b>	790.26	824.00	854.00	984.00	842.00
<b>NEC</b>	51.70	131.29	76.91	72.50	55.97
<b>CMPDI</b>	8.77	5.25	59.22	23.56	35.63
<b>TOTAL</b>	<b>8105.59</b>	<b>10946.36</b>	<b>12402.61</b>	<b>14685.02</b>	<b>10505.92</b>





### ISO- 14001 System:

Obtaining ISO 14001 certification and maintaining & revalidation are the continuous process. During the year 2013-14, 7 units (05 Open cast projects, 01 Underground project & 01 Central Workshop) have got certification for ISO 14001. So far, 73 units of CIL got ISO 14001 certification which includes opencast projects, underground mines, washeries, workshops and hospitals till the year 2013-14. In addition, Northern Coalfields Limited (NCL) and Mahanadi Coalfields (MCL), as a company, have also got ISO 14001 certification.

### MOU WITH GOVT. OF INDIA: PERFORMANCE IN 2013-14

Coal India is holding Company and all activities are taken up at Subsidiaries from their own fund. Since the Subsidiaries are the separate profit centres and subsidiaries have full powers to spend from their revenue fund for all SD activities. Hence, the action plan is prepared and corresponding budget are allocated. This is approved by the concerned SD Committee of the subsidiary. CIL has ensured that necessary action plan has been prepared by the subsidiaries and passed by the concerned SD Committee.

The CSR & Sustainable Development Committee was Constituted by the CIL Board of Directors in its 282<sup>nd</sup> meeting held on 16<sup>th</sup> April' 2012. This committee was reconstituted by the Board in its 303<sup>th</sup> CIL Board meeting held on 14<sup>th</sup> January'14. During the year, four meetings were held i.e. on 25/06/2013, 17/07/2013, 31/01/2014 and 12/02/2014.

Sustainable Development is an important activity and it is part of MOU signed by CIL and Govt. of India. The Achievements under the MOU is detailed as under:

#### SD Expenditure (2013 – 14):

Percentage (%) achievement ( CIL's CSR & SD expenses in 2013-14 as % of PAT of FY 2012-13) is equal to Rs.410.81 Crores / Rs.173.56 Crores \* 100 i.e. 236.70%

## SD Projects Target Vs Achievement in 2013-14:

Evaluation Criteria	Unit	Weight (In %)	MoU Target		Performance (13-14)
			Exclnt.	V.Good	
<b>Impact of such involvement on production/ services /processes and reduction in carbon foot-print</b>					
Installation of Solar Panels	No	1	3	2	3
Rain water harvesting projects	No	1	3	2	6
<b>Sub-Total</b>		2			
<b>The efforts made and the success achieved in the engagement of key stakeholders through adoption of good corporate communication strategy</b>					
The no. of meetings / consultation held with key stakeholders viz. Customers, Employees	No	0.25	4	3	6
Establishment of web-based feedback system from key stakeholders regarding the performance of the company in social, economical and environmental sustainability	Yes / No	0.25			Established (CIL)
<b>Sub-Total</b>		0.5			
<b>Adoption of sustainability reporting and disclosure procedures and practice</b>					
Preparation of Sustainability Report for 2013	Month	0.25	Feb,14		SD Report of CIL for 12-13 assured in Oct. 2013
Frequently updated display of information in this regard on the Company web-site	Duration	0.25	quarterly		quarterly
<b>Sub-Total</b>		0.5			
<b>Plantation (in lakhs)</b>			<b>8.25</b>	<b>7.6</b>	<b>11.815</b>
<b>ECL</b>					0.45
<b>BCCL</b>					0.42
<b>CCL</b>					1.42
<b>WCL</b>					0.125
<b>SECL</b>					5.12
<b>MCL</b>					0.00
<b>NCL</b>					4.20
<b>NEC</b>					0.08
<b>TOTAL</b>					<b>11.815</b>

As stated earlier, these targets executed by the subsidiaries and they have got it evaluated by an Independent External Agency / Expert / Consultant engaged by them.

## Climate Change

We recognize that the climate change is a significant challenge to us as a major coal & mining sector. We have a responsibility to constructively engage on climate change issues and play an important role in contributing towards global greenhouse reduction. We have taken several initiatives & conserve energy, started constructing solar power generation plants in our different subsidiaries as green power initiatives & to reduce green house gasses.

## CIL is committed to protect our Surroundings





## **Social Aspects – Performance**

## **SO1: Nature, scope and effectiveness of any programmes and practices that assess and manage the impacts of operation of communities, including entering, operating and existing**

Corporate Social Responsibility (CSR) is a company's commitment towards the stakeholders and it is meant for improving the quality of the life of the stakeholders. CIL has a well-defined CSR policy introduced w.e.f. 29.06.2010 based on the guidelines issued by Department of Public Enterprise for Central PSUs on CSR in April 2010, which is also applicable to the subsidiary of CIL.

The economically backward and needy people of the society living in & around coalfields / mining areas in different parts of India are the major areas covered under CSR activities. CSR policy is operational within the radius of 25 Km of the project site and areas including Head Qtrs. Further, CSR activities are also undertaken beyond mining areas within the respective state with approval of the Board. CIL being the holding company use to execute CSR activities on all India basis.

The annual budget for CSR in respect of subsidiary coal companies is allocated as on 5% of the retain earnings of previous year subject to minimum of Rs.5 per tone of coal production of previous year. In respect of CIL as a Holding Company 2.5% of retained profit of last year is allocated for execution of CSR activities.

CIL believes in 'mining with a human face' through a socially sustainable inclusive development. It pursues a structured CSR policy in and around the coal mining areas to improve quality of life with community consensus and inclusive participation. In order to expedite CSR activities and as per DPES Guidelines, a two tier CSR Committee has been constituted – i.e. **(a)** CSR Committee comprising of six officers of below Board level posts for recommendation of all CSR Projects and **(b)** A Board Level Committee on CSR & Sustainable Development for deliberation and approval of CSR projects having value above Rs.1.00 crore. Constitution of the Board Level Committee has been approved by CIL Board on 13.02.13. The CSR projects having value less than Rs.1.00 crore are being approved by the Chairman, CIL.

### **Some of the Major CSR initiatives undertaken by CIL during 2013-14 are as under:**

- CIL is under process of signing MOU with Govt. of West Bengal in respect of opening of a IIIT at Kalyani under PPP Model in West Bengal for which CSR grant has already been sanctioned.
- Financial grant to Sunebada Hill Area Development Plan by way of providing bye-cycles for 12000 nos. of households for ensuring better mobility in Nuapada Dist., Odisha, through Collector and District Magistrate, Nuapada.
- Installation of 130 nos. of hand pumps in different backward areas of Dist. ,Sidhi, M.P. duly forwarded by Collector, Sidhi , M.P.
- Support for installation of solar lights in the backward areas of Dist Siddharthanagar, U.P. to be implemented by Non-conventional Energy Development Agency (NEDA).
- Support for community drinking project to ensure safe and clean drinking water and setting up of water treatment plant in Bishnupur Municipality, Dist. - Bankura, W. Bengal.
- Financial grant to Department of school Education, Govt. W.B. for providing 9000 nos of By-cycles to the girl students of South & North 24 Parganas and Nadia districts, W.B.

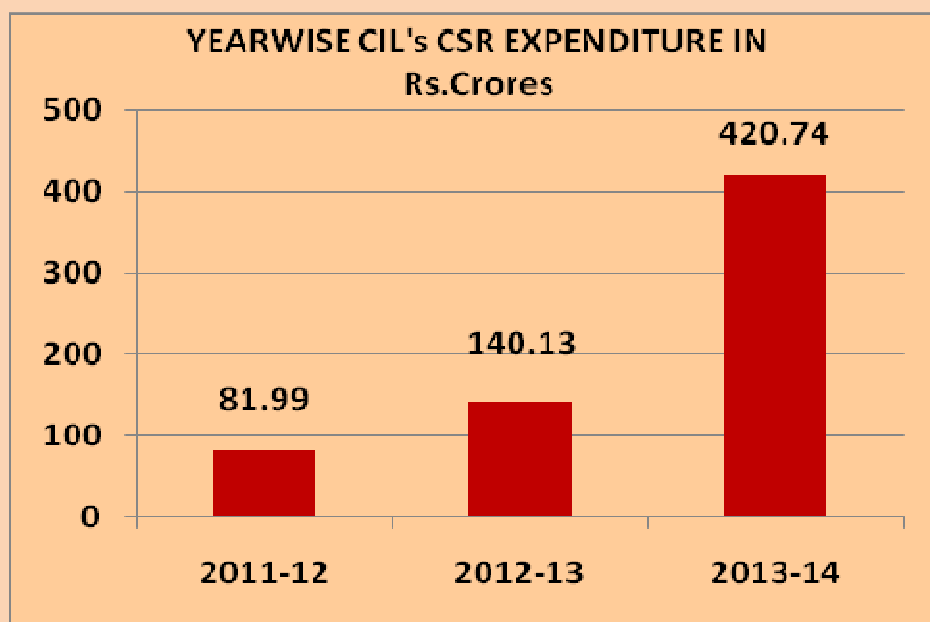
**Further, CIL has released an amount of Rs. 50.00 crores in favour of Chief Minister's Relief Fund, Uttarakhand for the disaster at Uttarkhand owing to torrential rain, cloud bursts, flash floods and land slides. An amount of Rs.50.00 crores has also been released under CSR to Chief Minister Relief Fund, Odissa for rehabilitation activities for victim of "Phailin."**

CIL is showing a positive commitment towards CSR and setting an example to be a responsible Corporate Citizen by engaging in variety of Socially Responsible activities like :-

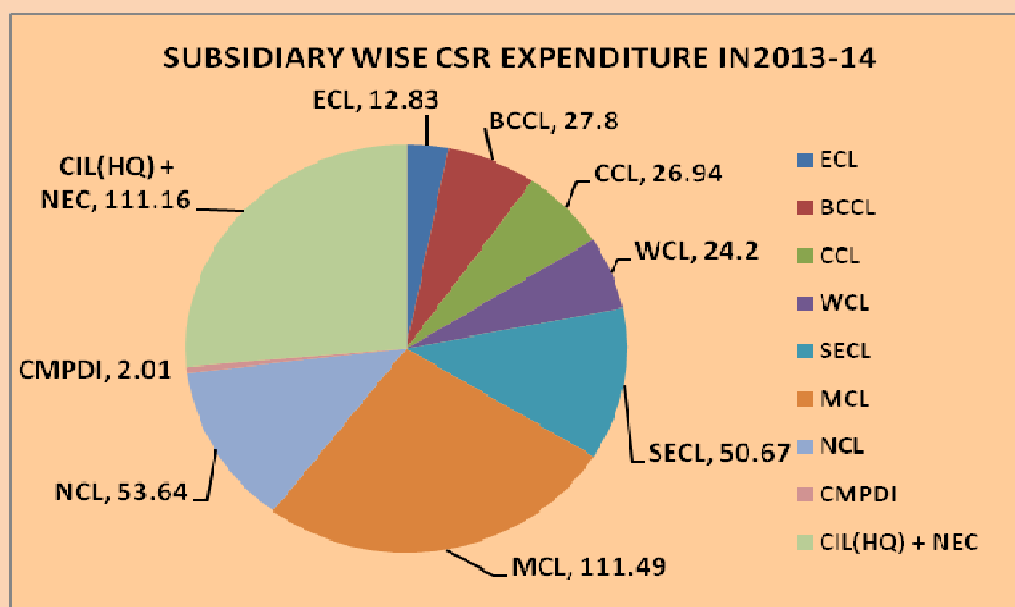
- Pursues a structured CSR policy around coal mining areas to improve quality of life with community consensus and inclusive participation
- Mobile Dispensaries and wellness clinics introduced on a large scale.
- Tele-medicine facilities introduced in central hospitals.
- Provides medical services to employees, their families and local populace through 79 fully equipped hospitals with 5709 beds, 418 Dispensaries, 11 Ayurvedic Dispensaries, 589 Ambulance .
- Employs 1445 specialist Doctors. (*Available on CIL website Executive Seniority list*)
- Spent Rs. 21.17 Lakh for supply of potable water in remote corners of CIL's areas of operation
- Supports 536 schools under different categories - Project Schools (55); Privately managed Schools with grant packages (284); Private Committee Managed Educational Institutes (72) and other schools where occasional grants are given (125).
- Meets the entire cost of wards of workmen securing admission in government engineering and medical colleges ( published in CIL web [www.coalindia.in](http://www.coalindia.in) sub site CSR)
- Committed to generate employment opportunities for people in mining areas by providing vocational training.
- The company Pursues 'Mining with a human face' through socially sustainable inclusive model of growth by making Project Affected People stakeholders in the decision making process for their livelihood.
- Medical facilities extended to nearby communities in fully equipped company hospitals.
- Mobile dispensaries and Tele-medicine facilities meant for employees also extended to nearby village populace. (Documents available with medical dept. At CIL HQ.)

CSR activities in CIL have made an impact on protection and improving ecology, commitment towards improving the quality of life of the Local Community as well as the Society at large.

<b>CSR Expenditure of CIL and its Subsidiaries ( Fig. in Crores)</b>			
<b>Subsidiary</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
<b>ECL</b>	13.14	0	12.83
<b>BCCL</b>	5.53	7.43	27.8
<b>CCL</b>	11	13.66	26.94
<b>WCL</b>	7.86	20.96	24.2
<b>SECL</b>	17.66	46.63	50.67
<b>MCL</b>	14.47	25.56	111.49
<b>NCL</b>	9.25	17.64	53.64
<b>CMPDI</b>	0.49	1.06	2.01
<b>CIL(HQ) + NEC</b>	2.59	7.19	111.16
<b>Total for CIL</b>	<b>81.99</b>	<b>140.13</b>	<b>420.74</b>







**SO3: Percentage of employees trained in organization's anti-corruption policies and procedures:**

Company	No. of employees trained in organization's anti-corruption policies and procedures 2013-14	
	Particulars	No. of Participants attended
<b>CIL</b>	Training course attended by Vigilance Officials of CIL in the different institutions / Centre's outside company	22
	Training and seminars organized by Vigilance Division, CIL	
<b>1</b>	Transparency in recruitment and promotion processes by Sri Manoj Kumar, CVO, CIL	15
<b>2</b>	2 days exhaustive training programme on "Departmental Enquiry" from 18 <sup>th</sup> & 19 <sup>th</sup> Nov. 13 by Sri A. K. Garde, Retd. Sect.(CVC)	18
<b>3</b>	Effective Transparency through e-commerce in PSU environment by M-Junction, Kolkata	26
<b>4</b>	Common irregularities observed in Procurement Process by Sri Ashutosh Mishra, Director (IP & CSF), Transparency International India	30
<b>5</b>	Vigilance awareness for tackling corruption and deficit in Governance by Sri M.P.Juneja, retd. CTO, CVC	30
<b>6</b>	e-office solution by Shri Sidharth Sen, Senior Scientist, NIC	22
<b>7</b>	Current Trend in Financial Fraud & Economic Crimes - How to be Vigilant' by Shri P.Sarath Kumar, CA, Sarat & Associate, Hyderabad.	30
<b>8</b>	Quiz Competition in Vigilance and related topics during VAW-2013	18
<b>9.</b>	Stakeholders Meet on 31.10.13 during the Vigilance Awareness Week	50
<b>10</b>	Open Interactive Session on Vigilance related issues with special emphasis on Promoting Good Governance - Positive Contribution of Vigilance	60

**SO4: Actions taken in response to incidents of corruption:**

Subsidiary	Incidents of corruption	Disciplinary actions taken against officers no.		Penalty imposed against officers no.	
		Major	Minor	Major	Minor
ECL	28	19	35	06	03
CCL	16	40	02	36	09
WCL	200	86	22	12	21
NCL	81	01	42	16	42
BCCL	26	47	58	51	40
SECL	23	09	05	13	03
CMPDI	00	00	00	00	00
MCL	09	09	05	07	01
CIL (Hq.)	23	01	00	00	04
<b>Total</b>	<b>406</b>	<b>212</b>	<b>169</b>	<b>141</b>	<b>123</b>

**PR5: Coal Quality Improvement:**

We have taken utmost care to improve the quality of coal being supplied to different Power Houses and to fulfill consumers' satisfaction. During the reporting period, various measures for ensuring proper quality and size of coal dispatched were intensified and we achieved a record off take of 471.58 MT as against target of 492.00 MT. We are working on improving product quality and customer satisfaction. Some of the measures undertaken are as follows:

1. Frequent interactions with the consumers
2. Quarterly Regional Coal Consumer Council Meetings at subsidiary end
3. Area level meets are held with various consumers at the time of Joint Sampling and complaints are sorted out at the colliery level / loading level
4. Consumers are encouraged to check and supervise personally the coal loading sidings as well as weighbridges

The consumer feedback form is also available on our website so that the consumers can download and submit it. On the basis of the directives of MoC / CIL, our Sales and Marketing executives' deal with the consumers. Major consumers have signed Fuel Supply Agreement (FSA). In case of E-auction buyers, the issues are addressed and as per the guidelines received from MoC / CIL. The customer satisfaction is measured through the points mentioned in the FSA. Consumer buys coal from us and as per the available report almost the joint sample result is at par with the declared grade of coal.

During the reporting period, 17 quality related complaints were received. We adhere to all standard laws as per the directives of MOC/CIL. In regard to marketing communication, we issue a letter to the consumer as soon as we receive the LOA from MoC / CIL. Regarding promotion of coal, we have started deploying more and more surface miners to supply (-) 100 mm size coal to all major consumers like Power Houses, Cement, Sponge Iron, etc.

**Practices Related to customer satisfaction, including results of surveys measuring customer satisfaction :**

<b>Subsidiary</b>	<b>Name of Customer</b>	<b>Satisfaction Level in %</b>
<b>CIL</b>	Power House, Steel, Fertilizer, Others	Meeting held with customer's representatives on monthly basis and sized coal dispatched is 100% and weighment through electronic weighbridge before dispatch is 98%.

**PR6: Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship:**

<b>Company</b>	<b>Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship</b>
<b>CIL</b>	<p>With a purpose to communicate with stakeholders, meeting like National &amp; Regional Coal Consumers meet, Quality consumers meet are organized by concerned department.</p> <p>As Central Public Sector Undertaking, CIL is committed to adhere all the laws / standards of the land.</p> <p>All contract values of more than 2 lakhs are given in web site of CIL, <a href="http://www.coalindia.in">www.coalindia.in</a> and Govt. web site, <a href="http://www.tenders.gov.in">www.tenders.gov.in</a> . The present threshold limit for integrity pact is Rs.1.00 Crore,</p> <p>Advertisement and sponsorship is issued on time to time basis as per PR policy</p>

**PR9: Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services:**

There is no such case of non-compliance with laws and regulations concerning the provision and use of products and services.





# AWARDS

## The List of awards won by CIL &amp; Subsidiaries

Year	Awards / Achievements
2014	<ul style="list-style-type: none"> <li>▪ Greentech CSR Award 2014 by Greentech Foundation, New Delhi, 22-30 January,2014</li> <li>▪ 24<sup>th</sup> National Meet of WIPS was held at Swabhumi, Kolkata on 11<sup>th</sup> &amp; 12<sup>th</sup> February,2014;</li> <li>▪ Received the Juries Special Award for excellence in Public Sector Management under Maharatna Category.</li> <li>▪ Golden Peacock Environment Management Award to WCL in July, 13</li> <li>▪ Silver medal to Bhubaneshwari &amp; Samleshwari OCP of MCL for outstanding achievement in Metal &amp; Mining Sector in Environment Management by Greentech in 2014</li> <li>▪ Madhya Pradesh Environment Award - 2013-14 to Sharda High Wall Mine, SECL for pollution control and environmental management</li> </ul>
2013	<ul style="list-style-type: none"> <li>▪ CIL bags 1st Prize in the filed of Official Language Implementation Policy</li> <li>▪ CIL bags 1st prize in the corporate offices category for best implementation of Official Language policy of the Union by Town Official Language Implementation Committee (TOLIC) (PSU), Kolkata on the occasion of prize distribution ceremony-cum-Half yearly meeting held on 30.08.2013.</li> <li>▪ <b>CIL conferred with two CSR Awards</b> CIL was conferred with two Corporate Social Responsibility Awards on 18 February 2013-the World CSR Day. The awards, 'Global CSR Excellence and Leadership Award' for Best Corporate Social Responsibility Practices and 'Blue Dart Most Caring Companies of India Award' were presented in a formal function to CIL officials.</li> <li>▪ <b>Coal India receives Geospatial Award</b> CIL was conferred with '<i>Best Geospatial Application in an Enterprise</i>' Award, on 22 January 2013, by Geospatial Media and Communications Pvt. Ltd.</li> </ul>
2012	<ul style="list-style-type: none"> <li>▪ <b>Coal India bags CSR Award</b> CIL was awarded "IPE CSR Corporate Governance Award 2012" for its outstanding achievement in Corporate Social Responsibility. The award instituted by Institute of Public Enterprises and endorsed by World CSR Congress, CMO Asia and Asian Confederation of Business was presented by Director IPE, in a formal function held on 24 November 2012 in Mumbai.</li> <li>▪ <b>Coal India features in Platts Global Energy Company rankings</b> CIL was named to 'Platts Top 250 Global Energy Company Rankings' for 2012 for having distinguished itself through its remarkable performance last year. Since, 2002 Platts has ranked energy companies' financial performance globally,</li> </ul>

regionally and by industry sector. For 2012 CIL earned a ranking of 48 on overall global performance. Platts also analyzed energy companies by nine industry classifications and three regions. CIL ranked No. 2 in Coal and Consumable Fuels in Asia / Pacific Rim; and also No.2 in Coal and Consumable Fuels globally and No.11 in overall performance in Asia / Pacific Rim. Platts rankings are based on four key metrics - asset worth, revenues, profits and return on investment capital. All companies which ranked are publicly held and have assets greater than US \$4 Billion. The rankings were announced in a formal Asia Awards Function on 23 October 2012 in Singapore.

▪ **Mr. R Mohan Das, CIL Director (P&IR), conferred HR Award**

Mr. R. Mohan Das, Director (Personnel & IR), CIL, was recently conferred with the coveted "HR Leadership Award" jointly by the 'Institute of Public Enterprises' (IPE) and 'Asia Pacific HRM Congress' at Bangalore in an official awards ceremony. Mr. Mohan Das was also honoured with a citation on inclusion of his name as one of the 'Most Powerful HR Professionals of India' for his outstanding contribution in the field of HR.

▪ **CMPDI bags International Award**

Central Mine Planning & Design Institute (CMPDI) the Ranchi based mine consultancy arm of CIL received the reputed "*Geospatial World Excellence Award 2012*" on 24<sup>th</sup> April, 2012, in Amsterdam, Netherlands. The award conferred on CMPDI, amidst stiff competition, was in recognition of excellent usage of Geospatial technology for land reclamation monitoring of coal mines on behalf of CIL. CMPDI was selected for the award out of total 149 nominations by a panel of eminent international jury.

▪ **Mr. A K Sinha Director (Finance), CIL honoured**

Mr. Asok Kumar Sinha, Director (Finance), CIL, was conferred with the coveted "Best CFO" Award in PSU category in an awards function organized by 'Business Today' and 'Yes Bank' on 11 April 2012, in New Delhi. The Award was presented by Shri Pranab Mukherjee, Hon'ble Finance Minister, and (Dr) Shri Veerappa Moily, Hon'ble Minister for Corporate Affairs, GoI.

## G3.1 CONTENT INDEX

### Part I : Profile Disclosure Description Reported

Profile disclosure	Description	Reported	Page no
1.1	Statement from the most senior decision-maker of the organization	Fully	3-4
1.2	Description of key impacts, risks and opportunities	Fully	16-17
2.1	Name of organization.	Fully	6
2.2	Primary brands, products and / or services	Fully	7-8
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	6-7
2.4	Location of organization's headquarters	Fully	6
2.5	Number of countries where the organization operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	6
2.6	Nature of ownership and legal form	Fully	6
2.7	Market served (including geographic breakdown, sectors served and types of customers / beneficiaries)	Fully	6
2.8	Scale of the reporting organization	Fully	6,24-27
2.9	Significant changes during the reporting period regarding size, structure or ownership.	None	
2.10	Awards received in the reporting period	Fully	76-78
3.1	Reporting period (e.g., fiscal/calendar year) for information provided	Fully	9
3.2	Date of the most recent previous report	Fully	9
3.3	Reporting cycle	Fully	9
3.4	Contact point for questions regarding report	Fully	9
3.5	Process for defining Report content or its contents	Fully	5-9
3.6	Boundary of the Report	Fully	9
3.7	Specific limitation on scope & boundary of the report	Fully	9
3.8	Basis for reporting on joint venture, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	Fully	9
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	5-9
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	9
3.11	Significant changes from previous reporting period in the scope, boundary, or measurement methods applied in the report.	Fully	9



Profile disclosure	Description	Reported	Page no
3.12	Table identifying the location of standard disclosure	Fully	79-84
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	Not Assured	
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Fully	15
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's Management and the reasons for this arrangement)	Fully	Chairman, Presidential appointee
4.3	For organizations 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	11
4.4	Mechanism for share holders and employees to provide recommendation or direction to highest governance body	Fully	12
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance)	Not	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	Fully	15
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	10-17
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	16
4.9	Procedures of the highest governance body for overseeing the organization'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	10-17
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	10-17
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	10-17
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	10-17
4.14	List of stakeholders engaged by the organization	Fully	19

Profile disclosure	Description	Reported	Page no
4.15	Basis for identification of stakeholders with whom to engage	Fully	19-20
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	19-20
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	19-20

## Part II- Disclosure on Management Approach (DMAs):

Profile disclosure	Description	Reported	Page no.
<b>DNA EC</b>	<b>Disclosure on Management Approach EC</b>		
<b>Aspects</b>	Economic performance	Fully	23
	Market presence	Fully	7,24
	Indirect economic impacts	Not	
<b>DNA EN</b>	<b>Disclosure on Management Approach EN</b>		
<b>Aspects</b>	Materials	Fully	50-67
	Energy	Fully	58-61
	Water	Fully	52.53,61,62
	Biodiversity	Fully	55
	Emissions, effluents and waste	Fully	62,63
	Products and services	Fully	50-67
	Compliance	Fully	57,62,63
	Transport	Fully	50-67
	Overall	Fully	50-67
<b>DNA LA</b>	<b>Disclosure on Management Approach LA</b>		
<b>Aspects</b>	Employment	Fully	33
	Labor/management relations	Fully	33
	Occupational health and safety	Fully	37-43
	Training and education	Fully	43-47
	Diversity and equal opportunity	Fully	47
	Equal remuneration for women and men	Fully	33,47
<b>DNA HR</b>	<b>Disclosure on Management Approach HR</b>		
<b>Aspects</b>	Investment and procurement practices	Fully	33
	Non-discrimination	Fully	33

Profile disclosure	Description	Reported	Page no.
	Freedom of association and collective bargaining	Fully	33
	Child labor	Fully	33
	Prevention of forced and compulsory labor	Fully	33
	Security practices	Not	
	Indigenous rights	Fully	49
	Assessment	Fully	71-74
	Remediation	Fully	71-74
<b>DNA SO</b>	<b>Disclosure on Management Approach SO</b>		
<b>Aspects</b>	Local communities	Fully	71-74
	Corruption	Fully	71,72
	Public policy	Fully	72
	Anti-competitive behaviour	Fully	72
	Compliance	Fully	72
<b>DNA PR</b>	<b>Disclosure on Management Approach PR</b>		
<b>Aspects</b>	Customer health and safety	Fully	72-74
	Product and service labelling	Fully	72-74
	Marketing communications	Fully	72-74
	Customer privacy	Fully	72-74
	Compliance	Fully	72-74

### Part III- The indicators considered for this Report:

Standard disclosure	Description	Reported	Page no.
EC1	Direct economic value generated and distributed	Fully	28
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Fully	28
EC3	Coverage of the organization's defined benefit plan obligations	Fully	29
EC4	Significant financial assistance received from government	Fully	30
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement	Fully	31
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	33-35
LA2	Total number and rate of new employee hired and employee turnover by age group, gender, and region	Fully	35
LA3	Benefits provided to full-time employees that are not provided to	Fully	37

Standard disclosure	Description	Reported	Page no.
	temporary or part-time employees, by significant locations of operation		
LA4	Percentage of employees covered by collective bargaining agreement.	Fully	37
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	Fully	37
LA6	Percentage of total workforce represented informal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Fully	37,38
LA7	Subsidiary-wise Accident statistics, Fatality Rate and Serious Injury Rate, No of work related fatalities, injuries etc. by region	Fully	38-39
LA8	Education, training, counseling, prevention and risk-control programs regarding serious diseases	Fully	40
LA9	Health and safety topics covered in formal agreement with unions	Fully	40-43
LA10	Average hours of training per year per employee by employee category.	Fully	45,46
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Fully	45
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	11,12-14,33-36
LA14	Ratio of basic salary of men to women by employee category	Fully	33,47
LA15	Return to work and retention rates after parental leave, by gender	Fully	47
HR2	Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken	Fully	48
HR4	Incidents of discrimination	Fully	48
HR6	Operation identified as having significant risk for incidents of child labor and measures taken to contribute to the elimination of child labor	Fully	48
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	Fully	49
EN3	Direct energy consumption by primary energy source	Fully	58
EN4	Indirect energy consumption by primary energy source	Fully	59-60
EN5	Energy saved due to conservation and efficiency improvements	Fully	60
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	60
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Fully	61
EN8	Total water withdrawal by source	Fully	61
EN9	Water sources significantly affected by withdrawal of water	Fully	61
EN10	Percentage and total volume of water recycled and reused	Fully	62
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	62

Standard disclosure	Description	Reported	Page no.
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Fully	62
EN14	Strategies, current actions, and future plans for managing impacts on bio-diversity	Fully	55,62
EN20	NOx, SOx, and other significant air emissions by type and weight	Fully	63
EN21	Total water discharge by quality and destination	Fully	63
EN22	Total weight of waste by type and disposal method	Fully	63
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact	Fully	51-56
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations	Fully	64
EN30	Total environmental protection expenditures and investments by type	Fully	64
SO1	Nature, scope and effectiveness of any programs and practices that assesses and manage the impacts of operation of Communities, including entering, operating and existing	Fully	69-72
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	Fully	72
SO4	Actions taken in response to incidents of corruption	Fully	73
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Fully	73
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship	Fully	74
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	Fully	74

### Mapping with Principles as per BRR

Principles as per BRR	Principle	Related Page
Principle 1	Business should govern themselves with ethics, transparency and accountability	16
Principle 2	Business should provide goods and services safe and contribute to Sustainability through life cycle	24- 31
Principle 3	Business Should promote wellbeing of employees	33
Principle 4	Business should respect the interest of and be responsive towards all stake-holders, especially those are disadvantaged, vulnerable and marginalised	19 -22
Principle 5	Business should respect and promote human rights	33,49
Principle 6	Business should respect, protect and make efforts to restore the environment	50 – 67
Principle 7	Business when engaged in influencing public and regulatory policy should do so in a responsible manner	16, 69-74
Principle 8	Business should respect support inclusive growth and equitable development.	69 – 74
Principle 9	Business should engage with and provide value to their customers in responsible manner	21 ,73

## List of Abbreviations

SL NO.	Abbreviations	Full form
1.	AITUC	All India Trade Union Congress
2.	BMS	Bharatya Mazdoor Sangha
3.	BRR	Business Responsibility Report
4.	CHP	Coal Handling Plant
5.	CIMFR	Central Institute of Mines & Fuel Research
6.	CITU	Centre of Indian Trade Unions
7.	CSR	Corporate Social Responsibility
8.	EC	Environmental Clearance
9.	FC	Forestry Clearance
10.	HEMM	Heavy Earth Moving Machineries
11.	HMS	Hind Mazdoor Sabha
12.	HRD	Human Resource Development
13.	INTUC	Indian National Trade Union Congress
14.	ISM	Indian School of Mines
15.	JBCCI	Joint Bipartite Committee on Coal Industry
16.	LTC	Low Temperature Combustion
17.	MoC	Ministry of Coal
18.	MoEF	Ministry of Environment & Forest
19.	MoU	Memorandum of Understanding
20.	NLW	Non Linked Washery
21.	NCCC	National Coal Consumer Council
22.	OB	Over Burden
23.	OCP	Opencast Coal Mines
24.	PAF	Project Affected Family
25.	PAP	Project Affected Person
26.	R&R	Rehabilitation & Resettlement
27.	RCCC	Regional Coal Consumer Council
28.	RMR	Rock Mass Rating
29.	SD	Sustainable Development
30.	SHG	Self Help Group
31.	TU	Trade Union
32.	VWG	Voluntary Working Group

## SUSTAINABILITY REPORT 2013-14 - FEEDBACK FORM

We value your feedback as it helps us to improve what we do and how we communicate. Kindly spare a few minutes to complete this feedback form.

Were you able to find the information you needed? YES / NO

Do you think the report covered all of the important issues relating to sustainability? YES / NO

Are there any specific issue(s) you would like to see covered in our Sustainability Report

Please specify

Which sections of our Sustainability Report were you most interested in?

(Please tick all that apply)

Our Strategy Social Performance  Economic Performance

Environment Performance  Social performance

Any others (Specify)

Clarity of information provided in the report.

High  Medium  Low

What Information you feel that can be added?

Quality of design and layout of the report:

Excellent  Good  Average  Poor

Any suggestion for better Sustainable Development CIL?

Any other comment

Please provide your details:

Your Name:

Designation:

Organisation:

Stakeholder category:

Email address:

Coal India Limited sincerely thanks you for your valuable feedback.

**Please mail / email your feedback to:**

Shri R.N. Biswas
CGM(WBP / FPD / ENV)
<a href="mailto:cgmenv@coalindia.in">cgmenv@coalindia.in</a>