SUSTAINABILITY REPORT 2018-19

CIL moving towards ensuring energy security of the country through Sustainable Mining...















MISSION, VISION & VALUES:



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.



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 core values include equality, justice, transparency and accountability. These are practiced in all spheres of our business activities.

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Abbreviations

AA	Accountability	LTC	Low Temperature Carbonization
AMRUT	Atal Mission for Rejuvenation and Urban Transformation	LTIFR	Lost Time Injury Frequency Rate
APS	Accountability Principles Standard	MCP	Mine Closure Plan
ASCI	Administrative Staff College of India	MDTP	Mine Discharge Treatment Plant
ASSOCHAM	The Associated Chambers of Commerce of India	MM	Mining and Metals
BT	Billion Tonnes	mm	Millimeter
CAAQMS	Continuous Ambient Air Quality Monitoring Station	MoC	Ministry of Coal
CAGR	Compound Annual Growth Rate	MoEF&CC	Ministry of Environment, Forest and Climate Change
CCO	Coal Controllers Organization	MoL&E	Ministry of Labour and Employment
CHPs	Coal Handling Plants	MoU	Memorandum of Understanding
CISPA	Coal India Sports Promotion Association	MRS	Mine Rescue Station
CMPDI	Central Mine Planning and Design Institute	Mt	Million Tonnes
CPSE	Central Public Sector Enterprises	MU	Million Units
CSR	Corporate Social Responsibility	Mty	Million Tonnes per Year
CVC	Central Vigilance Commission	MVTR	Mine Vocational Training Rules
CVO	Chief Vigilance Officer	MWP	Mega Watt Peak
DDUGJY	Deen Dayal Upadhyaya Gram Jyoti Yojana	NEERI	National Environmental Engineering Research Institute
Desg	Designation	NGO	Non-Governmental Organization
DETP	Domestic Effluent Treatment Plant	OB	Overburden
DGMS	Directorate-General of Mines Safety	OHS	Occupational Health and Safety
DIN	Director Identification Number	OHSAS	Occupational Health and Safety Management System
DOJ	Date of Joining	PAN	Permanent Account Number
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortization	PAT	Profit after tax
EC	Environmental Clearance	PBT	Profit Before Tax
EESL	Energy Efficiency Services Limited	R&D	Research and Development
EIA	Environmental Impact Assessment	R&R	Rehabilitation and Resettlement
EMP	Environmental Management Plan	RPL	Recognition of Prior Learning
ETF	Exchange-Traded Fund	RR	Rescue Room
FICCI	Federation of Indian Chambers of Commerce & Industry	Rs	Rupees
FRI	Forest Research Institute	Saubhagya	Sahaj Bijli Har Ghar Yojana
FSA	Fuel Supply Agreement	SCP	Special Corporate plan
GoI	Government of India	SCG	Surface Coal Gasification
GRI	Global Reporting Initiative	SDG	Sustainable Development Goal
Ha	Hectare	SDP	Sustainable Development Policy
HQ	Head Quarter	SEBI	Securities and Exchange Board of India
HURL	Hindustan Urvarak & Rasayan Limited	SECI	Solar Energy Corporation of India
IICM	Indian Institute of Coal Management	SMP	Safety Management plan
ISO	International Organization for Standardization	SPCB	State Pollution Control Board
KVAR	Kilo Volt Ampere Reactive	Te	tonne
kWh	Kilo Watt Hour	TFL	Talcher Fertilizers Limited
kWP	Kilo Watt Peak	TSP	Tribal Sub plan
LCOE	Levelized Cost of Electricity	UDAY	Ujwal DISCOM Assurance Yojana
LED	Light Emitting Diode	UN	United Nations
LOA	Letter of Assurances	WIPS	Women in Public Sector

About this Report

The sustainability agenda of CIL is reviewed every year and performance of the company disclosed through the Sustainability Report. This is the eighth consecutive Sustainability Report by Coal India Limited for the financial year 2018-19. The economic performance covers CIL and its eight subsidiary companies in India & one Subsidiary (CIAL) in foreign country. Subsidiary companies are bringing out their individual sustainability report disclosing detailed non-financial performance.

Standard of Report

This report is aligned with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 'in accordance' with Comprehensive Option like the previous year's report.

The content of the Report

The main objective of the report is to acquaint our stakeholders about materiality issues, sustainability management, targets and achievements of CIL and steps taken to address the concerns raised by our stakeholders. Materiality identified topics have been assessed against an internally developed scoring scheme. The scoring structures the plotting of materiality topics against two dimensions: "Relevance to Coal India Ltd" and "Relevance to Stakeholders". The assessment includes impacts across the triple bottom line of sustainability – Economic, Environmental and Social aspects across the CIL's business lifecycle.

As mandated by SEBI, Reg.-34(2)(f) regarding Listing Obligation and Disclosure Requirements(LODR), 2015, under top 500 listed companies, in terms of market capitalization CIL upheld and mapped the Environmental, Social and Governance perspective with the principles and framework of Business Responsibility Report (BRR). The same would be considered sufficient compliance with GRI Report also. The GRI index on page no. 96 - 103 includes disclosures. The general and specific indicators of GRI standards and their location mapped with BRR are also included in this report.

Scope and Boundary of the Report

The scope of this year's sustainability report covers CIL and its eight fully owned subsidiaries in India.

- Eastern Coalfields Limited (ECL)
- Bharat Coking Coal Limited (BCCL)
- Central Coalfields Limited(CCL)
- Western Coalfields Limited (WCL)
- South Eastern Coalfields Limited (SECL)
- Northern Coalfields Limited (NCL)
- Mahanadi Coalfields Limited (MCL)
- Central Mine Planning & Design Institute Limited (CMPDIL)

In addition, CIL has a foreign subsidiary in Mozambique, Coal India Africana Limitada (CIAL). The mines in Assam i.e. North Eastern Coalfields is managed directly by CIL. Mahanadi Coalfields Limited, a subsidiary of Coal India Ltd is having four (4) Subsidiaries and one (1) Joint Venture, SECL has two (2) Subsidiaries and CCL has one (1) subsidiary.

The reported data has been reviewed for completeness and accuracy at the operational level. We have represented the quantitative data in the metric system and the currency has been reported in Indian National Rupees. There is only one specific restatement of the previous reported information. All the relevant aspects from Indicator Protocol, Sector Supplements and Technical Protocol have been incorporated. The report adheres to the reporting principles of GRI Standard Reporting addressing the principles of Accountability as per AA1000 APS-2008 namely, materiality, stakeholder inclusiveness, sustainability context, comparability, accuracy, balance, completeness, timeliness, clarity and reliability.

Financial performance of the organization is reported on the basis of guidelines provided in the Company's Law. Quality, environment, conservation of energy, health, safety and CSR audits are conducted regularly by a third party in line with International Standards ISO 9001, ISO 14001, OSHAS 18001, ISO: 50001 and CSR guidelines of GoI. Financial Systems have successfully undergone the statutory audits and internal audits. Norms and procedures prescribed for the workplace safety by the Ministry of Labour & Welfare (Factories Act), the Ministry of Environment, Forests and Climate Change and Directorate General of Mines Safety are followed.

Our Commitment to SDG

CIL is committed to achieving sustainable development and incorporates the United Nations' Sustainable Development Goals in its corporate structure as a responsible corporate entity and a Government undertaking. The aim is to align the business goals and sustainability policy of the Company with National and Global Priorities.

Independent Assurance

To enhance the credibility of the report, it has been independently assured by ……. in accordance with AA1000AS (Type ….) for the validation of reported contents. The Independent Assurance statement is attached at the end of the report.

CIL believes in the continual improvement of the Sustainability Reporting process and would value your suggestions and feedback on the report. You may send/email your feedback, comments or suggestions or for any further details to:

T K Mukherjee
General Manager (Environment)
Environment Division, Coal India Limited,
Coal Bhawan, Premises No. 4, MAR,
Plot No: AF III, Action Area 1A,
New Town, Rajharhat, Kolkata,
West Bengal PIN- 700156
E-mail: cgmenv.cil@coalindia.in www.coalindia.in
CIN L23109WB1973GOI028844

From Chairman's Desk



Dear Stakeholders,

It gives me immense pleasure to present the 8th Annual Sustainability Report of CIL for the FY 2018-19 in line with the Global Reporting Initiative (GRI) Standards. CIL being the single largest coal producer in the world, we consider it our obligation to keep our stakeholders updated regarding our progress on the sustainability agenda.

In the backdrop of India's energy dependency on fossil fuel, our focus is to operate by laying emphasis on environment, economy and socio-cultural sustainability.

CIL has produced 606.89 Mt of coal during 2018-19 close to its MoU target of 610 Mt. The growth of 6.97% in coal production during the referred period is almost three-fold increase compared to last fiscal's output growth of 2.4% and Coal supplies to the consuming sectors touched a new height of 608.13 Mt during 2018-19 close to its MoU target of 610 Mt registering a growth of 4.8% against last year. The company has achieved highest PBT of Rs. 27,125.46 crores and PAT of Rs. 17,462.18 crores during the year.

It has been possible due to the untiring, devoted and dedicated efforts put in by the employees at all levels and the support received from our other stakeholders. Our sustainability strategy focuses on the areas that represent key challenges and opportunities, i.e. Community Development, Employee Welfare, Mine Water Utilization, Biodiversity Conservation, Energy Efficiency, and Land Reclamation. The company has consciously aimed at exceeding legal compliance requirements and ensured that the policies and procedures related to ethical business practices are implemented.

CIL continuously invests in establishing state-of-the-art eco-friendly mining operations. We have strived to conserve the natural resources for future generations by restoring the mined-out areas through effective water and overburden management, biodiversity, eco-restoration, afforestation and eco-friendly mine closure. The subsidiaries of CIL have planted around 18.1 lakh saplings during 2018-19 in an area covering 733 hectares, achieving a total plantation of more than 97.65 million saplings in 39,029 Ha. Specific Energy Consumption (kWh/CuM of total excavation) during 2018-19 is 2.78 vis-à-vis 2.99 during 2017-18 with a reduction of 6.89% from previous year.

CIL believes in 'Mining with a humane touch'. The wellbeing of our employees including contract laborers as well as local communities is fundamental to the success of our sustainability strategy. Therefore, ensuring their safety and health is our priority. We are increasingly extending our focus to identify and address the root cause of serious mine accidents and work towards improving the safety performance. A proactive system has been ingrained into the work culture to strengthen the safe use of machineries and ensure safe work environment for our employees. Adequate

infrastructure facilities for employees are in place to establish quality of living standards in remote places. In addition, a preventive vigilance mechanism is in place to ensure transparency in our business dealings.

As a responsible company, CIL has taken measures to align Corporate Social Responsibility (CSR) with our approach towards sustainable development. Our social initiatives are focused on environmental sustainability, and activities designed to improve community health, drinking water facilities, sustainable livelihood, sanitation etc., as well as promotion of sports and games. CIL is also committed to women empowerment and actively associated with Clean India initiatives like "Swachh Bharat Abhiyan-Swachh Vidyalaya Abhiyaan". CIL endeavors to expand its CSR footprint in the communities that it serves and generate wider benefits for them.

CIL aspires to integrate sustainability further into the business processes of the organization to create greater value for all the stakeholders. Our commitment towards sustainability continues unabated as we strive towards higher standards of Corporate Governance, transparency in operations, disclosure, reporting under various laws, regulations and guidelines as well as enhanced engagement of stakeholders.

I appreciate the efforts of our coalminers and stakeholders in our success story so far, and seek your unshaken support towards achieving holistic and sustainable development that we envision for our esteemed company.

(Anil Kumar Jha)
Chairman

Coal for Sustainable Growth

In the last few years, the Government has taken strident steps towards increased availability of power in tune with accelerated overall economic growth in the country. Schemes like **Saubhagya, DDUGJY, UDAY** etc. are aimed at rejuvenating power demand and initiatives such as **AMRUT, BHARATMALA** etc. have been introduced to the growth of the core industries and economic wellbeing of people. This growth can only be sustained through the growth of energy sector. Coal is the mainstay of India's primary energy supply and the trend of coal consumption, evidenced from the figures of coal production as well as import of coal (2009-10 to 2018 -19) shows a rising trend (shown below). At the same time, India has taken a lead in the Committee of Nations in terms of transition towards clean energy. Its commitment made in **COP 21**, founding role in the International Solar Alliance, the thrust in introduction of Electric Vehicles are mere examples of its proactive approach towards a cleaner tomorrow for our future generations.

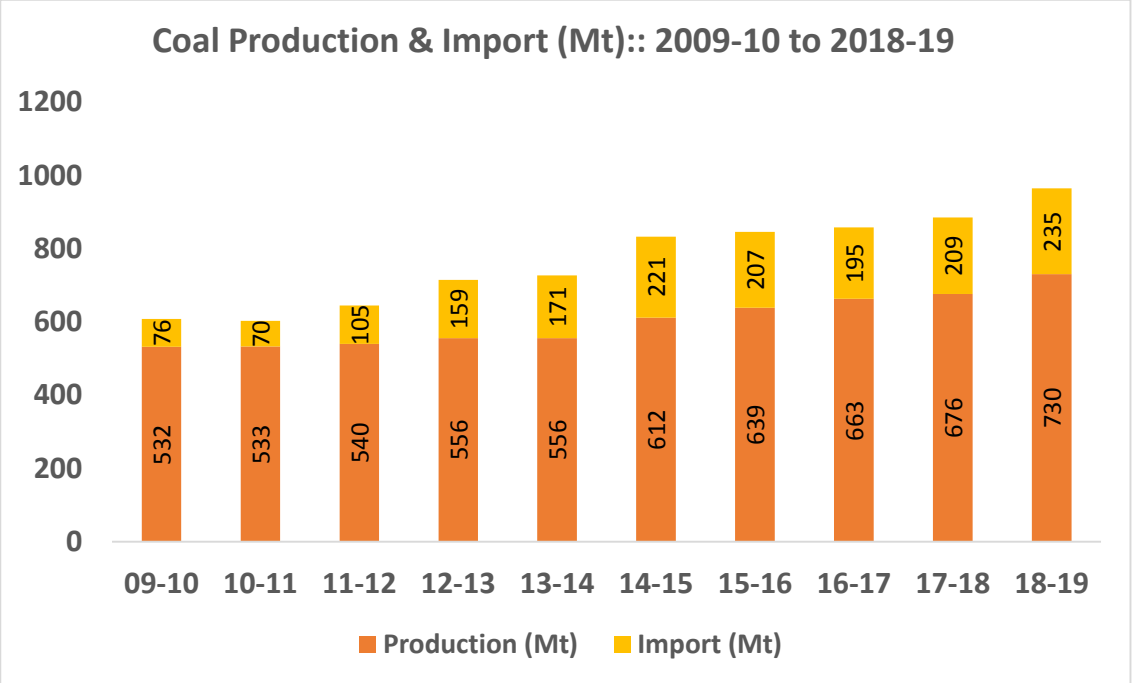


Fig. 1- Coal Production & Import (Mt) :: 2009-10 to 2018-19

In a recent study done by MoC /CIL through an agency, it has been observed that coal demand is likely to remain robust till 2030, while renewable energy will gradually provide greater contribution to the energy basket of the country. The conclusion of the study is that coal is expected to remain the bedrock of the energy supply for the country till 2030 and beyond. Current consumption of coal in the nation is about is about 970 Mt and is likely to grow with a Compound Annual Growth Rate (CAGR) about 5 % within next five years' time period. A significant proportion of this demand will be generated from the use of coal in the thermal power sector. The non-regulated sector comprising steel, cement, captive power plants etc. would account for the remaining demand. New segments such as power demand from use of electric vehicles, new demand from coal to chemicals sector etc. would add to the existing demand. While Govt. is working towards creating healthy domestic market for coal in the country by encouraging the participation of private and state sectors into coal production, CIL is expected to remain the largest supplier and may be required to supply up to 1300 Mt of coal by 2030. Opening up of commercial mining will help the country to deal with the demand for coal.

Coal Mining – Industry Outlook

Coal has been one of the key source of primary energy for the world, contributing to roughly half of the total primary energy consumption. However, the significance of coal varies across the world with Asia leading the consumption, both in absolute terms and as a proportion of total primary energy consumption. In Asia, China and India are the two key coal consumers.



Fig. 2- Chairman, CIL with Hon'ble PM of India during unveiling of Statue of Lal Bahadur Shastri, Ex. PM of India , in Varanasi

Going forward, while various estimates predict fall in share of coal in the energy basket, none has predicted a complete substitution. In Indian context, this seems more unlikely unless there is paradigm shift in nuclear and/ or renewable generation sources and storage technologies (both in terms of capacity and prices).

Herein lies the criticality of coal mining sector for India. The total coal production in India in 2018-19 surpassed 730 Mt and is likely to increase to about 1000 Mt by 2022-23. Power generation remains the key consumer of coal in India.

Indian coal mining sector is dominated by Coal India Limited and the scenario is unlikely to change in the immediate future. Even as government opens up the sector to private sector commercial mining, the proportion of coal supply from CIL is likely to dominate the Indian markets.

Some of the defining features of Indian coal mining sector is dominance of opencast method for production, smaller sized mines, medium to low mechanization and high labour intensity. Government and CIL are focused on making coal mining in India safer and technically advanced. During 2018-19, CIL has closed down 30 U/G unviable & unsafe mines. There is also a clear trend towards increased mechanization including introduction of larger equipment. These elements are important to ensure long term sustainability of Indian coal mining and minimizing the

environmental impact.

There are a number of other initiatives that the government has taken over last few years to minimize the environmental impact of coal mining and ensuring greater sharing of benefits across the society including creation of District Mineral Foundation (DMF) for generating financial resources to be invested in the mineral rich areas.

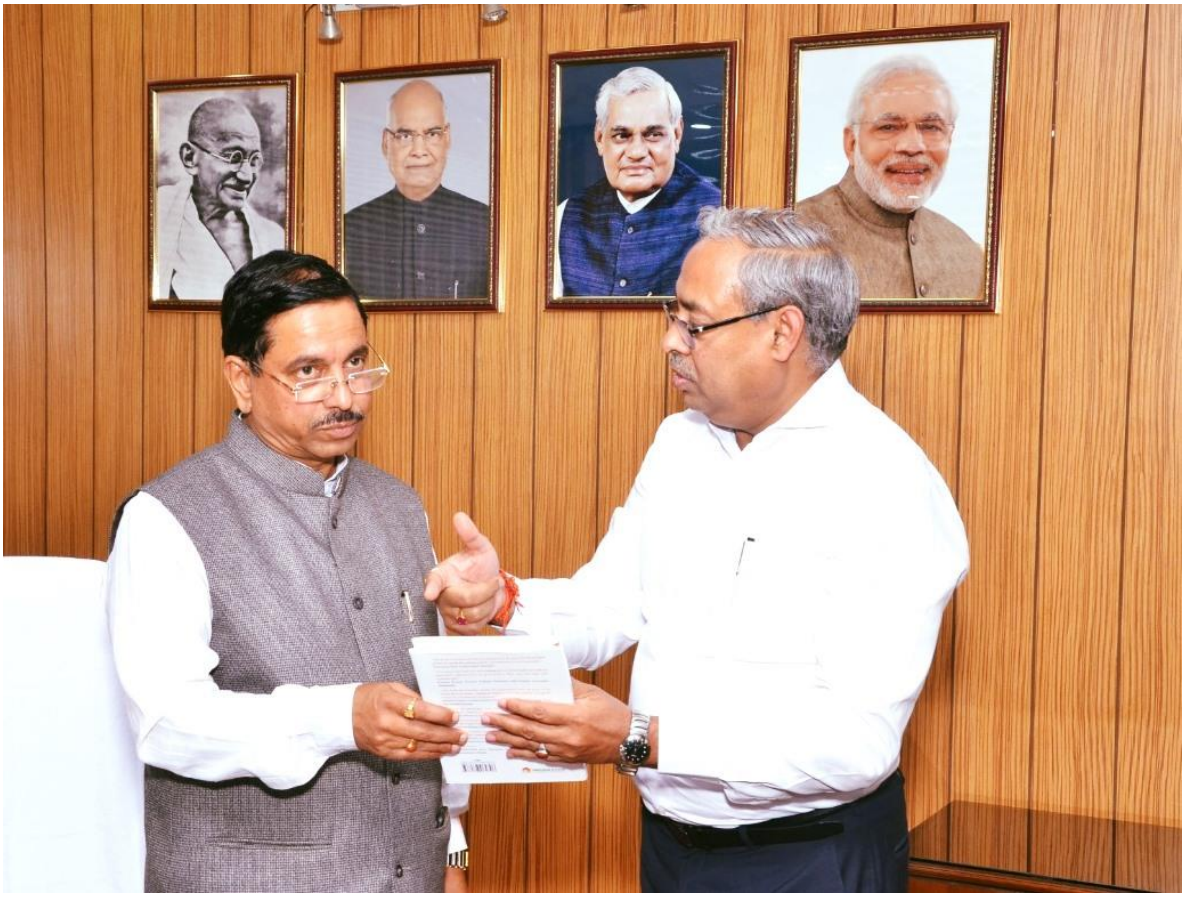


Fig.3 -Chairman, CIL briefing Hon'ble Minister of Coal, GoI

Coal India Limited - An overview

Coal India Limited (CIL), a Maharatna Central Public Sector Enterprise, and Government of India Undertaking, is the largest coal producer in the world with production of about 606.89 Mt in 2018-19. Maharatna status is conferred by the Government of India to selected state owned enterprises for more autonomy and to empower them to expand their operations and emerge as global giants. CIL, being a coal mining corporate comes under the purview of Ministry of Coal, Government of India. Since 1975, the Company has made significant contribution to energize entire India and in carrying out socio-economic development across the country. With headquarters at Kolkata, West Bengal, CIL has significant footprints all over India. CIL is producing about 83% of the entire coal output of the country and caters to bulk of the coal requirement of the Power, Cement and Steel sectors of the country and also of the fertilizer, brick kilns, and similar industries.

CIL is also one of the largest corporate employers with manpower of 2,85,479 (as on 1st April, 2019). CIL operates through 83 mining areas spread over eight (8) provincial States of India. Coal India Limited has 364 mines (as on 1st April, 2019) of which 166 are underground, 180 opencast and 18 mixed mines. CIL further operates 16 coal washeries, (12 coking coal and 4 non-coking coal)

and also manages other establishments like workshops, hospitals, and so on. CIL has 27 training Institutes. Indian Institute of Coal Management (IICM) is an excellent training center operating under CIL and imparts multidisciplinary management development programmes to the executives.



Fig. 4- Commissioning of "Agnee", a giant Dragline with 24 cubic meter bucket capacity and 96 meter boom length, at Amlohri OCP, NCL

Going forward, CIL is well placed to grow in light of the increasing coal demand of the country. It has targeted growth in production of 8.75% in 2019-20 compared to 2018-19 to reach 660 Mt. in order to meet country's growing demand of coal and to provide nation's energy security. Evacuation facilities have historically constrained the growth and CIL has planned to augment this capacity significantly. 6 Railway Projects for coal evacuation have been identified by CIL out of which 3 funded by Coal India Limited, and 3 funded through SPVs.

CIL is also exploring areas for diversification in related and unrelated areas such as metal mining, renewable energy and clean coal technology such as coal gasification amongst several others. It has also envisaged for developing its first ever pit head super thermal power plant in the state of Odisha.

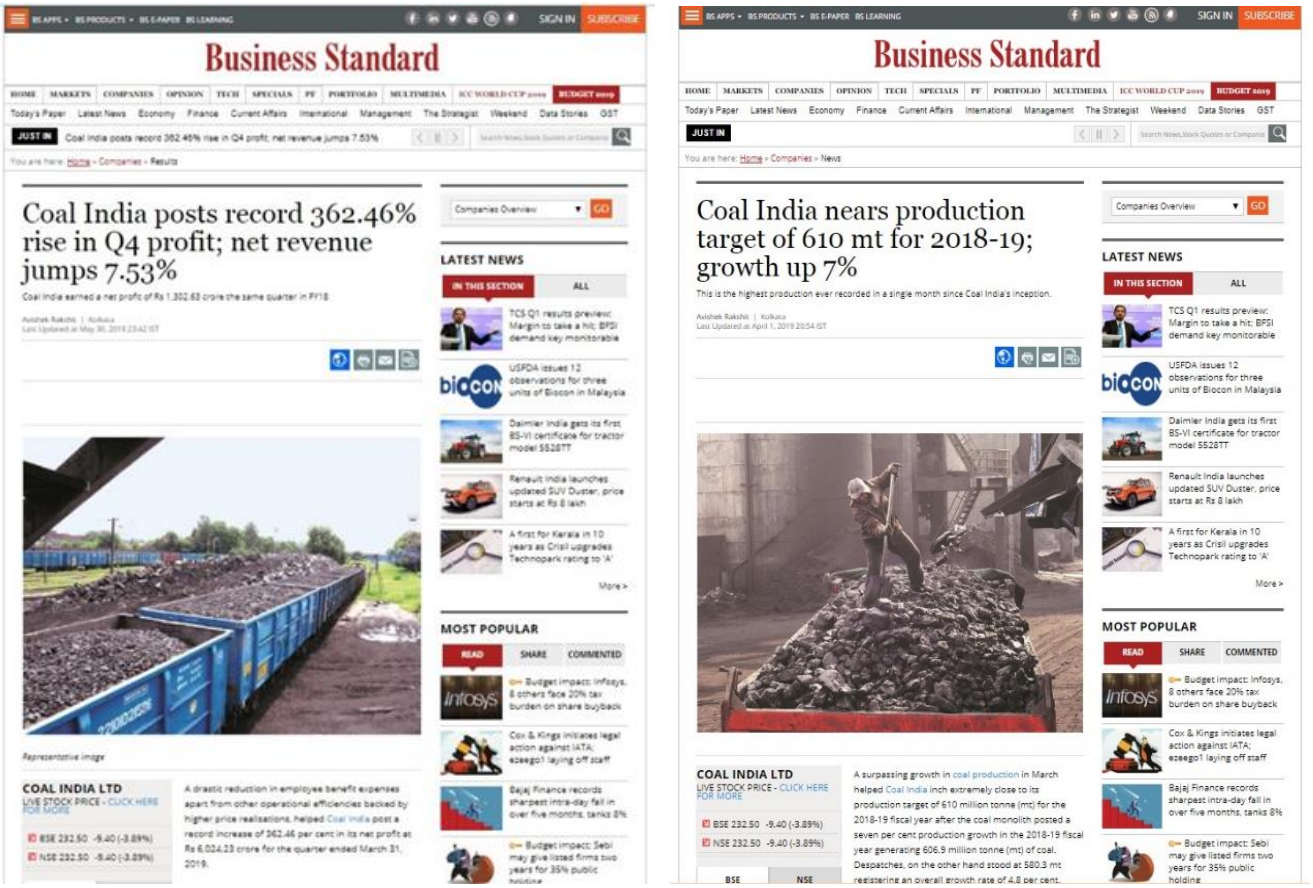


Fig.5 - Clippings from Media about CIL's growth in Revenue & Coal Production



Fig. 6-Winning Coal through Shovel and Dumper combination



Fig. 7- 205-tonne capacity electric dumper at NCL - In an effort to support Make in India, Coal India Ltd. for the first time, has started using an indigenously made, 205-tonne electric dumper, a critical piece of equipment in mining

Organizational and Corporate Structure

CIL has eight subsidiaries in India and a foreign subsidiary in Mozambique namely Coal India Africana Limitada (CIAL). The mines in Assam i.e. North Eastern Coalfields are managed directly by CIL. In addition, Hindustan Urvarak & Rasayan Limited (HURL) was incorporated as a Joint Venture Company comprising of CIL, NTPC, IOCL, FCIL and HFCL as partners to set up natural-gas based ammonia-urea

complex at the premises of closed fertilizer plants of FCIL at Gorakhpur (UP) & Sindri (Jharkhand) and that of HFCL at Barauni (Bihar). Talcher Fertilizers Limited (TFL) was incorporated as a Joint Venture company comprising RCF, CIL, GAIL and FCIL as the partners, for setting up of a coal based ammonia-urea complex at the premises of the defunct fertilizer plant of FCIL at Talcher.

The government shareholding in CIL stands at 70.96% with the remaining held by institutional investors and individual shareholders.

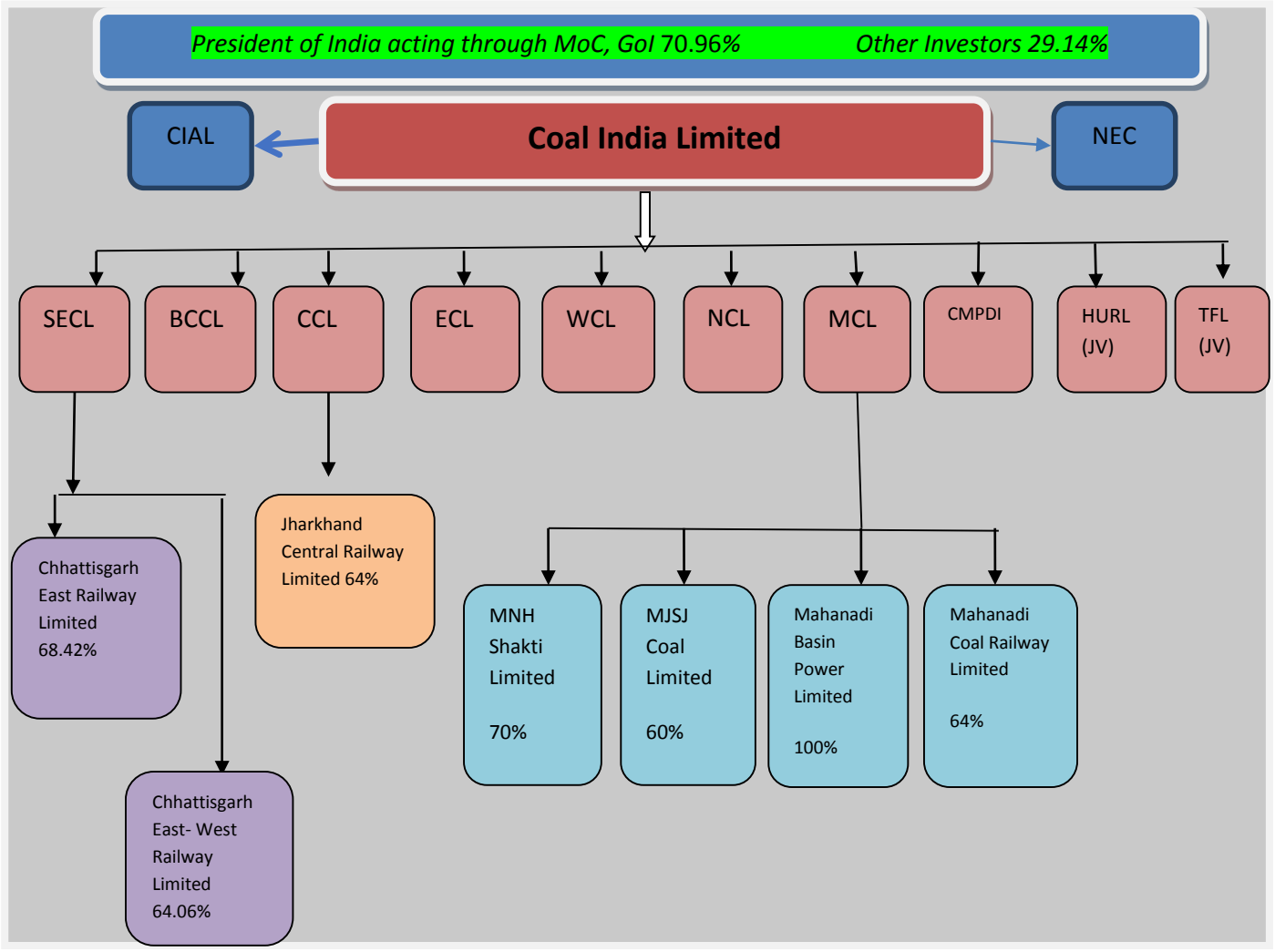


Fig. 8 - Organizational structure at CIL

Business risk:

- Coal based generation faces increased environmental pressure – adversely impacting its competitiveness against alternate sources. In the long term, it can impact the coal demand.
- Development risk remains the most important issues faced by coal mining in India and CIL, in particular. Land acquisition and resistance from local communities can constrain future supplies and/ or make the cost of mining uncompetitive.
- Performance of captive mining segment owned by private entities remains an issue in India. In spite of significant mining resources allocated to captive mining segment, limited number of mines has turned operational. This can adversely impact the coal supply in future and lead to continued dependence on imported coal.

Business Opportunities:

- Alternate uses of coal including coal gasification can be a potential opportunity ensuring wider use and limiting environmental impact.
- Supply of coal to SAARC national and South East Asian countries.
- Investment in coal washing and processing and logistics infrastructure

Product Profile

Coking Coal

Uses: Steel and Metallurgical Industries

Semi Coking Coal

Uses: As blendable coal in steel making, Merchant coke manufacturing& other metallurgical industries

Non-linked washery coking coal

Uses: Power & Non-metallurgical sector

Non-coking coal

Uses: Thermal grade coal for Power utilities, Fertilizer, Glass, Ceramic, Paper, Chemical & Brick manufacturing & other heating purposes

Washed & beneficiated coal

Uses: Manufacturing of hard coke for steel making and power generation

Middlings (By-product of three stage coal washing)

Uses- Power generation, Brick Manufacturing and Cement plants

Washery By-Product

Uses: In Fluidized Bed Combustion (FBC) boilers for Power generation, Road repairs, domestic fuel etc.

CIL coke (By-product of DCC)

Uses: In furnaces, kilns of Industrial units and for domestic fuel in Hotels

Coal fines/Coke fines

Uses: Industrial furnaces and domestic purposes

Tar/ Heavy Oil /Light oil /Soft Pitch

Uses: Furnaces, Boilers of industrial plant, Power houses, Oil, Dye, Pharmaceutical industries.

Corporate Governance

CIL has established an effective Corporate Governance system to make certain a transparent and compliant structure. Corporate Governance initiatives at CIL are aimed at enhancing value for its diverse group of stakeholders e.g. shareholders, employees, customers, local communities, society at large and the Government. The governance practices endorse an ethical and sound conduct of the operations towards achieving the CIL objectives of making a meaningful and affirmative impact on people's lives. Our utmost levels of responsibility make sure that the Board keenly promotes and continuously upholds the entire Company's code of conduct. To maintain its corporate responsibility endeavours, CIL has adopted a governance structure and various management processes which have been appropriately refined over the years to face the potential challenges.



Fig.9- Review meeting by Secy.(Coal), GoI

CIL strives to ensure transparency, disclosures and reporting and conforms wholly to the laws, systems and regulations of the country and infuses ethical conduct in all operations throughout the Company. Our internal mechanisms such as oversight of management, independent internal audits, structure of the Board of Directors, etc. form part of our well established protocols. The Company is committed to follow the best available model of Corporate Governance where the Board is accountable to all stakeholders and each member of the Board owes his/her first duty towards protecting and supplementing the interest of the Company.

Corporate Governance has been carried out in accordance with the Companies Act 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as per DPE guidelines on Corporate Governance. The Board of Directors is guided by the organization's Vision, Mission and Values and

the Board regularly reviews the performance of the organization on economic, environmental and social issues. The composition of the Board of Directors is a combination of full time Executive Directors, Non- Executive Directors and Independent Directors.

Our Board of Directors (as on 31st March 2019)



Shri Anil Kumar Jha
Chairman
DIN: 06645361
DOA: 18/05/2018



Shri S N PRASAD
Director (Mktg.) &Director (Fin.)
DIN:07408431
DoA as D(M):01/02/2016 & adddl Charge as D(F) from 01/10/2018



Shri BINAY DAYAL
Director(Technical)
DIN:07367625
DoA:11/10/2017



Shri R P SRIVASTAVA
Director (P& IR)
DIN:08036468
DoA:31/01/2018



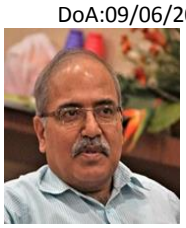
Ms REENA SINHA PURI
Director(Govt. Nominee)
DIN:07753040
DoA:09/06/2017



Shri R K SINHA
Director(Govt. Nominee)
DIN:05351383
DoA:05/08/2016



Shri VINOD JAIN
Independent Director
DIN: 00003572
*DoRA: 17/11/2018



Dr. S B AGNIHOTRI
Independent Director
DIN:03390553
*DoRA: 17/11/2018



Dr. D C PANIGRAHI
Independent Director
DIN:07355591
*DoRA: 17/11/2018



Ms LORETA MARY VAS
Independent Director
DIN:02544627
*DoRA: 17/11/2018



Dr. KHANINDRA PATHAK
Independent Director
DIN:07348780
*DoRA: 17/11/2018



Shri V K THAKRAL
Independent Director
DIN:00402959
DoA:06/09/2017



Shri B L GAJIPARA
Independent Director
DIN:07947068
DoA:22/09/2017

***DoRA-Date of Re-Appoinment**

Fig:10: Board of Directors of CIL

As on 31st March, 2019, Board of Directors comprised of Chairman, 4 Functional Directors (including one holding an additional charge) and 2 Non-Executive Directors (Government Nominees) and 7 Independent Directors. In addition, there are 3 Permanent Invitees in the Board.

Shri Anil Kumar Jha was appointed as Chairman cum Managing Director (CMD) w.e.f. 18.05.2018 (A/N). Shri Suresh Kumar, Addl. Secretary, MoC was holding an Additional Charge of CMD from 23.04.18 till 18.05.18 and Shri Gopal Singh, CMD,CCL was holding an Additional Charge of CMD from 01.09.17 till 20.04.2018. Shri S.N.Prasad, Director (Marketing), Shri Binay Dayal Director (Technical) and Shri R.P. Srivastava Director (P &IR) were on the Board throughout the year. On superannuation, Shri C.K. Dey Director (Finance) ceased to be Director (Finance) w.e.f 01.10.18 and Shri S.N.Prasad, Director (Marketing) was given an additional charge as Director (Finance) from that date and he continued till 9th July' 2019. Shri Sanjiv Soni has assumed the charge of Director (Finance), CIL from 10th July' 2019.

Shri R.K.Sinha, Joint Secretary, MoC, Ms Reena Sinha Puri, JS &FA, MoC were on the Board throughout the year as Government Nominee Directors.

Ms. Loretta Mary Vas, Dr S.B. Agnihotri, Dr. D.C. Panigrahi, Dr. Khanindra Pathak and Shri Vinod Jain were appointed as Independent Directors on the Board on 17.11.15 for a period of 3 years. On expiry of their term, all the 5 directors ceased to be Independent Directors w.e.f. 16th Nov'18. They were re-appointed as Independent Directors w.e.f 17th Nov'18 for a period of one year. Shri V.K.Thakral and Shri B.L.Gajipara were Independent Directors on the Board throughout the year.

Shri R.R. Mishra, CMD, WCL and Shri S. Saran, CMD, CMPDIL continued throughout the year as permanent invitees. Shri Anurag Addl. Member (Traffic transportation), Railway Board was permanent Invitee from 19th Jun'18.

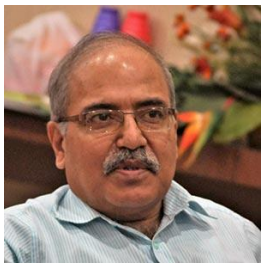


Fig. 11- Review meeting taken by Hon'ble Minister of Coal, GoI

Corporate Social Responsibility Committee

Sustainable Development Committee including CSR Committee was constituted by CIL Board of Directors in its 282nd meeting held on 16-04-2012. This committee was reconstituted in 376th meeting held on 30th Nov'18. This Committee was renamed as CSR Committee in pursuant to Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility) Rules, 2014. In addition to CSR activities, this committee will also look after Sustainable Development.

Our CSR Committee



Dr. S B Agnihotri

Chairman



Shri Vinod Jain



Dr. Khanindra Pathak



Shri R.K.Sinha



Shri Binay Dayal



Shri R.P. Srivastava



Shri V.K.Thakral

Fig. 12-CSR Committee of CIL

During the year 2018-19, five meetings of the committee were held on 20-07-2018, 27-07-2018, 30-11-2018, 11-02-2019 & 07-03-2019 respectively. The Corporate Social Responsibility Committee consisted of following members and their attendance was as follows:

Sl. No	Name of the Director	Status		No. of Meeting attended
1	Dr S.B.Agnihotri	Independent Director	Chairman (from 06-01-16 till 16.11.18 and from 30.11.18 & till date)	5
2	Dr. Khanindra Pathak	Independent Director	Member (from 06-01-16 till 16.11.18 and from 30.11.18 & till date)	5
3	Shri Vinod Jain	Independent Director	Member (from 06-01-16 till 16.11.18 and from 30.11.18 & till date)	5
4	Shri R.K.Sinha	Govt. Nominee Director	Member (from 19/07/17& till date)	4
5	Shri Binay Dayal	Director(Technical)	Member (w.e.f 28-10-17 & till date)	4
6	Shri R.P. Srivastava	Director (P &IR) CIL	Member(from 31st Jan'18 & till date)	5
7.	Shri V.K.Thakral	Independent Director	Member from 30.11.18	3

Table.2- Corporate Social Responsibility Committee



Fig.13- Chairman, CIL addressing Global Mining Summit-2018

Code of Conduct:

CIL has adopted a Code of Conduct to maintain high standards of business conduct. The Code of Conduct deters any wrong doing and promotes ethical conduct. CIL's philosophy is to always strive for sustainable business achieving economic growth, social equity and environmental balance through collaborative action, transparency and public reporting. The code of conduct is applicable to Board Members as well as to Senior Members. It mandates to be fair and not to discriminate on the basis of race, gender, religion and upholds values of equality, tolerance, and respect for others. Code of conduct demonstrates our commitment to integrity, ethical values and legal compliance. The code touches all aspects of ethical risk even as it sets standards of ethical and legal behavior by providing guidance on ethical issues. It also provides reporting mechanisms for known or suspected unethical conduct and helps foster a culture of honesty and accountability. All the Members of the Board and Senior Management have affirmed compliance of Code of Conduct for the FY ended 0n 31/03/2019.

Human Rights:

As a responsible Corporate Entity, CIL recognizes the importance of children's rights and have a clear stance on the issue of child labour. As per The Mines Act, 1952, the employment of children below 18 years of age in a mine is prohibited. CIL follows proper checks and audits as per the Act. CIL ensures that the contracts are in written form. This ensures that no children get employed in our coal mines. CIL is fully committed to abide by the rules on Human Rights across our operations and this reflects in our dealing with all our 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 Wages Act - 1936, the Minimum Wages Act -1948, Equal Remuneration Act - 1976, the Industrial Disputes 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 workers are treated fairly as per the law. The contractors are advised to pay the wages to its workers through bank and settle the issues in accordance with the law. CIL is also committed to the principles of the United Nations Global Compact on Human Rights. There have been no cases of Strikes/ Lockout related to human rights issues in 2018-19.

During the reporting period, 5 cases are pending at National Company Law Appellate Tribunal (03 appeals filed by CIL, 01 compensation application by a party, and 01 appeal filed by an informant), and 02 cases are pending at Hon'ble Supreme Court.

Vigilance (Anti-Corruption):

The vigilance division within coal India limited is an integral part of the management. The vigilance division of CIL is the nodal section for handling all vigilance matters of the CIL and it believes that through best practices, adequate controls and transparency in place, decisions taken will be professional, effective and consistent, leading to corporate excellence. The Vigilance Department at Coal India is headed by a CVO, CIL. At present, there are 16 Executives including GM (Vig) and 11 Non-Executives in Vigilance Department. The Executives working in Vigilance Department are drawn from different disciplines. The role of CVO is effective vigilance administration and CVO functions as an extension of the CVC in the company. All the Vigilance department of subsidiary companies are headed by full time CVOs and CVOs report to the CMDs of the subsidiary companies. GM (Vigilance)

along with the officers in Vigilance department are under the administrative control of CVO of the subsidiaries. The Corruption Risk Mitigation Policy of CIL is available at CIL website: www.coalindia.in



Fig.14- Vigilance Awareness campaign at CIL HQ



Fig. 15 -Awareness campaign against Corruption amongst students

Incidents of Corruption and Actions taken:

Subsidiary wise numbers of incidents of corruption reported and the number of officials against whom disciplinary action was taken in 2018 is given in a tabular form below.

Subsidiary	Incidents of corruption	Action taken	
		No of officials against whom disciplinary action taken up	
		Major	Minor
BCCL	15	24	45
CCL	10	37	17
CMPDIL	2	0	0
ECL	14	18	3
MCL	61	6	22
NCL	08	4	10
SECL	53	19	13
WCL	17	9	7
CIL	28	3	2
Total	208	120	119

Table.3- Incidents of corruption and actions taken

The range of actions taken varies from simple warning to as severe as dismissal depending on the severity of the charges.

Whistle Blower Policy

To safeguard for protection of employees from reprisal or victimization, CIL has established the "Whistle Blower Policy" as per Regulation 22 of SEBI, LODR, Regulation 2015. The clause states that a listed company shall establish a mechanism for directors and employees to report concerns about unethical behavior to the management. These reports may also include actual or suspected fraud, and violation of the company's code of conduct or ethics policy. CIL has a robust mechanism in place to protect whistle- blowers from any kind of harm or retribution. It is hereby affirmed that no personnel has been denied access to the Audit Committee.

During the 2018-19, systemic improvements have been rendered to the online grievance mechanism as described in the “Vigilance and Anti- Corruption” section.

Public Grievance Disposal at CIL

Coal India Limited uses the integrated Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), a web based solution run by the Department of Administrative Reforms & Public Grievances, Government of India, to resolve Public Grievances. All the grievances from employees, customers & other stakeholders are resolved by using CPGRAMS Grievances received online on CPGRAMS from the President's Secretariat, Prime Minister’s Office. Ministries Office, Directorate of Public Grievances, Ministry of Coal, Department of Administrative Reforms & Public Grievances are

evaluated by the Nodal Officer of CIL and sent to various Departments in CIL and subsidiary coal companies for redressal. The grievance applications received in the form of hard copy are scanned and uploaded to CPGRAMS and transferred to the concerned departments / subsidiary coal companies for redressal. Every Department at CIL headquarters and at the coal companies has a Nodal Officer who sends the grievance to the concerned Department for redressal. With approval of the Competent Authority the grievance is redressed and a report is sent online. A total of 568 pending grievances were carried forward from 2017-18 for redressal. Fresh online grievances received in 2018-19 were 5167. In total, 5513 cases were resolved in CIL during 2018-19 and remaining 222 cases were forwarded to the succeeding year for redressal.

Industry Associations

CIL is member of The Bengal Chamber of Commerce, Indian Chamber of Commerce, SCOPE, FICCI and ASSOCHAM. CIL has engagement with people and industrial associations on myriad forums that have also given us the platform for effective image building. In the sphere of mining activities, CIL has forged linkage with industry associations through these forums and engaged in discussions and to gain insights regarding corporate projection. This has greatly enhanced our business approach and added value to the shaping of our core vision.

Awards and Recognitions

- Coal India Ltd. has won the “Best Enterprise Award” in the Maharatna category at the 29th Annual Day Celebration of Forum of Women in Public Sector (WIPS) in Delhi. Shri. Anil Kumar Jha, Chairman, CIL received the award from Smt. Najma Heptulla, Honb’le Governor of Manipur and Chancellor of Jamia Millia Islamia.

- Central Coalfields Ltd. (CCL) bagged the National Commission for Scheduled Tribes (NCST) Leadership Award 2019 for Jharkhand State Sports Promotion Society, Ranchi and in recognition of its significant contribution and exemplary services towards Scheduled Tribes. Sri Gopal Singh, Chairman-cum-Managing Director, CCL received the award from Shri. Venkaiah Naidu, Hon'ble Vice President of India.



Fig.16- the "Best Enterprise Award" in the Maharatna category to Forum of (WIPS)



Fig.17- CIL bagged the Dun & Bradstreet PSU 2018 Award for 'Mining & Exploration in Coal Sector'. The award was given by Shri. Bibek Debroy, Chairman, Prime Minister's Economic Advisory Council and Permanent Member, NITI Aayog

Sustainability Management in CIL

CIL believes in working in line with the principles of sustainability while striving to achieve long-term business success on a viable basis. Sustainability management is an integral part of our business strategy. In order to embrace the sustainability and its challenges, CIL endeavors to balance economic, environmental and social costs and benefits. To make this possible, our approach towards mining activities aim to establish harmony with society and the environment.

A key aspect of our sustainable management approach involves deploying sustainable mining practices, ensuring safety and health of the employees and creating value for community. CIL places a special focus on the lasting and effective establishment of a culture of integrity, discipline and respect.

CIL leverages business opportunities to minimize risk and address social and business challenges such as scarcity of resources and climate change at an early stage. Increasingly, CIL is making efforts in order to improve ~~our~~ the sustainability performance and further develop ~~our~~ the strategy, defining it more precisely.
The efforts are also to reduce the environmental impact of mining and minimize the footprint of the activities throughout the mining cycle, including working to restore post – mining eco-systems.

Our sustainability objectives and their management are central components of our sustainability governance system. Sustainability targets annually reviewed in CIL. In doing so, CIL also takes the changing requirements of our stakeholders into account.

Stakeholder concerns against the business impact allowed for grounding of the materiality matrix which would act as guidance for the top management while integrating the sustainability management within the business strategy. All stakeholder groups agreed that sustainable mining is a shared responsibility. CIL had ensured inclusive growth by contributing towards the peripheral development as a priority and integrating holistic sustainability management strategy. CIL has established a company-wide strategic planning, cascaded to subsidiary specific sustainability activities and ensure systematic consideration of stakeholders' requirements.

In sustainability management, CIL

- follows an effective legal framework to ensure adequate environmental protection
- has employee efficient management practices
- The mine closure plans are part of Project Report
- fosters community sustainability through CSR
- Provides social security to employees
- undertakes measures to minimize health impacts on local populations
- understands the inter-generational equity.

CIL aligns its activities in line with United Nations Sustainable Development Goals (SDGs) of 2015. CIL's Sustainability Policy lays emphasis on Environmental, Economic and Socio-Cultural

Sustainability. Respective functions at Corporate and Subsidiaries have been earmarked responsibility to improve the performance in their sustainability dimensions. These form the core areas for implementing relevant projects CIL's practices towards SDGs stimulate wide dialogue and cooperation among stakeholders to make mining a driver of sustainable development.

In addition to this, CIL also has an exclusive policy for Corporate Social Responsibility that is aligned with the Companies Act, 2013 in order to measure our triple bottom line. CSR policy acts as a strategic tool and guidance for integrating business processes with the social processes for the overall development of the society.

Sustainability Framework of CIL

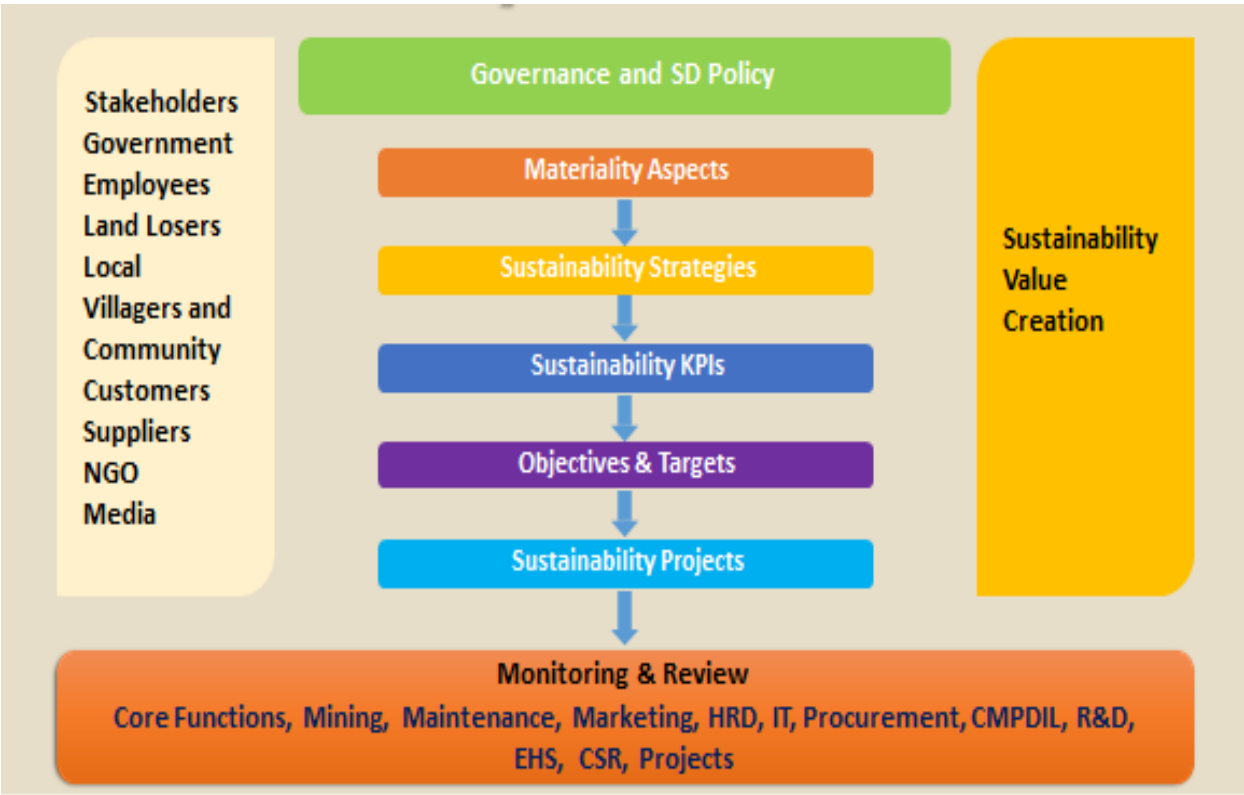


Fig-18- Sustainability Framework of CIL



Fig.19- Addl. DG – Forest (Central), MoEF&CC, being felicitated in CIL, Kolkata by GM (Environment) during his talk on Top-Soil Management

Sustainability Performance Assessment:

At CIL, performance assessment ensures that practices towards sustainability are carried out in a transparent manner. Our approach is for achieving our vision which focuses on being a responsible mining company. Our performance snapshot for 2018-19 is highlighted below:

Production and Profits			
Item	**2018-19**	**2017-18**	**Growth (%)**
Physical Performance			
Coal Production (Mt)	606.89	567.37	6.97
Overburden Removal(Mm^3**)**	1161.99	1178.12	(-) 1.37
Coal Off-take (Mt)	608.13	580.28	4.8
Dispatch of Coal & Coal Products	608.30	581.47	4.6
Wagon Loading (Rakes / day)	229.6	229.2	0.2
Drilling (Lakh meter)	13.60	13.66	(-) 0.44
Financial Performance			
Item	**2018-19**	**2017-18**	**Growth (%)**
Sales (Gross) (Rs. Crs)	140603.00	126543.97	11.11
Profit Before Tax (Rs. Crs)	27125.46	10770.31	151.85
Profit After Tax (Rs. Crs)	17462.18	7038.44	148.10

Health and Safety			
Item	**2018**	**2017**	**Increase(+)/Decrease(-)**
Accident Statistics			
Fatalities(No.s)	43	37	6
Rate of fatality (per million tonne of coal production)	0.07	0.07	Unchanged
Serious Injuries (No.s)	117	108	9
Serious Injury rate (per million tonne of coal production)	0.16	0.19	(-) 0.03
Human Resource Management			
Trainings provided to executives and non-executive employees	In FY 2018-19, a total of 1,12,544 employees of CIL, both of executive and non-executive cadre attended training programmes (Both in house and outside the Company)		
Focus on Gender Diversity	Female employees constitute 6.9% of the total manpower.		
Hiring of fresh talent	Fresh recruitment of 642 people in different disciplines were made during the year.		

Table.4-Production and Profits at CIL in 2018-19

Environment

At CIL, renewed focus has been given to protect the environment by revisiting the strategies to ensure that it is contemporary and aligned with the objectives. The aim of the environmental policy is to minimize or prevent the adverse impacts from the organization's operations on the surrounding environment and communities. CIL's performance disclosure has been mentioned in table below:

Performance in 2018-19			
Performance indicators	**Item**	**2018-19**	**2017-18**
Increasing the number of ISO certified units	ISO: 14001	5 Subsidiaries	3Subsidiaries
	ISO: 9001	6 Subsidiaries	5 Subsidiaries
	OHSAS: 18001	4 Subsidiaries	3 Subsidiaries
	ISO:17025	32 Laboratories	32 Laboratories
	ISO: 50001	CIL(HQ)	CIL(HQ)
Energy Consumption and Renewables	Specific power consumption in terms of total excavation	2.78 kwh/CuM	2.99 kwh/CuM
	Specific power consumption in terms of coal production	7.42 kWh/te	8.12 kWh/te
	Diesel consumption in Opencast Mines	430074 KL	388352 KL

Performance in 2018-19			
Performance indicators	**Item**	**2018-19**	**2017-18**
	Total LED Lights fitted (new + replacement)	76,000	74,740
	Installed 4.72 MW solar plants (Ground mounted and roof top)		
Mine Closure Plan	As on 31st March, 2019, 453 MCPs have been prepared in CIL. Rs. 557.52 Crores has been reimbursed from the Escrow fund against the execution of activities related to Mine Closure Plan, and balance of Rs. 6678.63 Crores has been lying with in the Escrow accounts.		
Continuous R&D	Investment in R&D	Rs.37.80 Crores	Rs.70.74 Crores
Tree plantation for ecological restoration	Trees Planted(in Lakh)	18.16	19.9
	Area Covered (in Ha)	733.43	821.5
Setting up rigorous governance and oversight systems for CSR programs	CIL has a two tier CSR committee i.e. (a) CSR committee comprising of below board level executives for examination and recommendation of CSR projects, and (b) A board level committee on CSR & sustainable development for further deliberation and approval of CSR projects.		
Develop impactful community programs - based on experience, studies & community feedback	Some of the major CSR initiatives have been undertaken in the field of water conservation, women empowerment & child education, rural development, health, sports, environment, sanitation, Swachh Bharat and skill development. Rs. 416.47 Crores has been spent by CIL & its Subsidiaries on CSR initiatives during 2018-19.		

Table.5- Performance snapshot at CIL in 2018-19

Sustainable Development Policy (SDP):

CIL has a dedicated Sustainable Development Policy effective from August 2013. The policy states that 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.

The attempts are being made to shape a new future through a set of determined goals and to bring sustainability into focal point. The objectives of the SDP of CIL shall be in line with the Govt. of India principles and directives on Sustainable Development encompassing mainly three components:



Fig.20 -Triple bottom line of Sustainable Development

The SDP of CIL affirms its commitments to protect & safeguard the environment and conserve the bio- diversity for maintaining the ecological balance besides effecting Socio-cultural and Economic

betterment of the surroundings of its operations. In order to do so CIL, and its subsidiaries prepare annual action plans detailing the activities to ensure the above strategies are implemented in a planned way with the approval of concerned SD committees. The progress of the activities is reviewed periodically by the SD Committees.

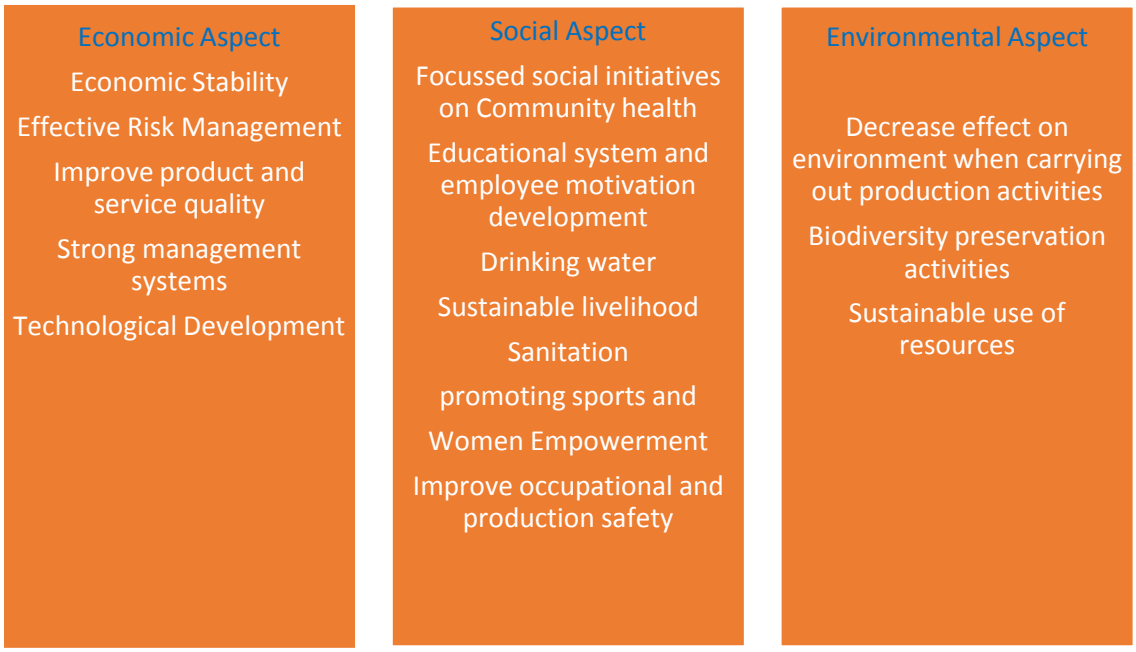


Fig.21- Economic, social and Environmental aspect at CIL

Stakeholders' Engagement:

Stakeholders, by definition, refer to individuals and organizations that are affected by the activities of a company either directly or indirectly and may have an influence over a company's business. Thus, they play a significant role in the overall growth and development of the company. As a responsible corporate citizen CIL considers it as our responsibility to develop and retain an amicable relationship with all our stakeholders.



Fig. 22- Chairman, CIL visiting Khadia OCP of NCL



Fig.23-Chairman, CIL during a Review meeting with MCL

CIL considers that it is necessary to identify and believe in extensive engagements with all our stakeholders throughout the year to understand their prioritized concerns and needs and address their issues in a consistent and a transparent manner. The expectations and the concerns of

stakeholders & the extent, to which the relevant issues are addressed, play a vital role in influencing the sustainable growth of an organization.



Fig. 24- Director (Tech), CIL in a Review Meeting with CMPDI Officials

CIL has stakeholder engagement policies in line; these policies are intended to strengthening the mechanisms of engagement with stakeholders. CIL has a structured framework which is based on the welfare and long-term relationships with key stakeholders. CIL believes that stakeholder engagement is an integral part of enriching and enduring partnerships. CIL institutionalized these processes based on transparency and accountability.

During the reporting period, CIL engaged with its stakeholders on various platforms that are detailed here. The key concerns that emerged out of these interactions have also been compiled. The information pertaining to stakeholders is periodically updated through formal or informal channel of communication. The perspectives of these high impact stakeholders are taken into consideration while mapping the prioritized sustainability issues across important domains i.e. Economic, Environment, Labour Practices, Human Rights, Social, and Corporate Governance etc.

The important stakeholders identified by CIL are Government (Ministry of Coal) / Government Statutory / Regulatory Authorities, Employees, Land losers, Local villagers and community, Customers, Suppliers, NGO, Media.



Fig. 25- 43rd Annual General Meeting at CIL

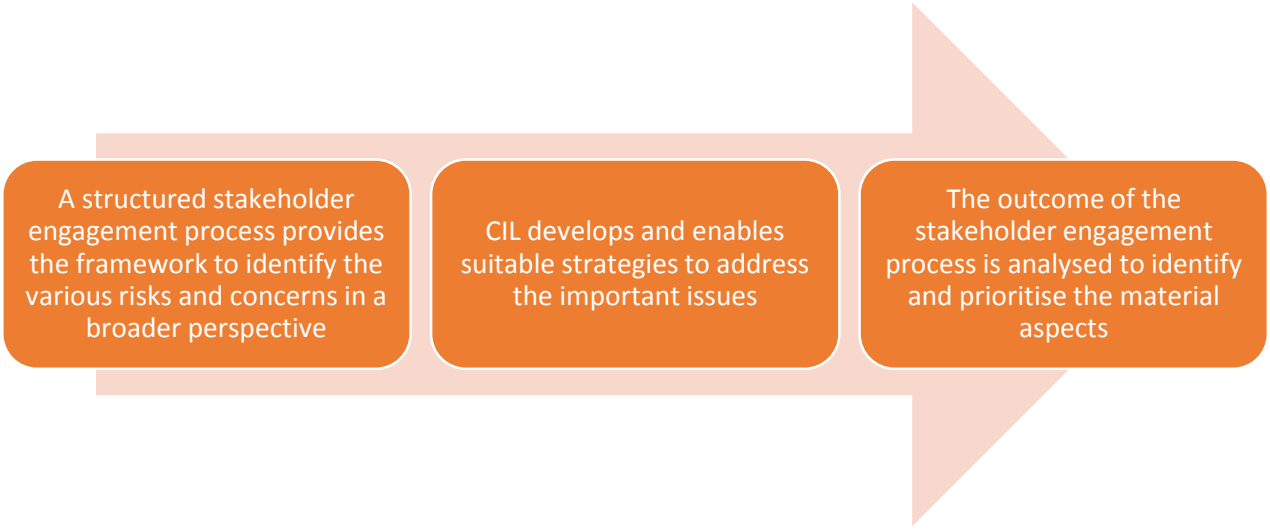


Fig.26- Stakeholder Engagement Process



Fig. 27- Australian High Commissioner at CIL



Fig.28- CIL Top Officials during a meeting with Hon'ble Dy. Prime Minister of Russia, Mr. Yury Trutnev

The important stakeholders identified are Government (Ministry of Coal) / Government Statutory / Regulatory Authorities, Employees, Land losers, Local villagers and community, Customers, Suppliers, NGO and Media.

Stakeholders	Mode of Engagement	Key Concerns
Shareholders	Annual General Meeting	**Company's performance.**
Government (Ministry of Coal)/Government Statutory/Regulatory Authorities	Performance Report (Quarterly & Annually), Board Meetings (at least once a month), Compliance Report, Inspections	**Performance at every front, Policy decisions abiding by the Law**
Employees	Corporate level Industrial Relation meetings with Union leaders (JBCCI) - Five yearly for wage negotiation, Employee trainings and seminars, Safety Fortnight (Annually), Vigilance week (Annually)	**Job Satisfaction Wage negotiation, Promotion Learning and Development, Welfare (Housing related matters)**
Land losers	Public Hearing / Consultation (For New & Expansion projects) as and when required, Regular meeting in the Project	**Rehabilitation and Resettlement, Compensation**
Local villagers and community	Sustainable Development initiatives and CSR activities (on going)	**Livelihood options and Job Opportunities, Basic amenities, Local Infrastructure related concerns including Road, Street lighting, Drinking water,**
Customers	NCCC meeting with Industry representatives and Ministries are held under the stewardship of Chairman - Annually. RCCC meetings with Customers - Chaired by CMDs of Subsidiaries are held at subsidiaries – Annually, Marketing Team meets the customers frequently. On-line filing and redressal of costumer's complaints have been implemented. (Website - www.coalindia.gov.in)	**Quantity and quality of Coal, Delivery Time Size of coal**
Suppliers	Interactive meetings and sessions are held during tenders, Vendors meet regularly (at least once in a quarter)	**NIT conditions, Supply schedule Quality of items of supply**
NGO	As per the guidelines prescribed by MOEF&CC	**Impact of mining activities on the local community**
Media	As per the guidelines prescribed by MOEF&CC	**Impacts of mining activities on the community and country**

Table.5- Stakeholders' mode of engagement and key concerns

Materiality Analysis:

Materiality assessment is an exercise in stakeholder engagement considered to collect insight on the relative importance of definite environmental, social and governance issues. The insight is generally

used to inform sustainability reporting and communication strategies, but it also is helpful to strategic planning, operational management and capital investment decisions.

Materiality Assessments offer an instrument for prioritizing the issues that matter to our organization and our stakeholders. A materiality assessment helps a company make sense of the sustainability mapping and build a plan and procedures for focusing and acting on those issues that are of utmost priority for the business.

For the purposes of this report, CIL regards those material sustainability topics that may affect the long-term success of our business, including our ability to create and preserve economic, environmental and social value, have the potential to influence the perception of communities of society by large, including those that make decisions and assessments based on our sustainability performance.

Our process is informed by guidance from the Global Reporting Initiative's Technical Protocol — Applying the Report Content Principles and from Account Ability's Five-Part Materiality Test.

The assessment of the material aspects is based on the inputs and various engagements with different stakeholders of CIL during the year . CIL prepared an extensive list of concerns stated by its stakeholders. Based on this list CIL attempted to prioritize the most material aspects of the stakeholders. These aspects were then assessed qualitatively by our Management Team. Finally, CIL has come up with a materiality matrix that is an amalgamation of both the stakeholder perspective and management perspective. The materiality matrix determined was plotted on a 2X2 matrix and the aspects were plotted on the basis of their relevance to the management and their significant impact on the stakeholder.

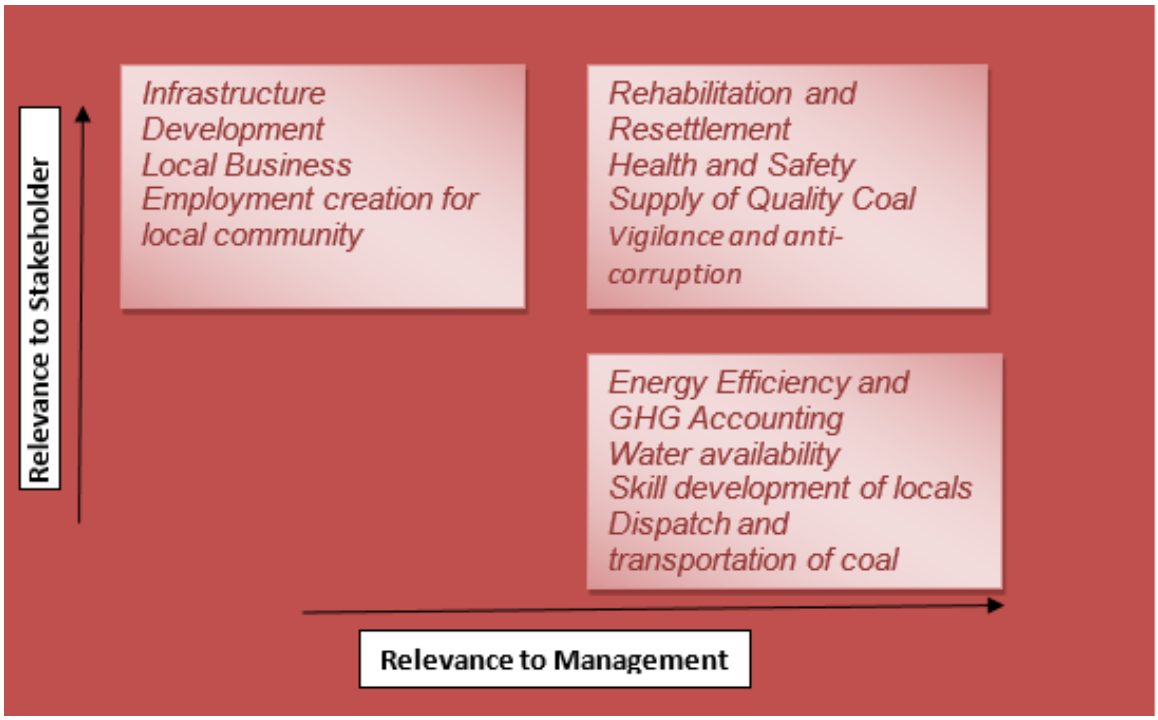


Fig. 29: Materiality Matrix

Materiality Issues	Linkage with GRI Aspects	Aspect Boundary (Inside or outside the boundary)
Rehabilitation and Resettlement	Mining sector supplement, Biodiversity, Local Communities	**Inside and outside**
Supply of quality coal	Product and service labelling	**Inside**
Health and safety of employee	Occupational Health and Safety	**Inside**
Regulatory compliance	Compliance	**Inside**
Vigilance and Anti-corruption	Anti-Corruption	**Inside**
Energy Efficiency and GHG accounting	Energy , Emissions	**Inside**
Water Availability	Water	**Inside**
Skill development of locals	Local communities	**Outside**
Dispatch and transportation of coal	Transport, Value chain	**Outside**
Infrastructure Development	Local communities, Indirect economic impacts	**Outside**
Local Businesses	Indirect economic impacts	**Outside**
Employment creation for local community	Local Communities	**Outside**

Table.7 -Materiality Issues and Aspect Boundary

RISKS AND CONCERNS:

CIL has a comprehensive Risk Management Framework in place, which consists of (a) a process to identify, prioritize and formulate mitigation plans for prioritized risks, and, (b) a framework of roles & responsibilities of various officials, Committees and the Board, in discharging the risk management process, periodicity of reporting (Risk Management Calendar) and related templates and enablers. As part of this Risk Management Framework, risk owners and mitigation plan owners have been identified for each risk and corresponding mitigation plans to ensure continuous risk monitoring and risk mitigation.

A sub-committee of the Board of Directors Viz. Risk Management Committee (RMC) has been constituted in compliance with SEBI (LODR)Regulations 2015. The RMC, inter alia, is also responsible for the oversight of the risk identification, risk prioritization, mitigation plan formulation and risk monitoring activities in CIL.

CIL engaged a Consultant who worked under the guidance of the RMC to facilitate implementation of the governance process envisaged in the Risk Management Framework, including facilitation for formulation of risk mitigation plans for the prioritized risks of CIL.

The Consultant has completed updated Risk Register, Prioritization of Risk, Risk that Matters with its mitigation plan for all the Subsidiaries of CIL. They had also completed the details of the Key Risks which are common across the Subsidiaries and specific to one or more Subsidiaries and submitted the final report to CIL for implementation.

Risk Management is a continuous journey to align the objectives and vision of CIL through regular risk-managed business operations.

Other Risks and Mitigation

Material aspects were identified and strategies for effective risk assessment and mitigation program were laid for longevity of our business. The issues both relevant to management and stakeholders of highest priority are mentioned below:

Rehabilitation and Resettlement:

Coal mining location is based on geological factors and is very much site specific. By virtue of this, it involves acquisition of large tracts of lands. This eventually leads to involuntary displacement of inhabitants (Project Affected People – PAPs) who are native/residents of area. Rehabilitation and resettlement plays a major role in CIL's long term business goals by creating a bond and cordial relations with the local society. After enactment of The RFCTLARR Act 2013, providing of R & R benefit is a statutory obligation.

Subsidiaries of CIL are providing liberal and attractive benefits to the project affected persons/families which includes adequate compensation, direct employment, suitable rehabilitation site with necessary infrastructure facilities etc.

From 1987-88 till 31st March 2019, CIL has provided 54,510 employments to land oustees against land acquisitions across subsidiaries of CIL and 1929 no. of land oustees have been offered employment in 2018-19.

Supply of Quality Coal:

Our consumers mainly from Power sector require supply of coal on time and of a good quality. Retaining Consumer's loyalty is an important aspect for successfully staying in business. To enhance the beneficiation capacity, CIL is setting up 18 new Washeries with state-of-the-art technologies in the field of coal beneficiation with an aggregate throughput capacity of 91.10 Mty. Presently, CIL is departmentally operating 16 Coal Washeries with a total coal washing capacity of 36.80 Mty. Out of which 12 are coking and balance 4 are non-coking with a capacity of 20.58 and 16.22 Mty respectively. The total washed coal production from these existing washeries for the year 2018--19 has been about 13 Mt.

Total 112 no. of Surface Miners (both departmental and hired) were deployed by CIL for selective mining at the major OC mines to improve quality of coal. 280.74 Mt coal has been contributed to CIL's overall Coal production through Surface Miners. 6.093 Mt coal has been produced from different subsidiaries of CIL through 14 no. of continuous miners. Action is being taken for deployment of more Continuous Miners and Surface Miners in other CIL mines where geo-mining condition permits their usage.

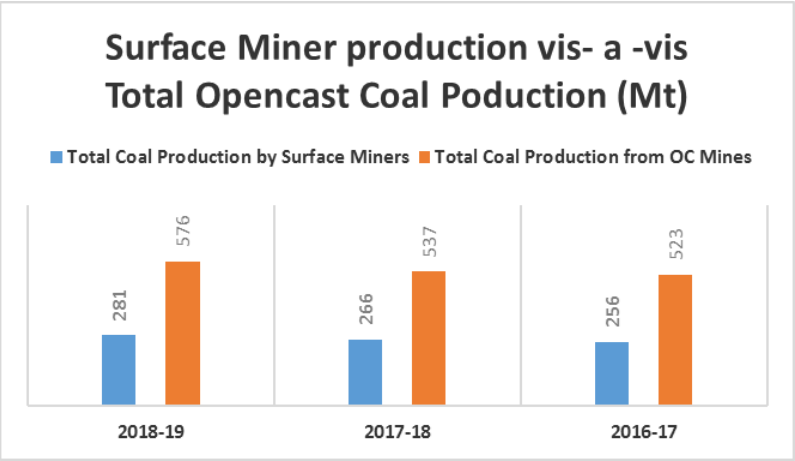


Fig. 30- Production through Opencast Mining & Surface Miner



Fig. 31- Surface Miner in MCL

Health and Safety:

Bearing in mind that mining has inherent risks to health and safety and to foster a safe and healthy work environment, CIL is continuously working for social well-being of stakeholders and in the areas related to mining methods, strata control, and mine safety, etc. CIL has deployed adequate numbers of trained manpower for ensuring safety in mining operations. Well-structured and multi-disciplinary Internal Safety Organization (ISO) have been established in all the subsidiaries of CIL to monitor the implementation of CIL's Safety Policy. Safety and Wellness at work is integral to our operational discipline.

In tandem with technological advancement of mining operations, CIL has been ensuring and upholding miners' safety through close collaboration of management, employees, the regulator (DGMS) and Trade Unions.

Regulatory Compliance:

Compliances are a must for any mining organization. CIL understands the criticality of deviating from desired regulations in terms of long term continuity of operations. Hence, for good business conduct CIL adheres to all essential regulatory norms and meets the necessary compliances. Before operationalizing of any new project, CIL ensures that necessary clearances, (including environmental clearances and forest clearances), have been obtained, Environment Impact Assessments conducted, and potential effects on all stakeholders analyzed.

Economic Performance

Out of India's total coal production in the Financial Year 2018-19, the share of CIL is around 83%. So, the impact of CIL on Indian economy can be easily equated with the impact of coal sector in Indian economy. India is the world's second largest energy producer and its energy use is projected to grow at a rapid pace supported by economic development, urbanization, improved electricity access and an expanding manufacturing base.

During the FY2018-19, CIL has registered highest ever profit. CIL has achieved an aggregate PBT of Rs 27,125.46 crores and PAT of Rs. 17,462.18 as against PBTof Rs. 10,770.31 crores and PAT of Rs. 7038.44 crores in 2017-18 thereby recording an increase of 151.85% and 148.10% in PBTand PAT respectively. CIL received Rs. 7.64 Crores financial assistance as subsidies in the reporting financial year.

In the light of Paris Protocol and consequent upon changes in world energy sector scenario, CIL is looking forward to diversify its operations towards Renewable energy like Solar Power and Clean Energy sources like CMM, CBM, CTL, etc. following the directives of GoI. Following to that mission, MoC/CIL is in the process of formulating 'Vision Document 2030' to decide upon future course of operation for sustainable entity in the nation's energy sector.



Fig. 32- Media Witnessing CIL's growth

The highlights of performance of Coal India Limited Consolidated for the year 2018-19 compared to previous year are shown in the table below:

			In Rs. Crores
Direct Economic Value Generated (A)	2018-19	2017-18 (Restated)	2016-17
Revenue (through core business segments)	147253.81	130706.41	125239.06
Other Income (through other sources)	5873.73	4974.88	5324.21
Total	**153127.54**	**135681.29**	**130563.27**
Economic Value Distributed [B]			
Operating cost	37376.52	33618.15	32433.71
Personnel expenses (wages+benefits)	38770.10	42621.84	33522.88
Interest Charges	275.04	430.1	409.18
Dividends (payments to capital providers)	8105.58	10242.24	12352.76
Donations (political parties/politicians)	-	-	-
Community development/CSR investments	416.47	483.78	489.67
Total	**84943.71**	**87396.11**	**79208.20**
Economic value added (A-B)	**68183.83**	**48285.18**	**51355.07**

Table.8 -Economic Value Generated

Trade Receivables & Payment of Royalty, Cess, Sales Tax:

Trade Receivables i.e. net coal sales dues outstanding as on 31.03.2019, after providing Rs. 1721.76 crores (previous year Rs. 1742.91 crores) for bad and doubtful debts, was Rs. 5498.55 crores (previous year Rs. 6257.80 crores) which is equivalent to 0.47 months Gross Sales of CIL as a whole (previous year 0.59 months).

During the year 2018-19, CIL and its Subsidiaries paid/adjusted Rs. 44,826.43 crores (previous year Rs. 44,046.57) towards Royalty, Cess, Sales Tax and other levies.

Coal Production:

Production of raw coal was 606.89 Mt during 2018-19 against 567.37 Mt during 2017-18. Coal production from underground mines in 2018-19 was 30.48 Mt compared to 30.54 Mt during 2017-18. Production from opencast mines during 2018-19 was 576.4 Mt which is 94.98% of total raw coal production.

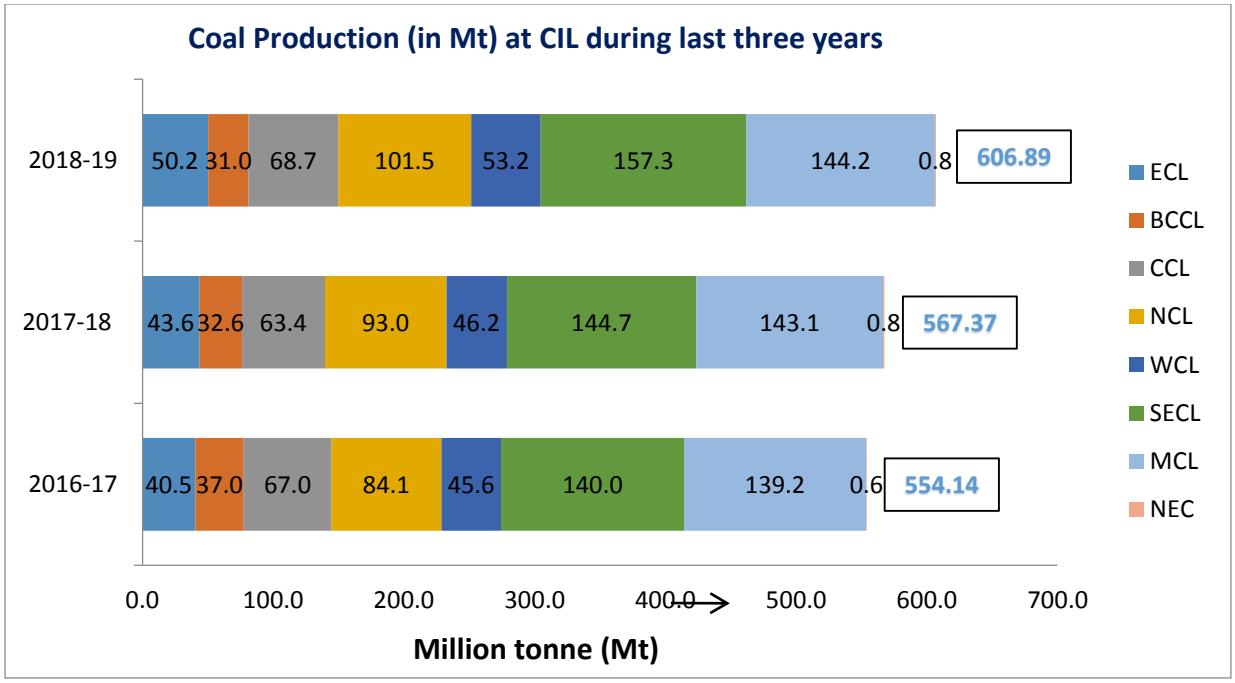


Fig.33- Coal Production (in Mt) at CIL during last three years

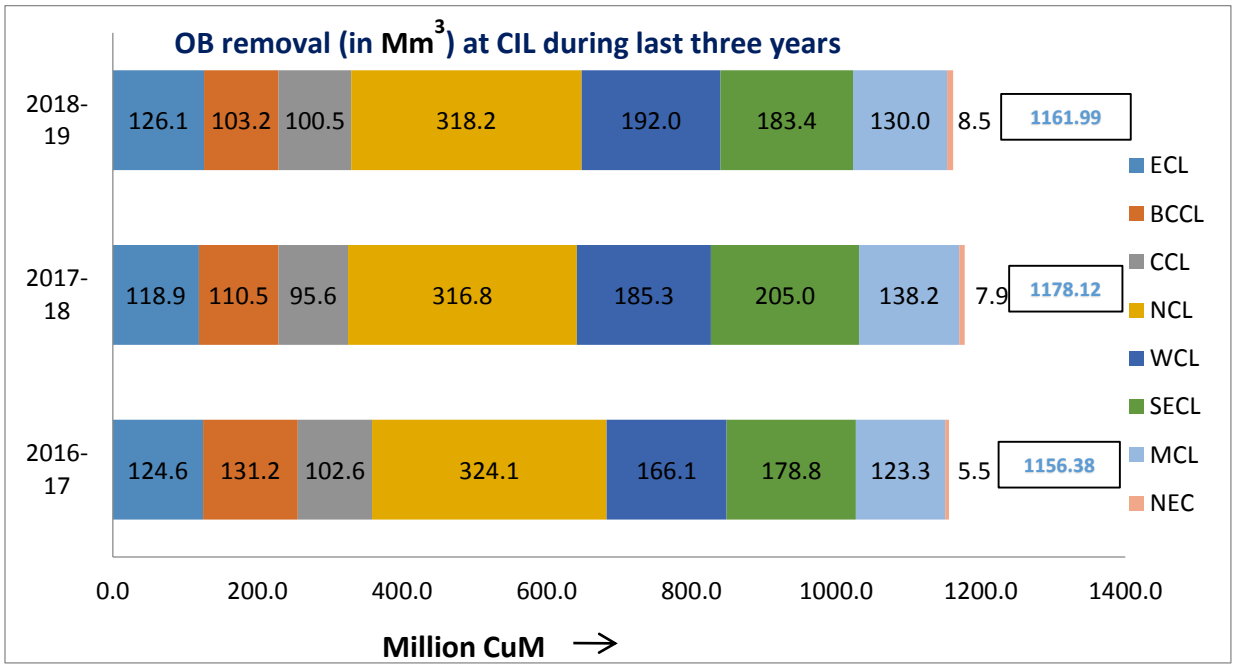


Fig.34- OB removal at CIL during last three years

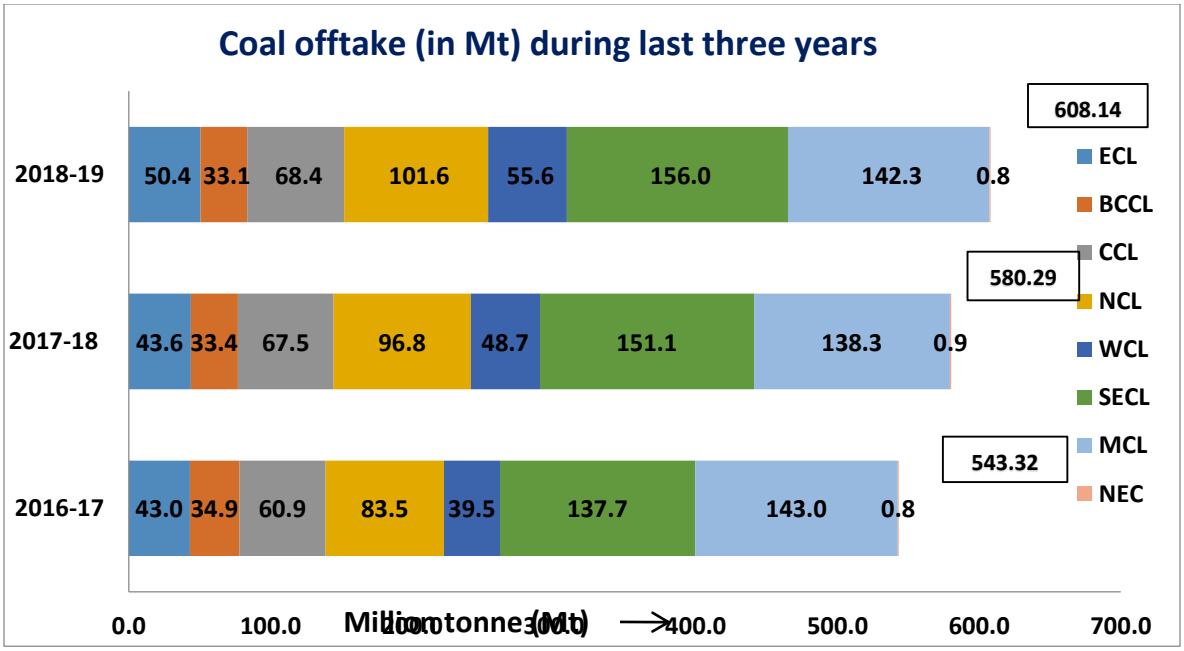


Fig.35- Coal offtake at CIL during last three years

The key strategies of CIL are as follows:

Coal Evacuation:

In order to achieve the planned growth in coal evacuation, CIL has deployed a multi-pronged strategy, which is enumerated below.

For Improved Coal evacuation and movement

- ✓ Strengthening of existing infrastructure viz. CHP, Siding and road etc. for coal movement
- ✓ Constant persuasion with Ministry of Railways for expeditious implementation of identified critical railway projects in potential coalfields.

Six Railway Projects for coal evacuation have been identified:

- ✓ 3 funded by Coal India Limited
- ✓ 3funded through SPVs

On deposit Basis by CIL:

- ✓ The Tori-Shivpur New BG Single line, 43.70 Km in length completed and commissioned.
- ✓ The Jharsuguda –Barpali- Sardega New BG line, 52.41 Km in length completed and commissioned.
- ✓ Rail Connectivity of Lingaraj Silo with existing Deulbeda siding at Talcher Coalfields of MCL

Funded through JVs/SPVs by CIL:

- ✓ MCRL (Mahanadi Coal Rail Limited): Angul- Balram rail link, in Talcher coalfield of Odisha.
- ✓ JCRL (Jharkhand Coal Rail Limited): Shivpur-Kathautia Railway Line, in the North Karanpura coalfield of Jharkhand.
- ✓ CERL (Chhattisgarh East Rail Limited): East Corridor of the state of Chhattisgarh.
- ✓ CEWRL (Chhattisgarh East West Rail Limited): East-West Corridor of the state of Chhattisgarh.



Fig.36-Chairman, CIL briefing with Hon'ble Minister of Railways and Commerce

To be taken up by Railways as Railway Projects:

- Third line Barkakana-Barwadih-Garhwa Road: This line will augment about 50 Mt rail dispatch from 4 mines of CCL and will thus help coal traffic emanating from Tori Shivpur Rail line.

- Fourth line Jharsuguda to Bilaspur : This will augment about 34 Mt rail dispatch and will thus facilitate coal traffic emanating from mines of Ib valley Coalfields of MCL.

- DFC- Dadri to Sonenagar & extension upto Koderma: This will provide an outlet for coal moving in future from Shivpur Kathotia rail line being developed by M/s JCRL. This will provide a second outlet for coal from N K Area of CCL.

- Third and fourth lines from Talcher to Budhapunk (10 km) & Third line from Budhapunk to Rajatgarh (62 km): This line will streamline the coal traffic from Talcher coalfields to consumers towards south of Talcher Coalfields.

- Singrauli to Shaktinagar via Karaila Road (Doubling of the line) (EC Railways): This line will augment about 9 Mt rail dispatch. The dispatch from the spur sidings at Singrauli will increase manifold as the waiting time for rake placement will decrease considerably.

- 3rd line in Jharsuguda to Bilaspur: This will decongest the Howrah- Mumbai main line and smoothen both passenger and freight traffic.

Acquisition and Possession of land:

In all subsidiaries of Coal India, the major portion of land is acquired under the Coal Bearing Areas (Acquisition & Development) Act, 1957. During 2018-19, notification under section 9 (1) has been issued for 1557.57 Ha and notification under section 11 (1) has been issued for 2507.22 Ha.
During 2018-19, 3398 Ha of land has been taken in physical possession in different subsidiaries of Coal India.

WEB Based Online Monitoring System:

Monitoring of 80 coal mining projects costing more than Rs 150 Crores with Project monitoring software MS Project have been started in Coal India Limited. Regular interactions with subsidiaries is being done. Regular workshops are also being organised to train the executives in MS Project software.

Project Monitoring Division of CIL in association with CMPDI recently launched a portal MDMS (Mine Database Management System) to monitor the ongoing projects costing Rs 20 Crs and above in CIL. Crucial issues are also being uploaded by CIL and its subsidiary companies on the e-CPMP Portal of MOC and MOC is vigorously following up with the state governments and other associated ministries by holding meetings with concerned officials to expedite EC & FC approvals.

One Billion Coal Production Programme:

As stated above, the road map for 1 Billion tonne coal production has been firmed up based on demand projection as in the 'Vision 2020-30' document of CIL. For achieving these targets, CIL has envisaged to grow at the rate of 7.6% till FY 2024-25 and has also identified major projects along with their related issues.

Coal Transportation:

In the year 2018-19, CIL dispatched 608.300 tT of Coal & Coal Products against the AAP target of 608.379 Mt i.e., an achievement of almost 100%. CIL has dispatched 26.83 MT of coal and coal products more than last year with a growth of 4.61%.

491.540 Mt of coal and coal products, was dispatched to the power utilities against the target of 489.01 Mt i.e., an achievement of 100.5%. This is 37.316 Mt more than last year's dispatch of 454.224 Mt resulting in a growth of 8.2%.

Dispatches of coal and coal products during 2018-19 went upto 608.3 Mt from 581.475 Mt registering a growth of 4.61%. Overall dispatch by Non-Rail mode had been 108.2% of the target. Though there was negative growth in dispatch via Rail mode by 1.2 %, the dispatch in overall Non-Rail mode grew by 11.2 %. Road dispatches increased by 15.6% compared to the previous year. Movement by MGR also increased by 4.6% compared to last year. Dispatches through other modes, like belt & rope increased by 4.5 % compared to the last year.

Overall wagon loading materialization was about 92% of the target. This was achieved due to sustained efforts and regular coordination with railways at different levels. The increase in loading over last year was of 0.4 rakes per day.

Coal Marketing:

Supply of coal was made to various consumers including Power Sector under the applicable provisions of New Coal Distribution Policy. Due to overall deficit in availability of coal considering the projected coal production from domestic sources and commitments made through signing of FSAs/issuance of Letter of Assurances (LOA), supplies under FSAs has been pegged at various level of commitments (trigger). Power sector being the major consuming sector having significant importance in the economy, supplies to power sector has been guided as per the various Government directives and polices.

Offtake of raw coal crossed 600 Million Tonnes (MT) landmark and a record offtake of 608.137 MT was achieved during 2018-19, surpassing the previous highest of 580.28 MT achieved during the last year by 4.80 %. The overall raw coal off-take achieved was 99.7 % of the Annual Action Plan Target of 610 Mt.

Initiatives taken for enhancing off-take are as under:

- Regular co-ordination with Railways at all levels including Railway Board to optimize use of logistics resources available in the subsidiary coal companies, analyzing inputs of the subsidiaries to identify alternate source for coal movement wherever and whenever required to achieve overall sectoral targets and mitigating critical fuel requirement of consuming sectors, particularly power stations.
- Coordination with MOC for various long and short-term policy decisions to overcome coal movement constraints for power and non-power sector consumers and taking operational decisions for moving coal from various sources on contingent situations to meet critical requirements of consuming sectors, particularly power utilities etc.
- Periodic Meetings and follow ups with Power producers in addressing issues relating to coal movement.
- Source Rationalization of coal linkage for optimizing coal movement as per the requirement of the consumers and logistics.
- At the preference of Power Utilities, sources of supply to Power Plants are readjusted on quarterly basis within the Aggregated ACQs under Flexi Utilization Scheme.
- Besides enhancing dispatches through Rail mode, Power stations within the vicinity of 50-60 KM of the mines having FSA have been offered coal through Road/RCR mode to be lifted by their own transport arrangement for further augmenting the dispatch.
- Ministry of Power has been requested to prevail upon the power plants situated within 20 Kms to lift their entire requirement by Road mode from 2018-19 onwards, to increase availability of rakes for movement to long distance plants.

Initiative for long-term demand creation:

a) Scheme for Harnessing and Allocating Koyala (Coal) Transparently in India, SHAKTI
b) Auction of coal linkages to Non-Regulated Sector
c) Establishment of IMC (Initiatives, Monitoring and Control Cell) at CIL HQ & Subsidiary coal companies for day to day monitoring of coal movement in coordination with Railways and the Power companies.

Considering the FSAs executed earlier with the power plants under the provisions of NCDP and the FSAs executed under various provisions of SHAKTI, there exists operative linkage for a total quantity of about 572 MTPA with the Power Sector as on 31.3.2019, which is bound by long term supply commitments through FSAs.

The total commitments with Non Power consumers, including the ACQ against the operative FSAs executed under the earlier linkage regime under NCDP, linkages secured under the linkage auction policy for Non-Regulated Sector notified by the government on 15.2.2016 and the FSAs executed with State Nominated Agencies, stands at around 95 MT as on 31.3.2019.

To cope up with any scenario of deficit in availability of coal, supplies under the FSAs have been pegged at various levels of commitment.



Fig.-37-Chairman, CIL and CMD, BEML in a review meeting on working and performance of BEML equipment's

Consumer satisfaction:

i. For enhanced customer satisfaction, special emphasis has been given to Quality Management of coal from mine to dispatch point.

ii. For reducing the difference in declared grade and analyzed grade causing slippages of grade, CCO was directed to undertake reassessment of grades of Mines (seams)/ Sidings/Size fraction through reputed academic institutions and finalize grades for annual grade declaration. In compliance, CCO is finalizing the annual grades from 1st April of each financial year. The annual grades of 2017-18, 2018-19 and 2019-20 have been finalized by CCO after reassessment of Mines (seams)/ Sidings/Size fraction through reputed academic institutions.

iii. In order to monitor coal quality, a portal UTTAM (Unlocking Transparency by Third Party Assessment of Mined Coal) has been launched by CIL to capture entire life cycle of sample. With the help of the portal, information of coal quality on regular basis will be accessible to both Coal Companies and Consumers.

iv. CIL is supplying (-) 100mm sized coal to all power plants w. e. f. 01.01.2016 except pithead plants having mutual arrangement for sourcing -250 mm coal. In addition, crushing facilities at coal handling plants mobile crushers are being installed to meet the additional crushing requirement.

v. Emphasis has been given for maximum production of -100 mm coal through surface miners. For this, surface miners have been deployed for production of coal in mines wherever technically / commercially feasible. Now, about 46 % of the coal production is being done through Surface miners.

vi. Measures like picking of shale / stone, selective mining by conventional mode, adopting proper blasting procedure / technique for reducing the possibility of admixture of coal with over-burden material & improved sizing of coal etc. are taken up.

vii. For better consumer satisfaction and enhanced transparency Third Party sampling& analysis facility has been extended for the first time to all customers including Spot E-Auction, Special spot auction, Exclusive

E-Auction and FSA consumers in Non-Power sector (FSA against Pre NCDP-linkage for low & medium demand) including State Nominated Agencies through IIT-ISM and QCI.

viii. Area laboratories of subsidiary coal companies have been equipped with 121 Bomb Calorimeters for accurate and transparent measurement of GCV of coal samples. 46 labs. across the subsidiary companies have already got NABL accreditation and another 09 labs, accreditation process is underway. It is expected that standardization of the process as per NABL standard will go in a long way to enhance customers' confidence about the process of assessment of coal quality and facilitate quality monitoring.

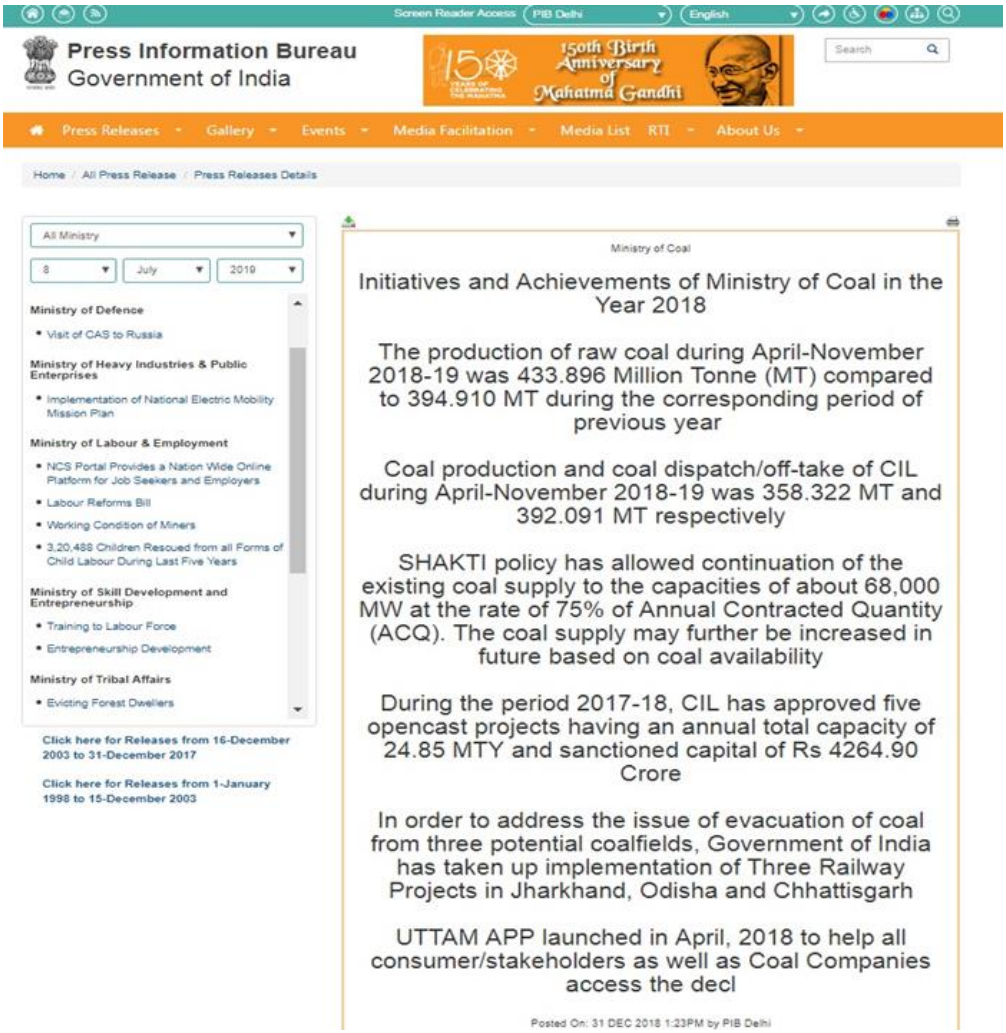


Fig.38: Press clipping on CIL's achievement

ix. The guidelines / SOP issued by MoC vide letter dated 26.11.2015 on third party sampling at loading ends has already been implemented through Central Institute of Mining and Fuel Research (CIMFR). Sampling and analysis covering supply of about 529 Mt on an annual basis to power utilities has been taken up by CIMFR across various loading points of coal companies.

x. Electronic weighbridges with the facility of electronic printout have been installed at rail loading points to ensure that coal dispatches are made only after proper weighment. Coal Companies have also taken action for installation of standby weighbridges to ensure 100% weighment.

xi. 21 no. of Auto Mechanical Samplers (AMS) are also working in subsidiary coal companies for coal sampling, eliminating chances of biasness in sampling process. Procurement of further AMS is under process. A pilot study for deployment of Augur Sampling equipment to draw samples without human intervention has been done by CSIR-CIMFR at Kaniha & Lingraj of MCL.

xii. In order to ensure consumer satisfaction and resolve consumer complaints, special emphasis has been given to quality management and redressal of consumer complaint. On-line filing and redressal of complaints have been implemented. A total of 2 pending grievances were carried forward from FY 2017-18 for redressal. During the reporting period, 53 fresh grievances were received. In total 54 grievances (98%) have been disposed. The average disposal time of grievance is 12 days.

Managing Supply Chain

CIL plans and executes as a socially responsible company. CIL promote local suppliers which plays an important role in developing local economy. CIL ensure that suppliers and contractors are screened as per statutory labour practices.

Initiation of E- tendering Procurement Mechanism:

As CIL engage with world class suppliers, CIL try to come up with strategies which help in making the system hassle free and strengthen our supply chain. For the same, CIL has initiated e–tender procurement proceeding after confirmation of eligibility criteria and TPS from the Technical Department. This mechanism allows supply is being made directly to the subsidiary companies as per their requirement from time to time. Vendor selection is done when the party meets the eligibility criteria and accepts the commercial terms & conditions of the NIT.CIL is also undertaking various vendor engagement initiatives where vendors are invited for their active participation which includes the buyer seller meet which is organized by the Vigilance Division from time to time for awareness of the Procurement System adopted towards procurement of goods at CIL level. CIL organize pre-bid meetings with the vendors from time to time for awareness of the system as the vendors of equipment in demand such as HEMM, Explosives and OTR Tyres are limited. In addition, regular training of the new system of procurement to the vendors is also being provided by us.



Fig.39-Buyer-Seller Meet in CIL

Environmental Performance

Commitment on Environmental Sustainability

CIL's objective is to achieve its coal production target in a sustainable manner, finally ending with mine closure and leaving the land suitable for utilization by the future generation. CIL's mining activities and operational decisions constantly take account of environmental concerns. At present, 271 no. dedicated environmental engineers are looking after the environmental aspects of CIL's operations. The Environment Policy of CIL has been reviewed and the updated Environmental Policy of CIL, 2018 has been uploaded in CIL's Website. CIL has spent Rs. 171.65 Crore towards "Environmental and Tree Plantation Expenses" in 2018-19 in comparison to Rs. 122.52 Crs. in 2017-18.



Fig. 40-CIL Employees taking pledge to save the Environment during World Environment Day

CIL's approach

Every mine requires a detailed environment impact assessment to be carried out considering pre and post mining operations for preparing EMPs which are discussed in detail by the Expert Appraisal Committee (EAC) of experts under MoEF&CC. On the basis of the discussions, EAC recommends or rejects the case and accordingly Environment Clearance (EC) is granted by the MoEF&CC to us.



Fig. 41-**Release of Posters during World Environment Day at CIL HQ**

While granting EC, MoEF & CC may lay down certain terms and conditions for implementing the EMPs which are followed by mines of subsidiaries of CIL in letter & spirit.

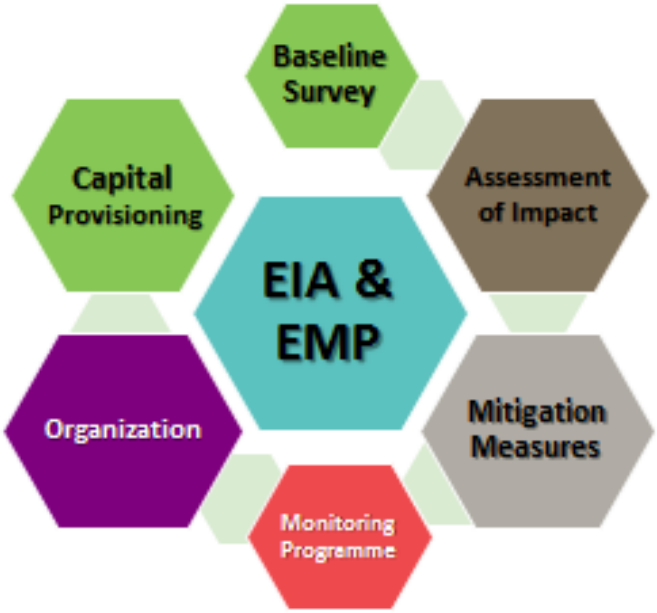


Fig.42:-Environmental Impact Assessment & Management Plan

Project proponents of mines of subsidiaries of CIL monitors the status of compliance of the stipulated conditions as laid down in the EC conditions and submits the same regularly to MOEF&CC and SPCB once in six months.



Fig. 43-School children visiting eco-restoration site of BCCL

Various measures being taken as per stipulation of EC conditions are as follows:

a. Land reclamation and its monitoring by Remote Sensing Survey:

With a view to minimize the impacts of mining on land and make it available for alternative use in future, a comprehensive plan to rehabilitate all land disturbed by mining operations has been built in the project planning stage itself. The external over burden dumps created during the initial opening of the mine cuts are also being converted into vegetative one thereby controlling soil and air pollution.

With the above in mind, reclamation and afforestation activities are carried out continually to reclaim the dump and backfilled areas both physically and biologically to control soil erosion and also to give a green cover to the barren dump yard and backfilled areas to bring back the fauna and flora. The land is reclaimed for agricultural, horticulture crops and development of forestry, pasture land etc.

CIL has completed third party environmental audit of 20 OC mines of CIL by engaging Indian Council of Forestry Research & Education (ICFRE), Dehradun. Furthermore, CIL has engaged ICFRE for developing approach and methodology for index rating of environmental conditions for individual mine & preparation of Environmental Performance Index in respect of the EC conditions and third party mine auditing of 35 mines of CIL pertaining to Environmental Compliance.

b. Tree plantation:

Extensive tree plantation programme is undertaken every year by the CIL and its Subsidiaries. Avenue plantation, on the OB dumps, around mines, residential colonies, and available land are undertaken in existing as well as new projects. Since inception, CIL has planted around 97.65 million trees in an area of 39029.07 Ha. till March 2019.

Subsidiary	DURING 2016-17		DURING 2017-18		DURING 2018-19		TILL 2018-19	
	NO.	Ha.	No.	Ha.	No.	Ha.	No.	Ha.
ECL	257500	103	259800	110.43	263750	105.5	8022350	3220.42
BCCL	100000	41.2	97755	55.2	84312	34.1	4429324	3594.26
CCL	66225	26.5	202957	83.001	128025	54.3	8007777	4925.67
WCL	125900	50.55	125000	50	200000	80	18719948	6801.75
SECL	589000	235.6	694552	285.19	731736	291.46	27102306	10846.4
NCL	380000	146.85	100752	40.3	359750	143.9	23863657	7100.92
MCL	138000	55.2	512750	196.9	43497	22.168	5785938	2310.95
NEC	5620	2.3	1600	0.5	5000	2	1719729	228.67
CIL	1662245	661.2	1995166	821.521	1816070	733.428	97651029	39029.1

Table-9 Plantation details





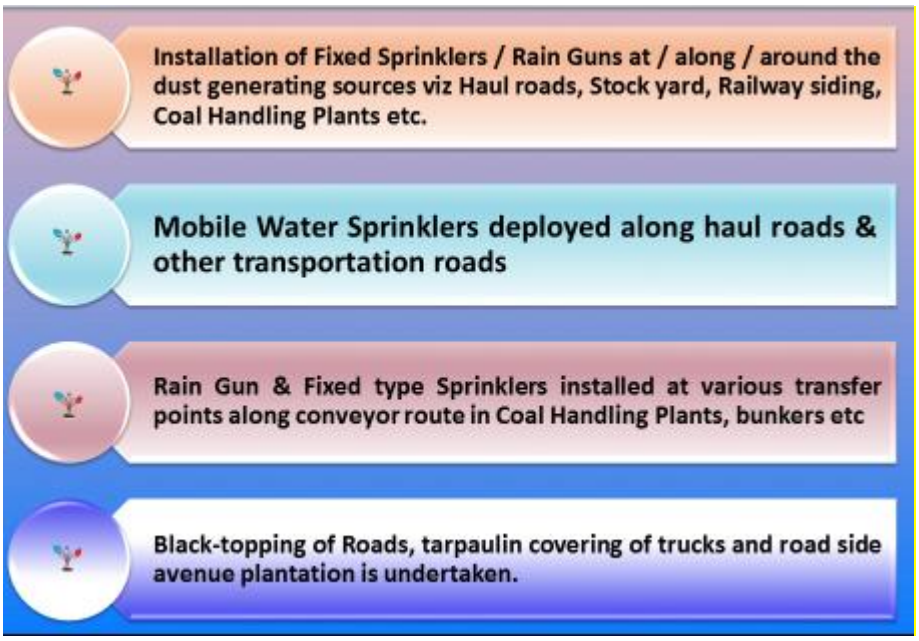
Fig. 44 & 45. Prof. Chintamani Malviya, Hon'ble MP (Lok Sabha) and Chairman of the Parliamentary Standing Committee on Coal & Steel and Chairman, CIL planting a saplings in CIL HQ, Kolkata.



Fig. 46. Massive Plantation around Railway Siding

c. Air Pollution control measures:

CIL is taking effective dust suppression measures in all mines through mobile & fixed sprinklers on haul roads and other dust generation areas. The other emphasis areas are black topping of roads, compulsory covering coal transport trucks, avenue plantations, and afforestation on all vacant areas. Tube conveyors are being developed in subsidiaries of CIL for transporting coal from Mine to Power stations to prevent dust generation.



(Fig.47- Air Pollution Control Measures)

CIL monitors the ambient air quality in and around the mine site on a fortnightly basis. Continuous Ambient Air Quality Monitoring (CAAQMS) Stations have been installed at 09 locations of NCL, 04 locations in SECL, 03 locations in WCL and 2 location in MCL. CIL has agreed to install 26 CAAQMS in the 16 different cities of country as decided by CPCB from CSR Fund. During the year, the emissions from different monitoring stations have been recorded and are elucidated in the table.

Sl No.	Company	Mines	Month	SO2 in µg/m3	NOx in µg/m3	PM2.5 to µg/m3	PM10.5 in µg/m3
Environmental standard vide MOEF, Govt. of India, Gazette Notification No. GSR 742 (E) dated 25.09.2000 for 24 hourly samples at 500 meters from dust generating point (Industrial)				120	120	Not included in GSR 742 (E)	300
1	ECL	Rajmahal OC	Mar-19	<10	24.7	57.9	104.5
		Sonepur Bazari OC	Mar-19	<10	24.8	54.3	93.2
2	BCCL	AKWMC OC	Mar-19	10	27	54	92
		NTST jeena gora Colliery	Mar-19	13	30	65	112
3	CCL	Ashoka OC	Feb-19	<25	<6	48	85
		Amrapali OC	Feb-19	<25	<6	57	117
4	WCL	Penganga OC	Dec-18	15	22	46	99
		Umrer OC	Dec-18	16	22	59	276
5	SECL	Amadand OC	Feb-19	9	17	22	96
		Rajnagar OC	Feb-19	12	24	38	89
6	NCL	Nigahi OC	Oct-18	25	21	48	215
		Jayant OC	Oct-18	31	26	56	250
7	MCL	Ananta OC	Dec-18	19.76	23.91	53	191
		Lakhanpur OC	Dec-18	10.73	10.27	33	199

Table.10-Concentration of SO_2, NO_2, PM2.5 & PM10 at different locations for the year 2018-19



Fig.-48-GM(Environment), CIL planting a sapling on World Environment Day



Fig.49- Hoisting of Flag during World Environment Day in CIL



Fig. 50-Plantation around conveyor roads



Fig. 51- Various Dust Controlling Arrangements in CIL Mines



Fig.52- NCL has commissioned a mobile water sprinkler with 70,000 litres capacity in its Jayant Area to suppress dust effectively. The new sprinkler can discharge 3000 litres of water up to a height of 85 metres in one minute. Assisted by hydraulic motors, the sprinkler has a higher spreading width for effective dust settling. In addition to regular features, the sprinkler also has an emergency steering and braking system, proximity warning alarm and fire-fighting unit thereby adding to the overall mine safety quotient

d. Water pollution Control measures:

All mines as per their EC Conditions have effluent treatment plants for cleaning waste water, garland drains to collect runoff water and siltation ponds for settlement of sediments in mine water. There are 100 ETPs, 39 STPs functional in CIL and its subsidiary companies.

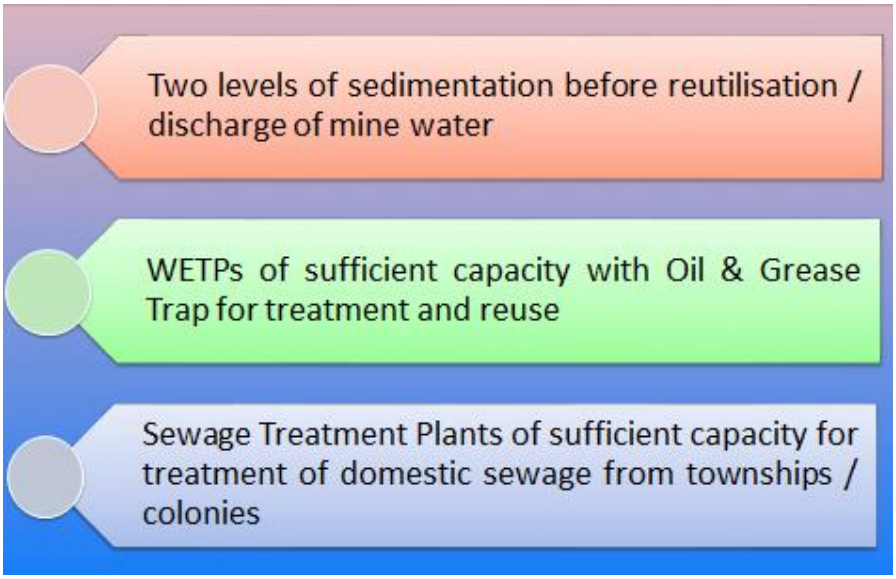


Fig 53:-Water Pollution Control Measures at CIL

Most of the mines are adopting rain water harvesting and wherever needed, are recharging ground water through boreholes or recharge wells. In a few mines, installation of piezometers indicates that the ground water level has increased due to mine water recharge. There are 306 rain water harvesting projects in CIL till 2018-19.



Fig. 54 -Mine water drainage system at CIL



Fig. 55-Water Treatment Plant in NCL

Only from a few mines the problem of acid mine drainage has been reported. Where such report comes, CIL takes measures for neutralizing the acidic component (as per CPCB Guidelines) before allowing the mine discharge to go outside the mine leasehold.



Fig. 56-Mine Water to Drinking Water-Coal Neer: WCL's initiative

The objective of CIL is for maximum utilization of Mine Water for community use. Average mine water discharged from CIL mines is around **6164**Lakh m^3/year. Accordingly, steps have been taken for making water available round the year to the community for irrigation and other domestic uses. Through all its projects, CIL has reached to a total number of 7.46 Lakh beneficiaries

Mine water utilisation during 2018-19										
Water quantities are in Lakh Cum./ Year										
Sub.	**Total Mine water**	**Total Quantity for mine use**			**Local Community use**			**Population benefitted (Nos.)**	**Area Irrigated (Ha.)**	**Balance for future use/ ground water recharge**
		Domestic	**Industrial**	**Total**	**Domestic**	**Agriculture**	**Total**			
A	**B**	**C**	**D**	**E**	**F**	G	H	I	J	K
ECL	1272	194	314	508	120	131	251	173234	192	513
BCCL	1279	263	141	404	196	39	235	204935	40	640
CCL	421	**64**	**167**	231	55	18	73	88000	178	117
NCL	180	0	158	158	0	0	0	0	0	22
WCL	1378	113	315	428	13	773	786	216865	1079	164
SECL	802	172	226	398	22	119	141	36735	729	263
MCL	832	52	141	193	86	55	141	26415	44	498
CIL	**6164**	**858**	**1462**	**2320**	**492**	**1135**	**1627**	**746184**	**2262**	**2217**

Table-11- Details of Mine Water Utilisation in CIL



Fig. 57- Mine void acting as water harvesting resources- Balram OCP, MCL



Fig. 58- Waterbody in Old Mined out area working in Gunjan Park, ECL

e. Noise pollution Control measures:

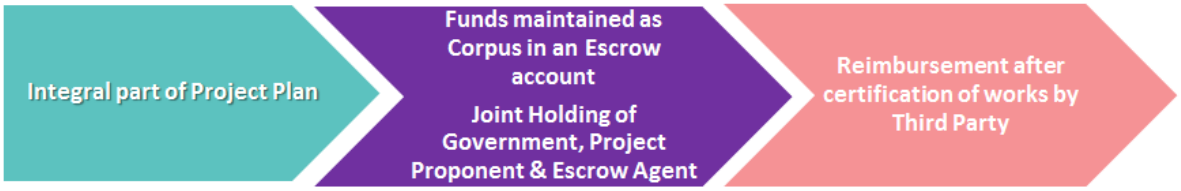
Noise pollution is created due to operation of HEMM deployed in mines, activities of Workshops, CHPs and due to blasting operations. Noise created due to the said activities are reduced at CIL mining sites by the following:



Fig:59 Noise Pollution Control Measures

Mine Closure Plan:

As on 31st March, 2019, 453 MCPs have been prepared in CIL. Rs. 557.52 Crores has been reimbursed from the Escrow fund against the execution of activities related to Mine Closure Plan, and balance of Rs. 6678.63 Crores is in the Escrow accounts.



(Fig.60- Mine Closure Plan)

f. Efforts to conserve bio-diversity:

Tree Plantation is done on reclaimed back filled areas & external Over Burden (OB) dump areas, plantation in and 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 EC /FC.

This is apart from the payment made for compensatory afforestation to Forest departments against equal non-forest land or double the degraded forest land as identified by State Govt. The plantation has created man made forest in mining areas where there was no forest. Keeping native bio-diversity in mind, we plant indigenous plants to preserve the native eco-system.



Fig. 61- Mined out area converted to Eco Park : Gokul Park in BCCL

The main objective of land-use and reclamation in mined out areas is to identify the land for successful ecosystem development and to minimize the impact to the local environment after a mine is closed. The reclaimed land must meet the key goal of sustainability, which is the protection and continuation of the land use alternatives for future generations. CIL has considered proper reclamation (both technical and biological) and mining site closure. Satellite Surveillance for land reclamation was given the requisite thrust by partnering with the National Remote Sensing Centre, Hyderabad. Satellite Surveillance has been introduced for all the open cast mines in order to monitor the land reclamation activities of the mining sites. This has been done in order to comply with the MoEFCC stipulations as well as for progressive mine closure monitoring.

The land reclamation and rehabilitation operations are being monitored by Satellite Surveillance. 52 major OCPs excavating more than 5 Mm^3 (Coal+OB) per annum are being monitored every year while remaining OCPs excavating less than 5 Mm^3 (Coal+OB) per annum are being monitored every 3rd year. The study during 2018-19 shows that, in 52 nos. major OCPs (excavating > 5 Mm^3 (Coal+OB) per annum) have reclaimed area of 62.95% and active mining area is only 37.05% of the total excavated area. In addition, CIL is conducting vegetation cover mapping through satellite surveillance in every 3 years.

The steps for the land reclamation can include: -

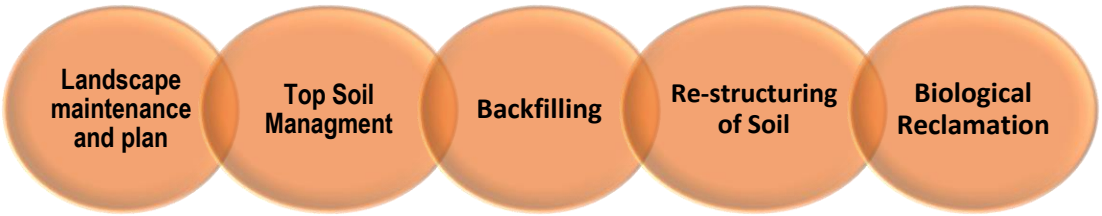


Fig.62- Steps taken for land reclamation at CIL

Land Reclamation and Ecological Restoration:

Most of the coal produced by CIL is from opencast mining activities. In opencast mining, the overburden lying over the coal seams are removed to win coal. The overburden is dumped on the surface, preferably on mined out or decoaled area. A vast area is always required to dump the overburden generated during the extraction of Coal. The land degradation is mainly due to opening and expansion of opencast mines. The aspect of land degradation in underground mines are due to subsidence resulted from underground caving.

Reclamation of the mined out areas and the external OB dumps is a major environmental mitigatory activity taken up by Coal India. In all new mines reclamation of mined out areas are being done as per the Environmental Management Plan and mine closer plan which are approved by MoEF&CC. Back filling of the OB material in the mine voids is part of the mining operation cycle. Topsoil preservation, storing and use in the plantation areas of the reclaimed areas are being done in the opencast mines wherever necessary. Concurrent reclamation and rehabilitation of mined out areas (subject to technical feasibility as per geo-mining conditions) are taken for gainful land use. Opencast mines are filled up with overburden extracted during the process of extraction of coal and after technical reclamation is completed plantation is carried out which is termed as biological reclamation.

For effective Bio- reclamation of disturbed land, scientific studies are carried out to select suitable species of plants for each coalfield and sustainable sequence of reclamation from grass to shrubs, to trees. Forest Research Institute (FRI) have been engaged by CIL for sharing their expertise in the field of eco-restoration in the reclaimed areas. ECO restoration sites have been developed in BCCL, with technical guidance of FRI.

Eco-park in Reclaimed land: Eco Parks have been developed in many of the mined out areas of CIL like Gunjan Park of ECL,Gokul Eco-cultural Park of BCCL, Ananya Vatika of SECL, Nigahi of NCL, Saoner of WCL, Kayakalp Vatika, Rajarappa Eco Park in CCL , and Dr. APJ Abdul Kalam Eco Park in Chandrapur Area of WCL etc.



Fig. 63. Avenue Plantation in NCL



Fig. 64-Water Body in Jhingurda, NCL

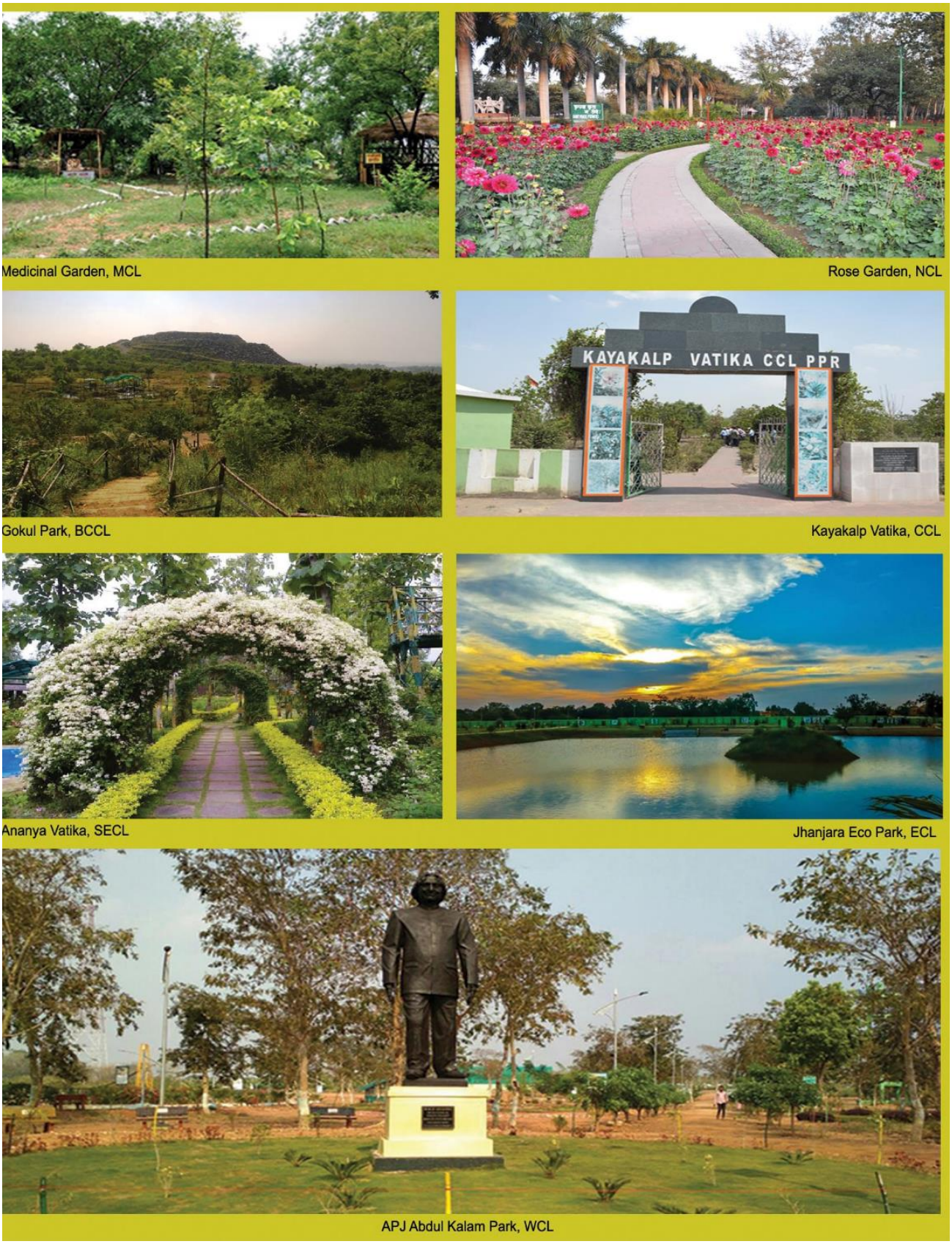


Fig. 65- Eco-parks – in CIL

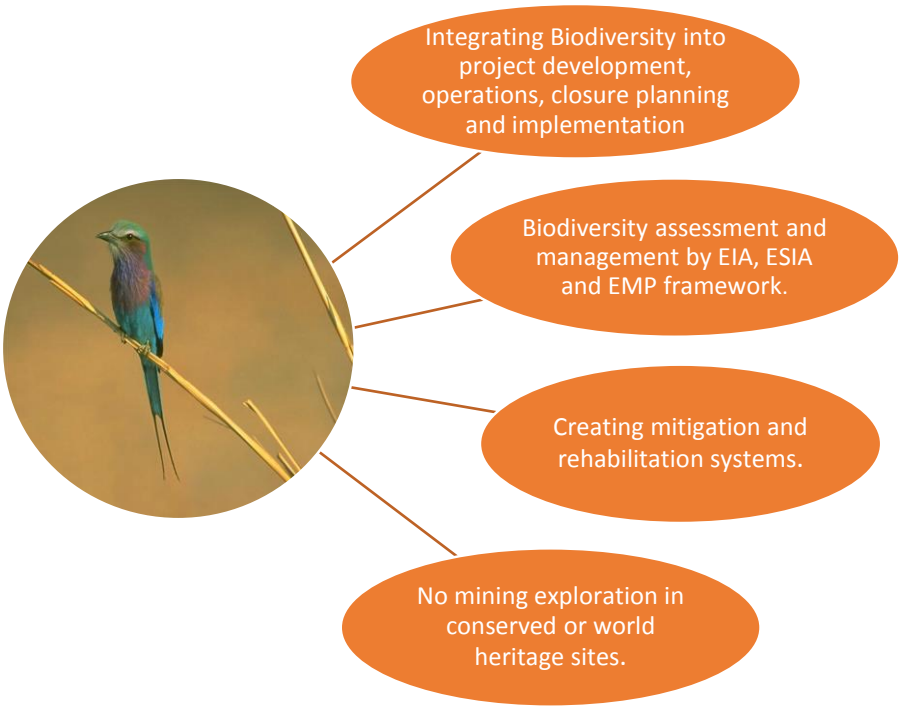


Fig. 66- Steps to retain Biodiversity

Multispecies plantations with a proper mix of timber yielding, fruit bearing, medicinal and other useful varieties are being used in CIL for the purpose.

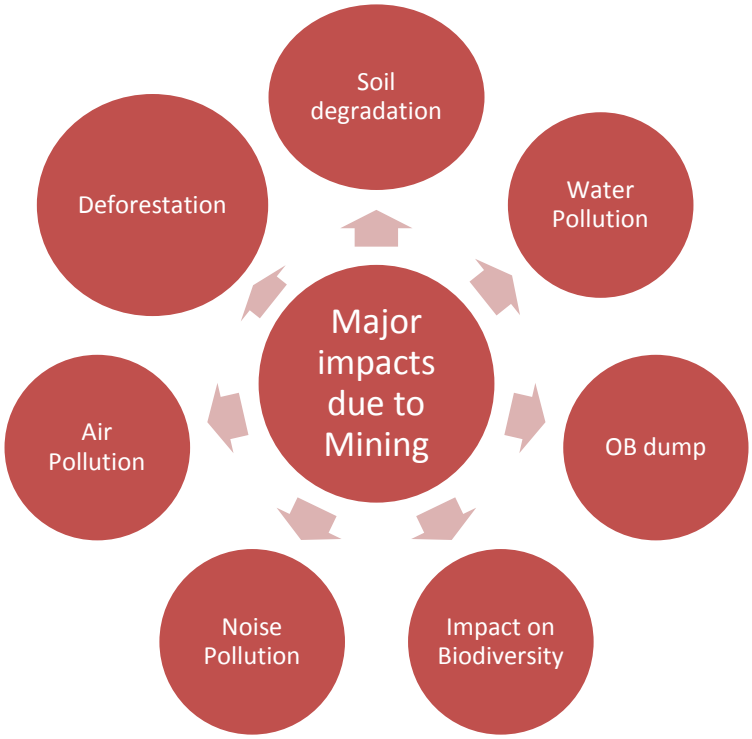


Fig. 67- Major impacts due to mining at CIL



Fig.68- The strategy enacted to mitigate environmental burden due to mining activities by CIL

Energy:

Almost 72% of electricity generation in India is through thermal power plants. Coal is a dominant commercial fuel to meet the demand. A small amount of energy comes from Green Energy or Nuclear Energy, leading to high level of dependency on Coal as a fuel to produce energy for industrial and social requirements.

CIL is striving to meet the energy requirement of the country with minimum adverse impact. The focus has been given to improvement of the energy efficiency. Coal Mining operations are very energy-intensive processes and involve the use of high amount of fuel and electricity. The extraction of coal, transportation and other processes require energy. While the fuel consumption is due to the usage of HEMMs, an insignificant quantity of the same is also used for the DG sets. There are considerable efforts made to improve the consistency of metering data for energy consumption. CIL and its subsidiaries have automated measuring systems. As an environmentally aligned organization, CIL is aware of climate change as one of the most critical challenges. CIL has a great responsibility to provide affordable energy with minimum carbon footprint by implementing modern technology. Reducing energy consumption in CIL mines helps in reducing greenhouse gas emissions.

Specific Energy Consumption (kWh/te):

Conservation of energy always remains a priority area and CIL/Subsidiaries have extensively exercised various measures towards reduction in specific energy consumption.
Even though Coal Production has increased by 6.97% in 2018-19 compared to 2017-18, electricity consumption has reduced to 4503.31 Million Units vis-à-vis 4605.68 Million Units during 2017-18 with a reduction of 2.22% in absolute terms. In terms of total coal production Electricity Consumption during 2018-19 is 7.42 kWh/T vis-à-vis 8.11 kWh/T during 2017-18 with a reduction of 8.59%. However, in terms of composite production, Specific Energy Consumption (kWh/CuM of total excavation) during 2018-19 is 2.78 kWh/CuM vis-à-vis 2.99 kWh/CuM during 2017-18 with a reduction of 6.89% from previous year. All the subsidiaries of CIL except MCL endeavour to maintain this trend of reduction in specific energy consumption (kWh/te) as depicted in the Figure below:

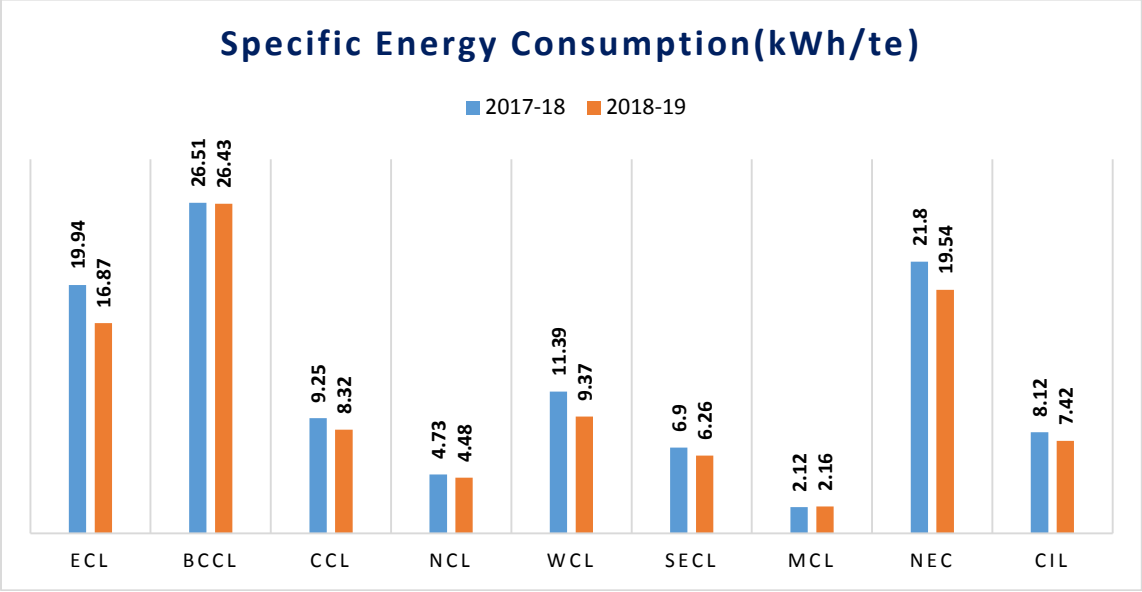


Fig.69- Specific Energy Consumption (kWh/te)

Solar Energy:

CIL / Subsidiary Companies are also pursuing use of alternative energy sources. Various steps have been taken for utilizing solar power as alternate sources of energy, some of which are as stated below:

- In kilo-watt scale, roof top solar plants are in successful operation at various places since their commissioning. Some of these operating plants are at Corporate Office of Coal India Ltd, New town, Kolkata (160 kWp), CMPDIL HQ and regional institute (351kWp), different areas of ECL (159kWp), different Areas of WCL (1097kWp), HQ office building ,CCL (477.5 kWp) and NEC(12 kWp) etc..

- In megawatt scale, one ground-mounted solar power plant (2.016 MWp) is in operation at MCL HQ premises since it's commissioning on 13.10.2014.

Some of the salient measures taken by CIL for energy conservation are stated below :-

i. CMPDIL has undertaken energy conservation studies in 2018-19 and carried out Diesel Audit & Benchmarking of specific diesel consumption in different Open Cast mines as well as Electrical Audit & Benchmarking of specific electrical energy consumption in various opencast and

underground mines situated in different subsidiaries of Coal India Limited by BEE(Bureau of Energy Efficiency) accredited Energy Auditors.

Diesel Audit and Benchmarking carried out by CMPDIL in 94 opencast mines in different subsidiary companies of CIL revealed an aggregate saving potential of 17920 kilo litres/year in diesel consumption.

Electrical Audit and Benchmarking carried out in 05 mines (03 opencast mines and 02 underground mine) revealed an aggregate saving potential of Rs 4.85 crores.

High wattage luminaries /conventional light fittings have been replaced with low power consuming LEDs of appropriate wattage in majority of the places for street lighting, office and other work places, townships etc., thereby resulted huge saving potential in electricity consumption. In 2018-19 more than 76,000 LED lights in different capacity have been installed in different Areas.



Fig. 70- Roof top Solar plant at CCL

ii. Power capacitors of appropriate kVAR rating have been installed to maintain higher power factor and avail maximum benefit on power factor incentive from power supply agencies as well as reduction in Maximum Demand. Almost all the areas of the subsidiary companies have maintained Power Factor as high as 95% during 2018-19. Incentive received by different subsidiaries on account of power factor improvement are -NCL –Rs 3.42 Crore ,ECL –Rs 29.63 Crore, BCCL –Rs 5.0 Crore, NCL – Rs 7.6 Crore, SECL – Rs4.34 Crore, CCL –Rs 1.35 Crore, MCL-Rs 1.00 Crore

iii. Air Conditioners (AC) and Refrigerators of 5 Star Rating have been procured against replacement of old conventional ACs and Refrigerators in different areas of subsidiaries.

iv. In addition to the above, some additional measures are being taken by CIL for conservation of energy, some of which are as follows:

- ✓ Auto timer based on-off switches in most of the street lighting, CHPs and township areas to ensure avoiding unnecessary power consumption during odd hours.

- ✓ Construction of strata bunkers in underground (UG) mines to eliminate idle running of belt conveyors, thereby saving electricity.
- ✓ Re-organization of LT (Low Tension) overhead line by Aerial Bunched Cable to avoid unauthorized power tapping.
- ✓ Monitoring of load pattern and demand side management of supply points limiting maximum demand wherever practicable by staggering avoidable load from peak hours to off-peak hours.
- ✓ Re-organizing of dewatering pipelines and reduction of stage pumping as far as practicable.
- ✓ Re-organization of power distribution system to minimize distribution loss.
- ✓ Laying of cables directly through bore holes for power supply to underground mines to reduce overall length wherever feasible.

Waste Management :

Mining industries generate a large amount of waste in the process of extraction which is a great threat to the environment. CIL carries out regular study in accordance with the application of latest technology in order to create sustainable growth for the surroundings. Once the coal has been extracted, various kinds of wastes such as Solid Waste, Mine Water, process waste, suspended air particulate matter, instrumental waste, oil spills, tailings, sludge etc which, through proper channel, should be neutralized or dumped for minimal impact on environment.

Strategies for improvements in existing waste management and its incorporation in the overall development plan for the mine.

- ✓ ***i. Adopting improved disposal methods.***
- ✓ ***Ii.Preventive measures for waste disposal***

Hazardous materials, used oil and explosives are managed appropriately and the same is reflected in our Environmental Audit Statement that is submitted to the Central Pollution Control Board and State Pollution Control Board in Form -V. No coal spillage and oil spillage were reported during the reporting year. CIL has an agreement with third party for proper disposal of hazardous waste and the responsibility of its subsidiaries through the state government ensures minimum human or environmental impact. The *e*-Waste Policy of CIL is under preparation.

Social Performance

CIL believes that the performance of an organization must be measured in terms of the value it creates for the society. Organizations that embed sustainability into their strategies can create substantial stakeholder value through innovative development models that simultaneously generate sustainable livelihood opportunities as well as create a positive environmental footprint. CIL is totally committed to foster health, safety and well-being of employees by building a unique culture of their empowerment and enrichment and also to collaborate with communities towards social interventions in the identified thrust areas.

Management Approach:

An organization’s output is only the sum total of its employee's endeavors. CIL has actively fulfilled the social responsibility, made new efforts and obtained new achievements in aspects of value

creation, safe production, environmental protection, science and technology innovation, staff care, community building etc.

CIL's Human Resource agenda is primarily focused on strengthening four key areas:

- Building a robust and diverse talent pipeline
- Enhancing individual and organizational capabilities for future readiness
- Driving greater employee engagement
- Strengthening employee relations further through progressive people practices

The Human Resource Department supports the business operations and helps in enhancing performance parameters for each employee. Efforts for skill mapping, skill assessment, performance assessment, gap analysis that enables training plan identification, customized for each workman and priority areas, are undertaken on a regular basis. CIL is also committed to support the Skill India Mission of Govt. of India.

Workforce:

CIL measures growth not just in terms of the value it delivers to its customers, but also in terms of the growth of its employees. The company believes that the welfare of its employees is integral to its vision to become a vibrant organisation. CIL recognizes that its employees are the key to its continued expansion and growth. Therefore, the Company puts a great deal of emphasis on talent acquisition, development, retention and motivation.

The total manpower of the Company including its subsidiaries as on 31.03.2019 is 2,85,479 against 2,98,757 as on 31.03.2018. CIL follow the DPE guidelines for the recruitment of Director and Senior Management for positions of GM and above. During the Reporting Period, eight of our Directors are above the age of 50 years whilst five of them are above the age of 60 years. In total, 73562 contractual employees are also deployed in various activities in CIL.

Manpower: Category-wise:

Name of the Company	Male	Female	Total Manpower
ECL	55876	3822	59698
BCCL	42359	3660	46019
CCL	35716	3506	39222
WCL	40479	2566	43045
SECL	51789	3027	54816
MCL	20267	2085	22352
NCL	13891	565	14456
NEC	1275	120	1395
CMPDI	3051	235	3286
DCC	251	32	283
CIL(HQ)	746	161	907
TOTAL	**265700**	**19779**	**285479**

Table.12-Manpower Category-wise

CATEGORY-WISE/COMPANY-WISE MANPOWER FOR THE MONTH OF MARCH 2019 (01.04.2019)												
Category	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	TOTAL CIL
Executive	2084	2091	2361	2393	2995	1819	1759	105	892	23	507	**17029**
Non-Exe.	57614	43928	36861	40652	51821	20533	12697	1290	2394	260	400	268450
TOTAL	59698	46019	39222	43045	54816	22352	14456	1395	3286	283	907	285479

Table -13 Manpower Category-wise

Employee Diversity:

CIL believes that diversity at the workplace positively impacts work performance and work environment through superior consumer-centricity, innovative ideas and better employee's engagement. The intent is to ensure that there is no discrimination in compensation, training and employee's benefits, based on caste, religion, disability, gender, sexual orientation, race, color, ancestry, marital status or affiliation with a political, religious or union organization or majority/minority group. There is no discrimination between male and female employees. CIL's recruitment and selection processes are geared towards enabling representation from across regions, religions and different social back ground. 19,779 female employees are working in CIL at Present. 94.03% of CIL's employment are covered under NCWA, once in 5 years.



Fig. 71-Celebration of Constitution Day in CIL

The company has in place an Anti-Sexual Harassment Policy in line with the requirements of The Sexual Harassment of Women at the Workplace (Prevention, Prohibition & Redressal) Act, 2013.

Internal Complaints Committee (ICC) are working at every subsidiary and office of Coal India Limited to redress complaints regarding sexual harassment. All women employees (permanent, contractual, temporary, trainees) are covered under the said policy. No sexual harassment complaint was received during the year 2018-19. As on 01.01.2019, 0.27% of CIL's total work force amounting 775 people are with disabilities in CIL.

The representation of SC/ST employees in total manpower of CIL and its Subsidiary Companies as on 01.01.2017, 01.01.2018 and01.01.2019 is given below: -

As on	Total Manpower	Scheduled Caste		Scheduled Tribe	
		Nos.	Percentage	Nos.	Percentage
1.1.2017	313809	70513	22.47	39721	12.66
1.1.2018	302006	57761	19.13	41373	13.70
1.1.2019	288687	54578	18.91	43560	15.09

Table.14-The representation of SC/ST employees in total manpower of CIL and its Subsidiary Companies

The ratio of the basic salary and remuneration of women to men is 1:1. For payment of salary and wages, CIL follows the NCWA for Non Executives and specified pay scales for Executive cadre employees with no discrimination on the basis of gender.

Recruitment:

During the financial year 2018-19, CIL has inducted fresh talent as Management Trainees & Medical Executives through direct recruitment and departmental promotion/selection of Statutory Personnel in Mining discipline from Non-Executive to Executive cadre.

The detail is as under:

Sl. No.	Designation (Grade)	Nos. Appointed
1	Management Trainee (E2 Grade)	224
2	Medical Specialist(E4/E3 Grade)	97
3	Sr. Medical Officer (E3 Grade)	72
4	Sr. Officer (Mining)(E2 Grade)	175
Total		568

Table 15- New Recruitments

The above 224 Management Trainees were imparted induction training at IICM, Ranchi after which they were posted to different subsidiaries.

The recruitment of 247 Medical Executives has increased their strength in the company.

Promotion/Appointment of 175 Statutory personnel in Mining discipline in Executive cadre have increased their strength in Mining discipline in E2 Grade by 13% (approx.)

Increase –Decrease statement of Manpower as on 01.04.2019 (Total workforce by employment type, employment contract, region, age group and gender)

Increase/Decrease statement for the month of March-19, Twelve months (as on 01.04.2019)												
Factors of increase	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	TOTAL
Compassionate employment	719	360	444	144	374	140	92	0	29	1	0	2303
Fresh Rectt.	169	215	109	303	119	54	182	9	31	0	23	1214
Appoint of land losers	412	8	73	453	319	662	2	0	0	0	0	1929
Re-instatement	39	12	4	1	3	0	0	0	1	0	0	60
joined on Transfer from other Subsidaries	90	77	82	106	104	647	102	4	75	5	44	1336
TOTAL INCREASE	1429	672	712	1007	919	1503	378	13	136	6	67	6842
Factors of decrease	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	TOTAL
Retirement	2588	2767	1642	2959	3499	745	792	132	162	44	75	15405
Resignation	40	22	17	84	101	35	29	5	30	0	2	365
Death	565	358	362	289	404	133	68	12	18	0	7	2216
Medically unfit	4	1	0	0	0	0	1	0	0	0	0	6
VRS	148	2	0	0	0	0	0	1	0	0	0	151
Dissmisal/Termination/Removal	38	156	33	160	123	33	4	0	5	0	0	552
Released from Subsidiaries	144	94	213	133	119	636	60	3	14	2	7	1425
TOTAL DECREASE	3527	3400	2267	3625	4246	1582	954	153	229	46	91	20120
Net Position	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDIL	DCC	CIL(HQ)	TOTAL
	-2098	-2728	-1555	-2618	-3327	-79	-576	-140	-93	-40	-24	-13278

Table 16-Increase/Decrease Statement of Manpower



Fig. 72. Director (P&IR), addressing CIL Employees in CIL

New Employee Hires in the Reporting Period									
By Gender (Permanent Employees)									
Company	2018-19			2017-18			2016-17		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
ECL	65	18	83	114	11	125	59	7	66
BCCL	99	17	116	170	8	178	27	5	32
CCL	59	15	74	193	19	212	51	4	55
NCL	56	12	68	165	8	173	63	2	65
WCL	57	4	61	98	11	109	48	9	57
SECL	68	9	77	101	7	108	50	6	56
MCL	61	9	70	114	8	122	58	0	58
CMPDIL	5	3	8	54	24	78	29	2	31
CIL	1	0	1	16	5	21	6	0	6
NEC	8	2	10	17	0	17	0	0	0
Total	479	89	568	1042	101	1143	391	35	426

Table -17- New employee hires in the reporting period

New Employee Hires in the Reporting Period												
By Age Group (Permanent Employees)												
Company	2018-19				2017-18				2016-17			
	< 30 yrs	30-50 yrs	above 50 yrs	Total	< 30 yrs	30-50 yrs	above 50 yrs	Total	< 30 yrs	30-50 yrs	above 50 yrs	Total
ECL	38	41	4	83	124	1	0	125	66	0	0	66
BCCL	59	47	10	116	178	0	0	178	32	0	0	32
CCL	41	32	1	74	211	1	0	212	55	0	0	55
NCL	42	20	6	68	172	1	0	173	65	0	0	65
WCL	6	51	4	61	108	1	0	109	57	0	0	57
SECL	17	54	6	77	108	0	0	108	56	0	0	56
MCL	23	41	6	70	121	1	0	122	58	0	0	58
CMPDIL	7	1		8	77	1	0	78	31	0	0	31
CIL (HQ)		1		1	19	2	0	21	6	0	0	6
NEC	6	3	1	10	17	0	0	17	0	0	0	0
Total	239	291	38	568	1135	8	0	1143	426	0	0	426

Table-18- New Employee Hires in the Reporting period by age group

Age Profile of CIL's Employees

Company/ Age Group	**Below 25 years**	**25-30 years**	**31-35 years**	**36-40 years**	**41-45 years**	**46-50 years**	**51-55 years**	**56-60 years**	**TOTAL**
ECL	949	3462	4532	4990	7257	13646	14322	10540	**59698**
BCCL	1050	2261	3051	4827	6740	8591	10690	8809	**46019**
CCL	562	3235	3978	3765	4956	6921	7338	8467	**39222**
WCL	1912	3425	3748	3552	4002	6138	9460	10808	**43045**
SECL	858	2803	3527	3857	6228	9985	11566	15992	**54816**
MCL	475	2111	2599	2754	3275	3540	4173	3425	**22352**
NCL	332	1371	2003	1272	1033	1666	3057	3722	**14456**
NEC	7	25	19	33	127	270	305	609	**1395**
CMPDIL	312	712	656	257	129	194	459	567	**3286**
DCC	2	10	8	3	4	14	77	165	**283**
CIL(HQ)	4	58	128	57	28	106	202	324	**907**
TOTAL	**6463**	**19473**	**24249**	**25367**	**33779**	**51071**	**61649**	**63428**	**285479**

Table-19-Age profile as on 01.04.2018

	For the year ended 31.03.2019 in Rs. Crores	**For the year ended 31.03.2018 in Rs. Crores**
Salary, Wages, Allowance, Bonus etc	28,293.13	28,008.89
Contribution to P.F.& Other Funds	8,053.38	12,035.02
Staff Welfare Expenses	2,423.59	2,577.93
Total	**38,770.10**	**42,621.84**

Table-20-Employee benefits at CIL

There is no difference between basic salaries for male and female at any position within the organization. The principle of 'Equal Remuneration for men and women workers for 'Work of Equal Value' is being followed at CIL. The Company provides equal opportunity to both men and women employees in all the matters, such as, salaries/payments, career growth, social security measures etc.

Human Resource Development

The perspective of CIL as regards to Human Resource Development, has not only to keep in view of fulfilling the requirements of the assigned targets for production and dispatch of coal but also enhancement of the profile of CIL through self-development of its employees.

Training:

i) **In-house Training**

In-house training programs were organized at subsidiary HQs, Training Centers, Vocational Training Centers (VTCs) and also at CIL's own in-house training facility, Indian Institute of Coal Management (IICM), Ranchi. These training programs were organized after assessing training needs in different

categories of employees within the subsidiary. Job specific training are imparted to the persons before change of job from one category to other category. After successful completion of training, the employees are eligible for change of job.

CIL is recruiting Management Trainees in different disciplines. Special attention has been given in grooming these young and energetic persons in their respective fields. They have been trained on basic management techniques i.e. Management Awareness Programme (MAP) and in their respective Technical Fields i.e. Technical Awareness Programme (TAP), and also in General Management programs, cross functional programs at IICM by faculty which includes outsourced experts. In order to tune them in their respective specialized working areas, they were also given on-the-job training.

ii) Training Outside Company

In addition to in-house training, employees were trained at reputed training institutes within the country and even abroad, in their respective field of operations for supplementing our in-house training efforts.

Overall Performance:

In FY 2018-19, a total of 107077 employees of CIL & its subsidiaries have been trained in house including 14,526 executives. In addition, 5467 employees have been trained outside of which 4,611 are executives. Employees were trained in the areas of Mine safety, Knowledge acquisition and skill development.

In order to develop Human Resource to meet the challenges of future, 6,24,815 man-days of training were achieved for upgrading employee's knowledge and skill. The total training man-days at CIL registered a growth of 3.73% over last year. In addition, a total of 46378 contract workers were also trained in the financial year.



Fig. 73- Training & Development at CIL

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Fig. 74- Promoting Hindi: celebration of Rajbhasha Pakhwada

During the year 2018-19, CIL and its subsidiaries engaged a total of 7606 apprentices' vis-à-vis 2813 apprentices in FY 2017-18 through NATS and NAPS portals which is equivalent of 2.08 % of total manpower including contractor workers.

Special Initiatives:

- Ten executives were sponsored for a nine-day training program on Mine Safety which was held in Henan polytechnic university, China.
- Two executives attended a three-week training program on Seismic vibrator which was held in France.
- Numerous Executives attended short term training courses conducted in premier institutes viz., IIT Mumbai, IIT Kharagpur, ISM Dhanbad, IIM Bangalore etc.
- Ten executives attended a certified course on Project Management and secured the Team Excellence Award amongst 34 teams.



Fig. 75-Launching of Mine Data Management System (MDMS) portal of CIL

Empowering Women

Women empowerment is a reality at CIL. In CIL all female employees are entitled to maternity benefits as per the statute i. e. Maternity Benefit Act. Further, female employees (executives and non-executives) are entitled to Child Care Leave that can last up to 2 years. The female employees after availing the said leave, return to their work place and continue to remain in the company's employment.

CATEGORYWISE / COMPANYWISE STRENGTH OF FEMALE EMPLOYEES March 2019 (01.04.2019)												
Category	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	**TOTAL**
Executive	113	127	168	177	131	91	71	10	86	3	83	**1060**
M/Rated	814	662	769	864	957	584	231	59	72	11	76	**5099**
D/Rated	2730	2710	2422	1499	1872	1410	263	51	77	18	2	**13054**
P/Rated		0	90	6	1	0		0	0	0	0	**97**
Casual	0	0	0	0	66	0	0	0	0	0	0	**66**
Badli	0	0	0	0	0	0	0	0	0	0	0	**0**
Co(T)	165	161	57	20	0	0	0	0	0	0	0	**403**
TOTAL	**3822**	**3660**	**3506**	**2566**	**3027**	**2085**	**565**	**120**	**235**	**32**	**161**	**19779**

Table -21: COMPANYWISE STRENGTH OF FEMALE EMPLOYEES

CIL and WIPS contributing to women empowerment:

CIL values its female employees in the organization and the women workforce has always been an integral part of business. Special programs are conducted through forums namely, Women in Public Sector (WIPS) to encourage women to join CIL. WIPS plays a catalytic role in improving the status of women in and around public sector undertakings. Female employees are entitled to the provisions like Maternity Benefit Act and Equal Remuneration Act.



Fig.76- International Women's Day Celebration in CIL



Fig.77- Wives of CIL Employees organizing a blood donation camp

Employees' Benefit:

An organization's output is only the sum total of its employees' endeavour. Employee well-being is a continuous process at CIL, enabling employees to feel good, live healthy and work safely. The Company has continued to invest in progressive employee relations characterized by the core principles of trusteeship, fairness and equity, industrial democracy and partnership with trade unions.

All employees of CIL is covered under the Coal Mines Provident Fund scheme which is a contributory fund with equal shares both by employee and the company operated and maintained by the Coal Mines Provident Fund (CMPF) Authorities. Paternity leave has also been introduced in CIL in 2017.

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



Fig.78- Felicitation Ceremony during Vigilance Awareness Week

Benefits on account of LTA/LTC, Life Cover Scheme, Group Personal Accident Insurance Scheme, Settlement Allowance, Retired Executive Medical Benefit Scheme, and Compensation to Dependents of the deceased in mine accidents are also provided to CIL's employees.

Employees' Welfare and Social Security Schemes:

In CIL, it is important to keep the employees constantly motivated and provide them with an opportune working environment. CIL has dedicated residential and commercial areas, sports facilities, clubs, schools and medical facilities for employees in remote areas. CIL also organize events during festivals and special occasions for employees and their families. Innovations being a significant aspect of CIL's culture, employees are continuously encouraged to be a part of it.

Coal India Welfare Board is the decision making forum when it comes to welfare policies to create a better standard of living for all the employees of the company. This extends to various members and associations as well as their concerns. The members include Central Trade Union representatives and CIL Management. Both parties meet regularly to hold discussions on the welfare measures and also, to review the implementation of different welfare schemes.



Fig.79- Cultural Programme in CIL

Health and Safety

CIL places great value on the health and safety of our workforce, protection of our assets, value to stakeholders and the environment. Through our robust management systems, the company has been able to translate these values into systems and processes that drive performance excellence and deliver results. CIL has developed a comprehensive safety management system in order to ensure a safe workplace for every employee. As a matter of fact, it is CIL's philosophy that nothing is more important than the safety and health of the employee.



Fig. 80 - Cleanliness drive in CIL



Fig.81- Health Camp under CSR



Fig. 82-Yoga for overall wellbeing

At CIL, employees are the most important resources, taking care of their health and general wellness naturally is of paramount importance. Accordingly, Coal India operates a vast network of equipped hospitals in far flung areas. These health care units provide dedicated back up round the clock for the employees working in mines and their dependents. They also provide healthcare to the employees and their family members as well as provide health care facilities to surrounding areas by means of various camps organized from time to time.

Occupational Health & Safety

Since coal mining is beset with numerous inherent, operational and occupational hazards & associated risks, the probability of accident in mines cannot be totally ruled out. However, Safety is always the highest priority in CIL. Safety is indoctrinated in the mission statement of CIL and is one of the most important constituents in overall business strategy. CIL has framed a well-defined safety policy to ensure safety in all mines and establishments. CIL has already set up a multi-disciplinary Internal Safety Organization (ISO) in all subsidiaries for implementation of Safety Policy. All operations, systems and processes of CIL are meticulously planned and designed with due regard to safety, conservation, sustainable development and clean environment. CIL always encourages employees' participation at all levels so as to promote a proactive safety culture and improve safety awareness upto grass root level employees. Various initiatives are taken on continual basis at all levels to translate the vision of "Zero Harm Potential (ZHP)" into a reality. CIL's expenditure towards Rescue and Safety in 2017-18 and 2018-19 are Rs. 55.50 Cr and Rs. 57.38 respectively.

Safety Policy of CIL: Safety is always given prime importance in the operations of CIL as embodied in the mission statement of CIL. CIL has formulated a well-defined Safety Policy for ensuring safety in mines and implementation of the same is closely monitored at several levels.

Safety Monitoring of CIL: Apart from statutory monitoring by DGMS, the status of safety in mines of CIL is being monitored at various levels by the following agencies:

Level	Monitored By
Mine level	• Workman inspectors: as per the Mines Rule-1955 • Safety Committee: constituted as per the Mines Rule-1955 • Competent Officials
Area level	• Tri-partite Safety Committee • Area Safety Officer
Subsidiary HQ level	• Tri-partite Safety Committee • Internal Safety Organization (ISO)
CIL HQ: Corporate Level	• CIL Board of Directors • CIL Safety Board • CMDs Meet. • Corporate level ISO.
At National level	• Standing Committee on Safety in Coal Mines • National Conference on Safety in Mines. • Various Parliamentary Standing Committees

Table 22- Safety Monitoring at CIL

Percentage of employee's representation is decided as per the Mines Rules – 1955.

Safety Statistics of Employees

Region	Fatalities		Serious Injuries		Injury Rate (IR)			
					Fatality Rate per Mt		Serious Injury Rate per Mt	
	Male	Female	Male	Female	Male	Female	Male	Female
ECL	2	0	25	0	0.04	0	0.52	0
BCCL	2	0	7	0	0.06	0	0.22	0
CCL	8	0	16	0	0.12	0	0.24	0
NCL	3	0	8	0	0.03	0	0.08	0
WCL	5	0	17	0	0.10	0	0.34	0
SECL	15	0	19	0	0.10	0	0.12	0
MCL	8	0	4	0	0.03	0	0.03	0
NEC	0	0	0	0	0.00	0	0.00	0
CIL	43	0	96	0	0.07	0	0.16	0

Table-23-Safety statistics of Employees at CIL in 2018

Causes of these fatalities are due to:

- Trucks & Dumper,
- Roof & Side Fall,
- Fall of Person,
- Non Transport M/c,
- Miscellaneous,

- Electricity,
- Haulage,
- Explosives,
- OB Dump movement

All fatal accidents were investigated through multiple agencies to ascertain the causes and circumstances leading to those mine accidents.

The law enforcing agency / regulatory authority under the Mines Act- 1952 i.e. the Directorate General of Mine safety (DGMS) under the aegis of Ministry of Labour & Employment (MOLE) have conducted statutory enquiry to find out the causes and circumstances leading to these accidents, fixing the responsibility of person(s) and to suggest the corrective measures required to be taken to prevent recurrence of similar type of fatal accident as per the provisions under the Mines Act-1952.

Apart from statutory inquiry conducted by DGMS, all mine accidents are also inquired / investigated by the Mine Manager or any Asst. Manager authorized by the Mine Manager and the Safety Officer of the respective mine as per provisions made under the Coal Mine Regulation- 2017.

Apart from the above investigations / enquiries made under various provisions of the statutes, the Internal Safety Organization (ISO) of each subsidiary company has also conducted enquiry in case of any fatal accident.

The causes and circumstances leading to those mine accidents have been identified through these investigations. The inquiry officials have also recommended corrective measures to be taken to prevent recurrence of accidents.



Fig. 83-Safety Awareness campeign by Females

Further, the following actions are being taken to improve standards of safety in 2018-19. CIL has vigorously pursued several measures in this year, along with, the on-going safety related initiatives, apart from compliance of statutory requirements for enhancing safety standard in mines of CIL and its Subsidiaries, which are given below:

i. **Conducting Safety Audit**: Safety Audit of producing mines of CIL has been conducted through multi-disciplinary Inter-Area Safety Audit teams in 2018 for assessing safety status of mines and violations pointed out during the said safety audits are being rectified.



Fig. 84- Safety Board Meeting organized at CIL HQ

ii. **Safety Management Plans (SMPs) –** Site-specific risk assessment based SMPs have been prepared for each mine of CIL by involving mine officials and workmen and the same are being updated on continual basis. The process of Risk Assessment in mines is continuous and on-going for improving Safety Standards of Mines. All SMPs are being monitored through Internal Safety Organization (ISO) of each subsidiary.

iii. **Principal Hazards Management Plans (PHMPs):** Principal Hazards Management Plans (PHMP) are also being formulated as a part of Safety Management Plan (SMP) to avert any mine disaster or major mine accident. Trigger Action Response Plans (TARP) are being prepared to safety deal with emergency, if any.

iv. **Standard Operating Procedures (SOPs):** Site-specific, Risk Assessment based Standard Operating Procedures (SOPs) for all Mining and Allied operations are framed and implemented. The same are being updated on continual basis to cater to the changing mine dynamics.

v. **Conducting Special Safety Drives on different Safety Issues**: Special Safety drives on different safety matters are being organized to improve safety standard of mines and enhance safety awareness amongst employees.

vi. **Participation in International Mines Rescue Competition (IMRC) :** Mine Rescue Team of WCL, a subsidiary of CIL was sent to participate in IMRC – 2018 held at Yekaterinburg, Russia to gain

international exposure on mine rescue system of major coal producing nations. This Team achieved "Most Active Team" Award in (IMRC) 2018.

vii. **Observation of "ILO's World Day for Safety and Health at Work"** in CIL (HQ) as well as all subsidiary HQs, Areas and mines to promote the preventive Safety and Occupational Health Service (OHS) along with introduction and hoisting of "CIL's Safety Flag".

viii. **National Dust Prevention Committee meeting**: The 17th meeting of the National Dust Prevention Committee (NDPC) was held on 6th September, 2018 in Kolkata under the Chairmanship of the Director (Technical), CIL for assessing the status of dust suppression arrangement and measures taken to reduce adverse effects of dust related problem in mines of CIL and other coal producing companies.

ix. **Regular co-ordination with ISOs**: Several meetings were held under the Chairmanship of the Director (Technical), CIL for assessing the safety status of mines and other establishments for enhancing safety.



Fig. 85-Chairman, CIL paying homage to the Martyrs

x. **Continuous updation of Online Safety Monitoring System**: Online Centralized Safety Monitoring System "CIL Safety Information System (CSIS)", which was developed in 2017. Relevant information on mine safety is uploaded in said database.

xi. **Programme of imparting Special Training by SIMTARS, Australia accredited Trainers**: Executives who had undergone specialized training on Risk Assessment through SIMTARS, Australia are engaged in imparting training and upgrading the knowledge of Mine level executives as well as Members of Safety Committees of individual mines to identify the hazards and evaluate the associated Risks in the mines so as to prepare Risk assessment based Safety Management Plans (SMPs), Principal Hazards Management Plans (PHMPs) and Standard Operating Procedures (SOPs).



Fig. 86- Director (Tech), CIL at National Dust Prevention Committee in CIL HQ

Foreign Technical Training Programme in China : An educational training program on "Coal Mine Safety Management for CIL Executives and Exposure to Best Practices in China " from 17.10.2018 to 26.10.2018 at School of Safety Science and Technology, Henan Polytechnic University, Jiaozuo, Henan, China under tutelage of Shri K Pathak, Professor, IIT Kharagpur was organized.



Fig. 87. Safety Management Training to CIL Officials

Mine Safety Inspection & Awareness Programme:

- Round-the-clock supervision of all mining operations by adequate number of competent & statutory Supervisors and mine officials.
- Periodic mine inspections by Head Quarter and Area level senior officials.
- Surprise back shift mine inspections by mine and area level officials.
- Regular inspection by Workmen Inspectors appointed in each mine.
- Regular mine Inspection by officials of Internal Safety Organization of respective subsidiary and CIL.
- Sensitization training of Contractor's Workmen involved in contractual jobs.



Fig. 88- Secretary (Coal), GoI & Chairman, CIL visiting Kusmunda OCP in SECL

Rescue Services for Emergency Response System in CIL:

- CIL is maintaining a well establishment Rescue Organization comprising of 6 Mine Rescue Stations (MRS), 13 Rescue Rooms-with-Refresher Training facilities (RRRT) and 17 Rescue Rooms (RR).
- All Rescue Stations / Rescue Rooms are fully equipped with adequate numbers of rescue apparatus as per the Mine Rescue Rules (MRR) - 1985.



Fig. 89: Safety equipment

- This Rescue Organization is staffed by adequate numbers of Rescue Trained Personnel (RTP) as per the MRR-1985.
- All RTP are being periodically re-trained to conduct rescue operations in hot, humid and irrespirable atmospheres in modern training galleries as well as in mines.
- CIL employs Permanent Brigade Members and RTPs who are on call 24x7.

The Mine Rescue Station and Rescue Rooms are established at strategic locations spreading across different Subsidiaries to cater to the emergencies in their command area



Fig. 90- Safety awareness programme

Corporate Social Responsibility

Sustainable Development Committee including CSR Committee was constituted by CIL Board of Directors in its 282nd meeting held on 16-04-2012. This committee was reconstituted in 356th CIL Board meeting held on 31-01-18. This Committee was renamed as CSR Committee in pursuant to Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility) Rules, 2014. In addition to CSR activities, this committee will also look after Sustainable Development. During the year 2018-19, five meetings of the committee were held on 20-07-2018, 27-07-2018, 30-11-2018, 11-02-2019 & 07-03-2019 respectively. Coal India's aim is to embrace peripheral community and disadvantaged sections of the society, through economic empowerment by based on the capacity building.

CIL's expense in advertisement and publicity in 2017-18 and 2018-19 Rs.62.46 Crs. and Rs 54.31 Crs. respectively.





Fig. 91 & 92- CSR Initiatives: Health Check-up for community welfare

CSR Policy Implementation Mechanism:

As per CIL's CSR policy, CIL's objective is to make CSR a key business process for sustainable development for the society. It aims at supplementing the role of the Govt. in enhancing welfare measures of the society based on the immediate and long term social and environmental consequences of their activities. CIL aims to act as a good corporate citizen.



Fig. 93.-Chairman & Director(Tech), CIL during Skill Development Programme organised by CIL & CIPET:CSTS, Guwahati

Community Engagement Mechanism:

At focus of CSR activities in CIL's subsidiaries is on the areas which fall in a radius of 25 km. in and around the mines/project sites. Here, the CSR interventions are decided based on detailed discussions with the community and their local leaders/MLAs and MPs. For CIL (standalone), since the CSR activities are conducted in whole of India, the implementing agencies for the projects are involved in community engagement. Moreover, requests from public representatives like MPs and MLAs are also considered for areas which need some sort of development intervention.



Fig. 94-CIL has tied up with Central Institute of Plastics Engineering & Technology (CIPET), Centre for Skilling & Technical Support (CSTS), Guwahati to train 20 youth as Machine Operator - Injection Moulding, 40 as Machine Operator - Plastic Extrusion and 40 as Machine Operator - Plastics Recycling. This six months program includes 960 hours of training and skill development.

Local community and public representatives are consulted by CIL and its implementing agencies for finalization of the CSR initiatives. Till now, for impact assessment, CIL's own personnel and final year students of reputed institutions offering courses in Rural Development/Community Development and similar courses are engaged. Efforts are ongoing for finalization of agencies for impact assessment of CSR initiatives. All the programmes undertaken as CSR activites by CIL are decided after engaging local communities in the decision making process and based on their needs. Efforts are ongoing for the finalization of impact assessment of the CSR programmes. However, CSR committee of CIL and/or their representatives regularly visit the ongoing and completed projects to measure the impact of CIL's CSR initiatives on the community. **Rs. 416.47 Crs. has been spent by CIL and its subsidiary companies in various activities from CSR Fund.**

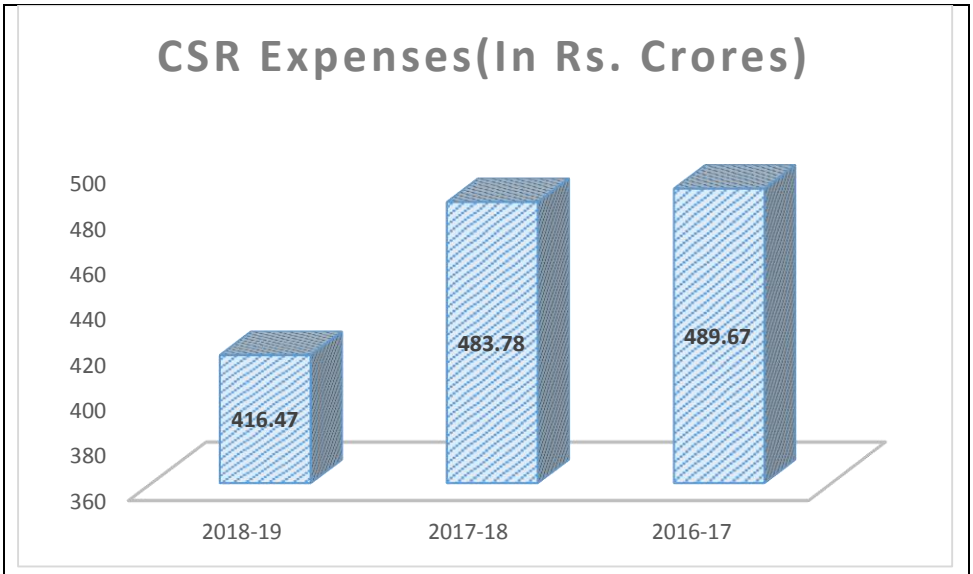


Fig. 95 -CSR Expenditure of last three years at CIL (in Rs. Crores)

Some of the Major CSR initiatives undertaken by CIL(HQ) as per the 'Scope' of CIL's CSR Policy under various heads during the financial year 2018-19:

Water Supply:

Installation of Hand Pumps is going on at the following places:

- 275 hand pumps in Shravasti district, Uttar Pradesh through Uttar Pradesh State Agro Industrial Corporation Limited (UPSICL)
- 100 hand pumps in Ghazipur, Uttar Pradesh through Uttar Pradesh Jal Nigam
- 44 hand pumps in Sundarban area, West Bengal through South Sundarban Janakalyan Sangha
- Commissioning of community drinking water RO plant at Bishnupur, West Bengal through Bishnupur Municipality has been completed.

Women Empowerment:

- Menstrual Hygiene Management (MHM) project for adolescent girls in Upper Primary and Secondary schools of Purulia, West Bengal through Nirman Foundation has been completed.
- Construction/Renovation of Prarthana Bhawan and purchase of sewing machines for training of women in Hooghly, West Bengal through Garalgachha Vivekananda Samaj Seva Kendra has been completed.
- Project for providing 5,000 menstrual cups to women in flood affected areas of Kerala is going on.

Rural Development Projects:

Executing different development works through The Energy and Resources Institute (TERI), New Delhi in villages of district Purulia, West Bengal in the following areas:

- Promoting renewable solutions for the energy needs of the households – Installation of 9000 Integrated Domestic Energy Systems and 100 Solar Street Lights has been completed
- Various agriculture, greening and capacity building initiatives have been completed for 1250 farmers
- Sanitation – Construction of Individual Household toilets in 5,660 households is going on
- Education through Knowledge cum Resources Centers have been set up in 40 schools
- Construction of Chaujanabad – Andokhar connecting road in Ghazipur, Uttar Pradesh is going on.



Fig:96- Distribution of blankets by Jagriti Mahila Mandal, MCL

Education:

- Construction of student community hall through Ramakrisna Math, Baranagar, Kolkata has been completed.
- Construction of pre university college block building at Udupi, Karanataka through Anandatirtha Trust is going on.
- Renovation of juvenile home and purchase of vehicle for mentally challenged children through Bodhana, Kolkata is going on.

Healthcare:

- Three more hospitals – AIIMS – New Delhi, PGI – Chandigarh and SGPGI – Lucknow have been added as Bone Marrow Transplant Centers under the project 'Cure and better management of Thalassemia' taking the count of BMT centers to six. More than 90 successful BMTs have been conducted so far.
- Cataract surgery operations camps have been conducted in three districts of West Bengal through Helpage India.
- Extension and Construction of building of Institute of Pulmocare and Research at New Town, Kolkata to facilitate medical care in the area of lung diseases is going on.
- Medical camps in Kolkata and nearby districts have been conducted by Medical Department, CIL (HQ).
- Construction of 100 bedded hospital cum diagnostic center at Muzaffarpur, Bihar through Ramakrishna Mission Sewashrama is nearing completion.
- Construction of blood bank with component separation facility at Kanpur through Indian Medical Association is nearing completion.
- Health camps for general health awareness have been conducted in rural areas of Kamrup, Assam through National Institute for Larger Awareness (NILA).
- Development of charitable dispensary by way of installation of medical equipment through Ramakrishna Math, Barasat, West Bengal is going on.



Fig. 97-Chairman, CIL flagged off Mobile Medical van cum ambulance under CSR initiative of ECL

Medical Department of Coal India Limited in association with CSR department of CIL conducted 10 General Health check up camps in and around Kolkata in the period from 1/4/2018 to 31/3/2019 in which a total of 1886 patients benefited from the services of the camps where food packets and medicines were distributed among patients. In addition to general health check up, blood pressure and blood sugar estimation were done in those who required it.



Fig. 98- Blood Donation Camp at CIL

In addition to the general public at large the team also visited homes for the especially abled and provided basic health checkup and distributed medicines and biscuits to the inmates.

Skill Development:

Training of 2000 youth in various trades related to Plastic Engineering through Central Institute of Plastic Engineering and Technology (CIPET) at its centers all over India is going on. More than 1100 persons have been enrolled already.



Fig. 99 -Skill development and training program in soft toy making, for rural women

Welfare of Divyangs:

- Distribution of artificial limbs and other aids/devices to Divyangjan through NRS Medical College and Hospital, Kolkata is going on.
- Financial support has been provided to Latika Roy Foundation, Dehradun for its Centre for Child Development which serves children with severe disabilities.



Fig:100- WCL in association with Artificial Limbs Manufacturing Corporation of India (ALIMCO) empowered 398 Divyangjans

Sanitation:

- Swachhta Pakhwada was observed during 16th to 30th June, 2018 by way of spreading message of cleanliness and cleaning schools in Bidhan Nagar Municipal Corporation, Kolkata and in villages of Neturia block of Purulia district. Innovations like Setting up of Green Haat and Yoga Day celebrations etc. were also done.
- Construction of soak pits, drains, platforms etc. for spot sources including training & IEC activities in 40 villages of Purulia district through Water & Sanitation Support Organization (WSSO), PHED, West Bengal is going on.
- Yearlong cleaning of 20 schools under Bidhan Nagar Municipal Corporation.
- Construction of 200 individual household toilets in Kathua, Jammu & Kashmir and 400 toilets in Sundarban area, West Bengal is going on.

Environmental Sustainability:

- Installation of solar power station for supply of solar power to education and health center at Rishi Valley Education Center, Andhra Pradesh is going on.

Eradicating hunger and malnutrition:

- Construction of Kitchen cum dining hall complex at Ramakrishna Math Premises, Belur, Howrah is going on.

Others:

- Project for conducting traffic awareness programme in different traffic zones of Kolkata for public utility service through Traffic Dept., Kolkata Police has been completed.



Fig. 101- Health check-up under CSR

Conclusion:

As a responsible business organization over the years, CIL is improving its business performance not only towards quality coal production in a sustainable manner, but also disclosing its business activities through Sustainability Reports (SR) as a part of Annual Report of the company. CIL has been disclosing its business activity parameters through Sustainability Report since 2011-12. Over the years it has improved its disclosures of business activities including Economic, Environmental and Social aspects to comply with the SEBI mandate and the prevailing Global Reporting Initiative (GRI) guidelines.

The report covered the materiality issues, sustainability management, targets and achievements of CIL and steps taken to address the concerns raised by the stakeholders.

For continual improvement in environmental performance by setting targets, measuring progress and taking corrective actions, CIL has engaged ICFRE, Dehradun for **Environmental Audit of OC Mines of CIL**. The scope of work includes to review compliance conditions laid down in EC (Environment Clearance), approval for mitigation of environmental pollution. For developing approach and methodology for index rating of environmental conditions and performance evaluation as per the EC conditions in mines producing > $5Mm^3$ (Coal + OB), has been assigned to ICFRE.

CIL has signed MoU with National Environmental Research Institute (NEERI), Nagpur on 3rd Dec. 2015 to carry out studies, monitoring and collaborative research work for "Sustainable Coal Mining in CIL".

On the economic as well as social performance, CIL has shown improved performance over the years.

CIL will continue to improve its business performance for strengthening the backbone of India's economy with continued support from its stakeholders.

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Mapping of BRR Framework with GRI Frame Work

Business Responsibility Report (BRR) has been mandated by SEBI vide Reg.-34(2)(f) regarding Listing Obligation and Disclosure Requirements(LODR), 2015 as CIL being a top 500 Listed Company. As the Sustainability Report has been prepared as per GRI standard, it has been mapped for Environmental, Social and Governance perspective with the principles and framework of Business Responsibility Report (BRR). The same would be considered sufficient compliance with GRI Report. The BRR indicators mapped with GRI Framework is as follow:

BRR Framework	**Page no**	**Description of Indicator**	**GRI Framework**	**Disclosure number**
NA	6	Statement from senior Decision-Maker	GRI 102	**102-14**
Section E: P-6, #3, Section E: P-2, #1	13	Key impacts, risks, and opportunities	GRI 102	**102-15**
Section A:#1;#2	10,13	Name of the organization	GRI 102	**102-1**
Section A:#7;#8	14	Activities, brands, products, and services	GRI 102	**102-2**
Section A:#3;#4	10	Location of headquarters	GRI 102	**102-3**
Section A:#9	13	Location of operations	GRI 102	**102-4**
Section A:#9; Section C:#1	4, 10	Ownership and legal form	GRI 102	**102-5**
Section A:#7;#10	10	Markets served	GRI 102	**102-6**
	69,10,27-29	Scale of the organization	GRI 102	**102-7**
Section E: P-3 #1, #2, #3 NVG P-3	69-74	Information on employees and other workers	GRI 102	**102-8**
Section E: P-3 #5, #6	70	Collective bargaining agreements	GRI 102	**102-41**
NA	48	Supply chain	GRI 102	**102-9**
NA	9,10,43-48	Significant changes to the organization and its supply chain	GRI 102	**102-10**
NA	39,50	Precautionary Principle or approach	GRI 102	**102-11**
NA	51,54,62,67,68	External initiatives	GRI 102	**102-12**
Section E: P7- #1, #2	23	Membership of associations	GRI 102	**102-13**
NA	40 & Annual Report	Entities included in the consolidated financial statements	GRI 102	**102-45**
Section C: #2, #3	4-5	Defining report content and topic Boundaries	GRI 102	**102-46**
NA	34-35	List of material topics	GRI 102	**102-47**
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