









SUSTAINABILITY REPORT 2019-20

COAL INDIA LIMITED

A Maharatna Company

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.



MISSION

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.



VALUES

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 Tonne	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 Controller's 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 Tonne
CPSE	Central Public Sector Enterprise	MU	Million Units
CSR	Corporate Social Responsibility	Mty	Million Tonne 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	Kilovolt Ampere Reactive	Te	Tonne
kWh	Kilowatt Hour	TFL	Talcher Fertilizers Limited
kWP	Kilowatt 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 is disclosed through the Sustainability Report to our stakeholders. This is the 9th consecutive Sustainability Report by Coal India Limited for the financial year 2019-20. The financial performance covers CIL and its eight subsidiary companies in India & one Subsidiary (CIAL) in foreign country.

Standard of Report

This report is aligned with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 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 cycle.

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 as sufficient compliance with GRI Report also. The GRI index on page no. 85 – 90 will include the 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.

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 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 Law. Quality, environment, conservation of energy, health, safety and CSR audits are conducted regularly by a third party agencies 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.

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:

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From Chairman's Desk



Dear Stakeholders,

It gives me immense pleasure to present the 9th Annual Sustainability Report of CIL for the FY 2019-20 in line with the Global Reporting Initiative (GRI) Standards. 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 being the single largest coal producer in the world, we consider to keep our stakeholders updated regarding the goals we have achieved in sustainability agenda.

CIL has produced 602.14 Mt of coal, achieved PBT of Rs. 24,071.32 Crore and PAT of Rs. 16,700.34 Crore during 2019-20. From the month of March 2020, there was serious setback in coal evacuation for countrywide lockdowns due to pandemic COVID-19.

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 in its true spirit.

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 parks, eco-restoration,

afforestation and eco-friendly mine closure. The subsidiaries of CIL have planted more than 19.7 lakh saplings during 2019-20 in an area covering over 812 hectares, achieving a total plantation of around 100 million saplings in an area over 39842 hectares since inception.

As a responsible corporate citizen, CIL has taken all 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, women empowerment, drinking water facilities, sustainable livelihood, education, sanitation, skill development as well as promotion of sports and games. CIL endeavors to expand its CSR footprint in the communities that it serves and generate wider benefits for them.

CIL believes in 'Mining with a humane touch'. During Pandemic COVID-19, CIL's 35 hospitals spread across eight coal producing states have set aside 1053 beds for corona suspected cases and corona positive cases. Mahanadi Coalfields Ltd. has fully funded a state-of-the-art 500-bedded SUM COVID Hospital in Bhubaneswar, Odisha. CIL has contributed an amount of Rs. 221 Crore to the 'PM Cares Fund' to fight the COVID19 pandemic. Apart from this, CIL's subsidiary company, NCL contributed Rs 20 Crore to Madhya Pradesh CM relief fund, SECL Contributed Rs. 10 Crore to Chhattisgarh State Disaster Management Authority, CCL Supported Rs. 20 Crore to Jharkhand State Disaster Management Authority and CIL Supported Rs. 20 Crore to West Bengal Disaster Management Authority and WCL contributed Rs. 20 Crore to Maharashtra State Disaster Management Authority.

Ensuring safety and health of our employees is our priority. We are effectively extending our focus to identify and address the root cause of serious mine accidents and are working towards improving the safety performance of our employees. 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.

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 for their consistent support towards achieving holistic and sustainable development that we envision for our esteemed company.

(Pramod Agrawal)

Coal for Sustainable Growth

In the last few years, the Government has taken 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 reinforcing power demand and initiatives such as AMRUT, BHARATMALA etc. have been introduced to the growth of the core industries and economic well-being 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 (2010-11 to 2019-20) 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 & as a founding country in the International Solar Alliance, the thrust in introduction of green energy and Electric Vehicles are some examples of its proactive approach towards a cleaner tomorrow for our future generation.

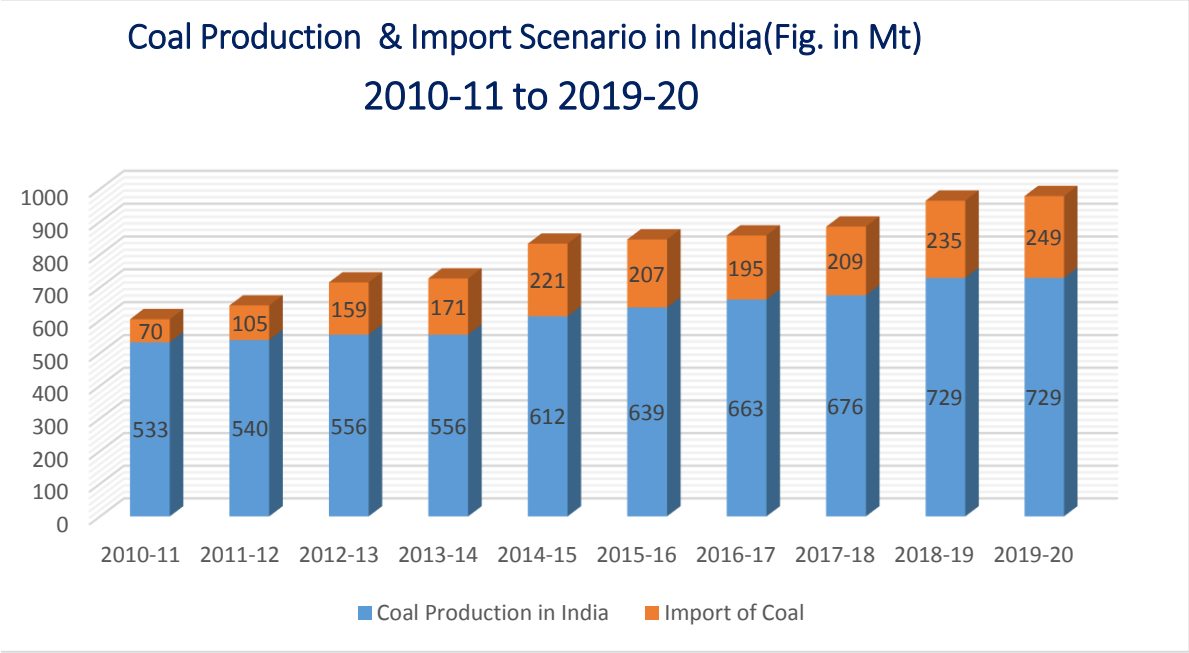


Fig.-1- Status of Coal Production & Import

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 improve its 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 coal production in the nation is about is about 729.10 Mt and 248.54 Mt coal (both coking & non-coking) has been imported. The coal demand of the nation is likely to grow with a Compound Annual Growth Rate (CAGR) about 5 % over 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.

ET Q&A **PRALHAD JOSHI**
UNION COAL AND MINES MINISTER

Coal India will Remain Dominant Player

Coal India will continue to be India's biggest coal supplier even after the government's decision to throw open the sector to private players through an ordinance, **Union Coal and Mines Minister Pralhad Joshi** said. The coal ministry will also back the private sector, which along with Coal India will help bring down coal imports to zero in four to five years, he said. In an interview with **ET's Sarita C Singh and Himangshu Watts,** Joshi also said his ministry would request the Railways to invest in infrastructure to transport coal from private mines that are not connected. The minister said he wants a balance between the public and private sectors in coal mining, with Coal India contributing about 60% of India's expanded output in the years ahead. Edited excerpts:

How are you allaying fears of Coal India unions on opening the coal sector to private players?
Whenever I have got opportunity to interact, I have duly conveyed to Coal India (CIL) that it has so much of work for another 50 years, if they work on the blocks allocated to them. We are expecting that the country will need a minimum 1300-1400 million tonnes coal by 2025-26. CIL this year targets producing around 660 million tonnes. I have told in no ambiguous term that CIL will be not protected, it will be strengthened. With fourth largest resources in the world, we import 235 million tonnes which costs Rs 1,71,000 crore.

So do you call it a failure of CIL?
I don't call it a failure of CIL, but dependency only on CIL was wrong. CIL has done its best and will do that in future also. But asking one company to meet all of the coal requirement is not correct. I have told CIL also to be more practical and understanding.

CIL is a people-oriented company and its employee costs are its major costs. There are fears it may get outpriced by competition.
CIL is one of the most economical players in the entire world as far as coal mining is concerned. There is no room for such apprehension. And it cannot happen as we have a huge coal requirement. Whatever is needed for the environment we will do, but we have to depend on coal for atleast 30-40 years. In that case we cannot depend wholly on the private sector. The government does not want that only private companies should be there in coal mining.

How much of the country's output do you expect the private sector to provide?
We need to do the balancing. I think Coal India will be 60%-65% and private will be 30%-35%. If we were able to meet out requirement through one company, we wouldn't have taken all these efforts.

But Coal India output had declined and it has started recovering only in December?
CIL output was less because of torrential rains. The production targets were missed because of the heavy rains. In November, these coal bearing areas got flooded as there was unprecedented rainfall. But in last month production has picked up well. I hope this month it will cross production of 2.2 million tonnes on daily basis. Having fourth largest resources in the world, we import 235 million tonnes which costs Rs 1,71,000 crore

ZERO IMPORTS
We have an ambitious target of bringing imports to zero in another 4-5 years.



Do you see zero coal imports happening anytime soon?
We have an ambitious target of bringing imports to zero in another 4-5 years.

Which global firms are expected to enter coal mining in India?
I cannot comment on the names but since coal mining has been opened up and restrictions on end-use and prior experience have been removed, many big players will come.

REGULATORY INTERVENTION
Coal Regulator Is also on our agenda. What exactly will be given to the regulator has to be decided.

Any provisions for price caps or regulatory intervention on commercial mining?
My idea is once the sector is opened up, there will be competition and we will not be required to intervene. Coal Regulator Is also on our agenda. What exactly will be given to the regulator has to be decided.

Will government support transportation of coal from mines without rail and road connectivity?
Coal India has already been investing in infrastructure to connect mines.

What about rail connectivity for private mines?
For unconnected mines of private players, we will request railway ministry to invest.

What kind of coal blocks will the ministry offer when the auctions are opened up for commercial mining?
Before framing rules, we will have consultations with stakeholders. The requirement of industry is different. Some people want smaller blocks, while some want big ones. We want to ensure that all businesses are involved.

Is the clean energy cess on coal mining being scrapped?
It is more to do with the finance and environment ministry. That is a green cess. We have not given any view. But money is needed to do reclamation work, plantation and other such works.

Are there any plans to hive off Coal India subsidiaries?
As of now, we do not have any such idea in mind.

Fig. 2- Press clipping of Hon'ble Minister of Coal, Mines & Parliamentary Affairs related to importance of 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. Coal is the most important and abundant fossil fuel in India accounts for 55% of country's energy needs.

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. Thermal power generation remains the key consumer of coal in India.



Fig. 3 - Hon'ble Minister of Coal, Mines & Parliamentary Affairs during Chintan Shivir: Way Forward for Coal Sector

Indian coal mining sector is dominated by Coal India Limited and the scenario is unlikely to change in the immediate future. Even after government opening 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, relatively small sized mines, medium to low mechanization and high labour intensity underground mines. Government and CIL are focused on making coal mining in India safer and technically advanced. During 2019-20, CIL has closed down 07 U/G unviable & unsafe mines. There is also a clear trend towards increased mechanization including introduction of larger equipment in opencast mines. These inputs 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.

Sustainable Development Cells (SDC) have been created in CIL and its subsidiary companies of CIL in December, 2019 for collection and analysis of data with respect to environmental attributes i.e. land, air, water, noise, plantation, eco parks, renewable energy etc. The Sustainable Development Cell (SDC) at MoC adopting a systemic approach, has started the task of collection and analysis of data with respect to environmental and social attributes based on the information from the coal companies.

MoC with the help of CIL & CMPDIL is also preparing a document titled as "Environment Sustainability in Coal PSUs – Present Status and Way Forward".



Fig. 4 – Chairman, CIL with Hon'ble Minister of Coal, Mines & Parliamentary Affairs

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 602.14 Mt in 2019-20. 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. 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 2,72,445 (as on 1st April, 2020). CIL operates through its subsidiaries in 84 mining areas spread over eight (8) provincial states of India. Coal India Limited has 352 mines (as on 1st April, 2020) of which 158 are underground, 174 opencast and 20 mixed mines. CIL further operates 12 coal washeries, (10 coking coal and 2 non-coking coal) and also manages other establishments like workshops, hospitals, etc. CIL has 26 training Institutes. Indian Institute of Coal Management (IICM) is an excellent training centre, operates under CIL and imparts multidisciplinary management development programmes to the executives.

CIL has eight fully owned Indian subsidiary companies namely 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) and Central Mine Planning & Design Institute Limited (CMPDIL). In addition, CIL has 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.

Mahanadi Coalfields Limited, a subsidiary of Coal India Ltd is having four (4) Subsidiaries, SECL has two (2) Subsidiaries and CCL has one (1) subsidiary.

Going forward, CIL is well placed to grow in light of the increasing coal demand of the country. It has targeted to produce 710 Mt. in 2020-21 in order to meet country's growing demand of coal and to ensure nation's energy security. Evacuation facilities have historically constrained the growth and CIL has planned to augment this capacity significantly.

The capital expenditure for the year 2020-21 has been set at Rs. 10,000 Crore. CIL has planned to invest substantial amount in diversification projects viz. Solar Power, Revival of Fertilizer Plants, Coal Gasification, CBM, Rail Wagon procurement etc. during 2020-21. CIL is also encouraging indigenous manufacturing of mining machinery for its use.

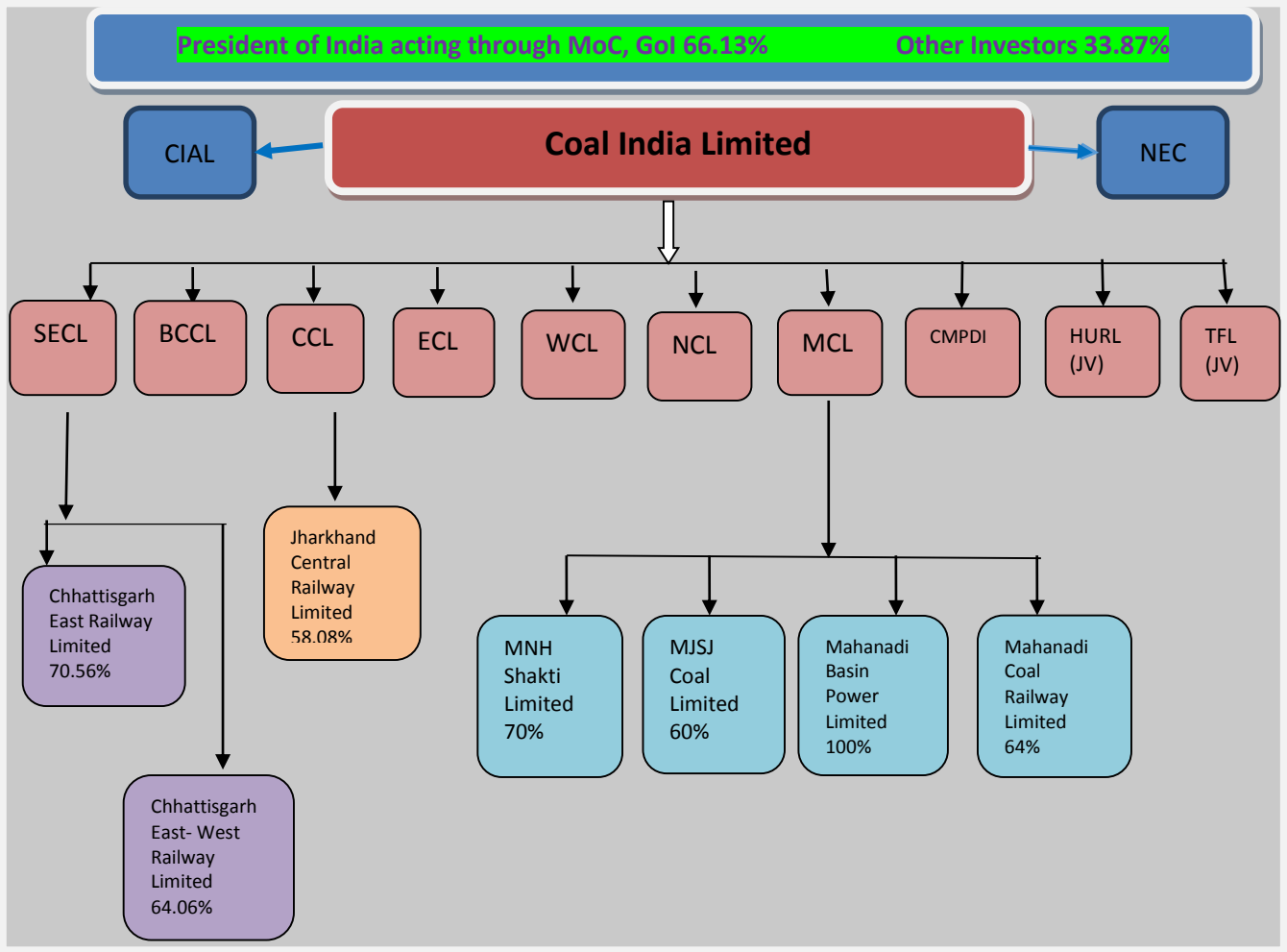


Fig. 5 - Corporate Structure of CIL

One Billion Coal Production Programme

M/s KPMG had studied coal demand in India based on which a roadmap was drawn at CIL to meet 1 Billion Tonne target in 2025-26 but the production plan now is being modified to reach 1 Bt in 2023-24 itself with a CAGR of 13.53%.

Based on the demand projection in 'Vision 2024' for coal sector in the country and subsequent demand projection on CIL, a roadmap has been prepared to project production plan in medium term wherein CIL has envisaged 1 Billion Tonne (Bt) coal production in the year 2023-24.

Initiatives for acquisition of coal assets abroad:

- Two potential coking/semi coking coal assets were identified in Canada for due diligence. Tenders have been floated for selection of Investment Banker(IB)/Merchant Banker (MB) to render financial due diligence and transaction advisory services.

- A bilateral MoU was executed between Coal India Limited and Far East Investment & Export Agency (FEIEA) - a Russian Govt. agency aiming to leverage the bilateral relations to venture into the business of acquisition, development and operation of coking coal assets in the Far East Region of Russia.



Fig. 6 - Signing of MoU between CIL and Far East Investment & Export Agency , Russia

Initiatives for diversification

- ✓ CIL is exploring the possibilities to venture into the Coal-to-Chemicals sector on stand-alone basis by setting up a Coal-to-Methanol plant of 2050 MTPD (0.676 MTPA) capacity at Dankuni Coal Complex (DCC). Coal from Raniganj coalfields shall be gasified to produce Syngas which shall be subsequently converted into methanol.
- ✓ MOU has been signed between CIL and GAIL (India) Ltd. to explore areas of mutual cooperation for setting up of coal-to-chemical plant in the vicinity of coalfields of CIL having high CV coal reserves.
- ✓ Hindustan Urvarak&Rasayan Limited (HURL), a JV among CIL, NTPC, IOCL, FCIL and HFCL is setting up natural-gas based 1.27 MTPA urea plant at the premises of closed fertilizer plants of FCIL at Gorakhpur (U.P.) & Sindri(Jharkhand) and that of HFCL at Barauni (Bihar) with 29.67% shareholding of CIL
- ✓ Talcher Fertilizers Limited (TFL), a JV among RCF, CIL, GAIL and FCIL is setting up Surface Coal Gasification based integrated fertilizer complex at Talcher using coal. CIL has 29.67% share in the said JV. Coal blended with pet-coke upto 25% shall be gasified to produce Syngas which shall be converted into neem coated urea of annual capacity of 1.27 Million Metric Tonne.

Business risk

- Coal based thermal power 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 issue 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, some mines have 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 and Coal-to-Chemicals can be a potential opportunity ensuring wider use and limiting environmental impact.
- Supply of coal to SAARC nations and South East Asian countries.
- Investment in coal washing and processing
- Investment in logistics infrastructure



Fig. 7 - Chairman, CIL with Shri Hemant Soren, Hon'ble Chief Minister, Jharkhand discussing opportunities and challenges being faced by the coal sector

Product Profile

Product	Uses
Coking Coal	Steel and Metallurgical Industries
Semi Coking Coal	As blendable coal in steel making, Merchant coke manufacturing & other metallurgical industries
Non-linked washery coking coal	Power & Non-metallurgical sector
Non-coking coal	Thermal grade coal for Power utilities, Fertilizer, Glass, Ceramic, Paper, Chemical & Brick manufacturing & other heating purposes
Washed & beneficiated coal	Manufacturing of hard coke for steel making and power generation
Middlings (By-product of three stage coal washing)	Power generation, Brick Manufacturing and Cement plants
Washery By-Product	In Fluidized Bed Combustion (FBC) boilers for Power generation, Road repairs, domestic fuel etc.
CIL coke (By-product of DCC)	In furnaces, kilns of Industrial units and for domestic fuel in Hotels
Coal fines/Coke fines	Industrial furnaces and domestic purposes
Tar/ Heavy Oil /Light oil /Soft Pitch	Furnaces, Boilers of industrial plant, Power houses, Oil, Dye, Pharmaceutical industries

Corporate Governance

CIL has established an effective Corporate Governance system to make 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.

CIL strives to ensure transparency, disclosures and reporting and conforms to the laws, systems and regulations of the country and infuses ethical conduct in all operations throughout the Company. Our internal mechanisms such as, supervision by 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 their 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 Board of Directors held 19 meetings during the year 2019-20. The composition of the Board of Directors (as on 31.03.2020) is a combination of full time Executive Directors, Non- Executive Directors and Independent Directors.

Our Board of Directors



SHRI PRAMOD AGRAWAL
Chairman
DIN:00279727



SHRI BINAY DAYAL
Director(Technical)
DIN:07367625



SHRI R P SRIVASTAVA
Director(P&IR)
DIN:08036468



SHRI SANJIV SONI
Director(Finance)
DIN:08173548



SHRI S N TIWARY
Director(Marketing)
DIN:O7911O4O



SMT. REENA SINHA PURI
Govt. Nominee Director
DIN:07753040



SHRI V K TIWARI
Govt. Nominee Director
DIN:03575641



SHRI B L GAJIPARA
Independent Director
DIN:07947068



SHRI V K THAKRAL
Independent Director
DIN:00402959

Fig. 8- CIL's Board of Directors

Shri Pramod Agrawal was appointed as Chairman cum Managing Director (CMD) and Chief Executive officer (CEO) from 1st Feb'2020. Shri Binay Dayal Director (Technical) and Shri R.P. Srivastava Director (P &IR) were on the Board throughout the year. Shri Sanjiv Soni has been appointed as Director (Finance) and Chief Financial Officer (CFO) from 10th Jul'2019 & Shri S.N. Tiwary was appointed as Director (Marketing) from 1st Dec'2019.

In terms of Article 39(j) of the Articles of Association of the Company, one third of retiring Directors are liable to retire by rotation shall retire at the ensuing Annual General Meeting and they are eligible for reappointment.

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 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. This committee was reconstituted in 376th meeting held on 30th Nov'2018 comprising of 4 Independent, 1 Govt. Nominee and 2 Functional Directors. This committee was further reconstituted in 396th Board meeting held on 19th Dec'2019 comprising of 2 Independent, 1 Govt. Nominee and 2 Functional Directors.

During the year 2019-20, five meetings of the committee were held on 14-Jun-2019 ,23-Jul-2019, 09-Oct-2019, 19-Oct-2019 and 05-Nov-2019 respectively.

The Corporate Social Responsibility Committee consisted of following members and their attendance was as in Table-1.

Table 1: CSR Committee of CIL

Sl. No	Name of the Director	Status	No. of Meeting attended
1	Shri B.L. Gajipara	Chairman (from 25.11.19)	-
2	Shri Binay Dayal	Member (from 28.10.17)	4
3	Shri R.P. Srivastava	Member(from 31.01.18)	5
4	Shri V.K.Thakral	Member (from 30.11.18)	4
5	Mrs. Reena Sinha Puri	Member (from 19.12.19 - 28.05.2020)	-
6	Dr S.B.Agnihotri	Chairman (from 06.01.16 till 16.11.18 and from 30.11.18 till 16.11.19)	5
7.	Shri R.K.Sinha	Member (from 19.07.17-28.11.2019)	4
8	Dr. Khanindra Pathak	Member (from 06.01.16 till 16.11.18 and from 30.11.18 till 16.11.19)	3
9	Shri Vinod Jain	Member (from 06.01.16 till 16.11.18 and from 30.11.18 till 16.11.19)	4

Our CSR Committee



Shri B.L. Gajipara
Chairman



Shri Binay Dayal
Member



Shri R P Srivastava
Member



Shri V K Thakral
Member



Mrs. Reena Sinha Puri
Member
(Till 28.05.2020)

Fig. 9 - CSR Committee of CIL

Code of Conduct

CIL has adopted a Code of Conduct to maintain high standards of business practice. The Code of Conduct deters any wrong doing and promotes ethical values. 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 on 31/03/2020.

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.

3 cases in National Company Law Appellate Tribunal are pending out of which 2 were filed in 2017 and one was filed in 2015. One case is pending in Competition Commission of India.

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 Division at Coal India is headed by a CVO, CIL. The role of CVO is effective vigilance administration and CVO functions as an extension of the CVC in the company. All the Vigilance Departments of subsidiary companies are headed by full time CVOs who report to the concerned 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 www.coalindia.in

Incidents of Corruption and Actions taken:

During 209-20, 85 no. of incidents of corruption were reported. Major disciplinary actions were taken against 68 Officials and minor disciplinary actions were taken against 95 Officials. The range of actions taken varies from simple warning to as severe as dismissal depending on the severity of the charges.



Fig. 10 - Celebration of Vigilance Awareness Week in CIL

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. 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. CIL revised the policy and the same was approved in 390th Board meeting held on 13th August, 2019 with the objective to build and strengthen a culture of transparency and trust in the organization and to provide employees with a framework/procedure for responsible and secure reporting of improper activities.

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 HQ and its subsidiary company has a Nodal Officer who sends the grievance to the concerned department for redressal and after approval of the Competent Authority the grievance is redressed and a report is sent online.

A total of 203 pending grievances were carried forward from 2018-19 for redressal. 3,898 no. of fresh online grievances received in 2019-20. In total, 3,954 cases were resolved in CIL during 2019-20 and remaining 168 cases were pending 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. CIL has spent Rs. 55.74 Crores in advertisement and publicity during the reporting period.

Awards and Recognitions

- Coal India Ltd. has bagged the award of the company with the best 'Strategic Performance' in the Maharatna Category at the Governance Now 7th PSU Awards in Delhi
- CIL won the second prize in the Best Enterprise Award in Maharatna Category at the 30th National meet of Forum of Women in Public Sector (WIPS) organised in Hyderabad, Telangana.
- Coal India Limited bagged the "Public Sector of India" award at the Energy Meet 2019 & Excellence Awards of ASSOCHAM (The Associated Chambers of Commerce & Industry)
- CIL bagged the 2nd Prize in Use of Rajbhasha from Sri Jagdish Dhankhad, Hon'ble Governor of West Bengal



Fig. 11 - Awards received by CIL

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. Sustainability related to mining depends on reserve resource dynamics and therefore exploration and development of coal seams is a focus area of the company. To make this possible, our approach towards exploration and 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.



Fig. 12 - CMPDI signed an MoU with IIT, Kharagpur for analysis of coal samples

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 the sustainability performance and further develop 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 reclaim post – mining eco-systems.

Our sustainability objectives and their management are central components of our sustainability governance system. Sustainability targets are set and reviewed annually in CIL. By doing so, CIL also resolves the changing requirements of its stakeholders.

Stakeholder concerns against the business impact allowed for fixing of the materiality matrix which would act as guidance for the top management while integrating the sustainability management within the business strategy. CIL ensured inclusive growth by contributing towards the peripheral development as a priority and integrating its holistic sustainability management strategy. CIL has established a company-wide strategic

planning, tailored it 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
- ensures the mine closure plans are implemented
- 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 to 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 i.e. People, Planet & Profit. CSR policy acts as a strategic tool and guidance for integrating business processes with the social processes for the overall development of the society.

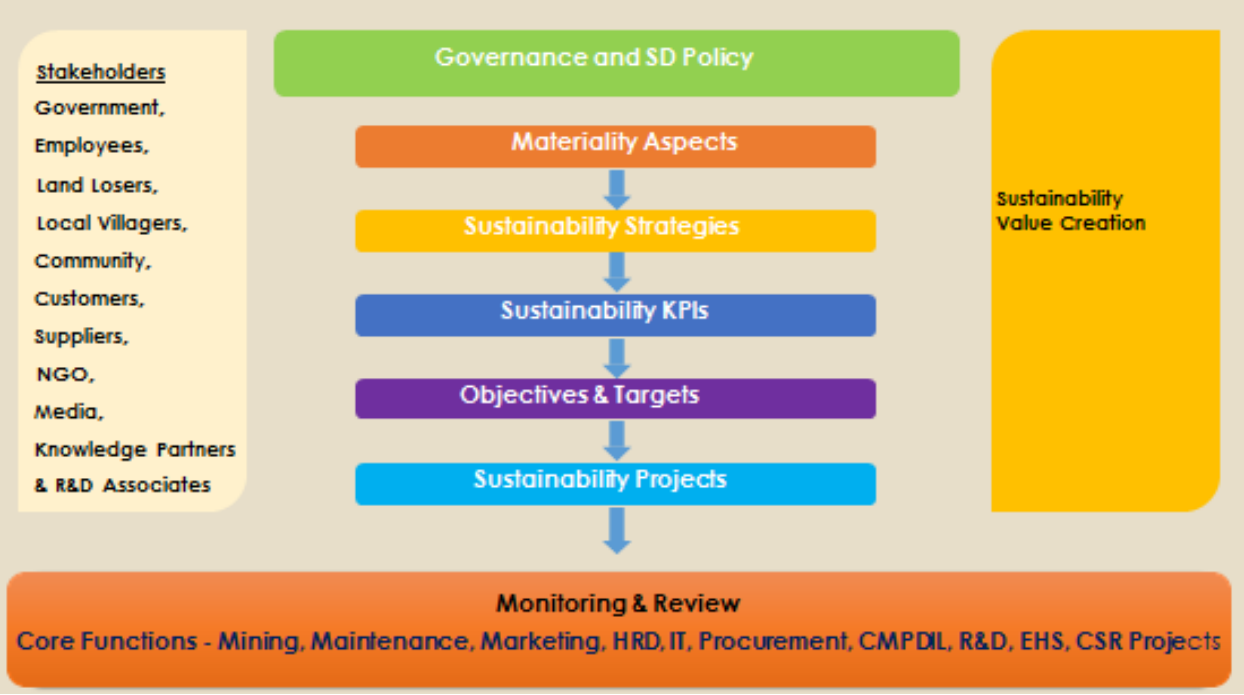


Fig. 13 - Sustainability Framework of CIL

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 2019-20 is highlighted in Table 3 & 4.

Table 3: Performance Snapshot of CIL in 2019-20

Production and Profits			
Item	**2019-20**	**2018-19**	**Growth (%)**
Physical Performance			
Coal Production (Mt)	602.14	606.89	-0.78
Overburden Removal(Mm^3)	1154.327	1161.99	-0.66
Coal Off-take (Mt)	581.93	608.13	-4.3
Dispatch of Coal & Coal Products	582.48	608.3	-4.2
Drilling (Lakh meter)	12.94	13.6	-4.85
Financial Performance			
Item	**2019-20**	**2018-19**	**Growth(%)**
Sales (Gross) (Rs. Crs)	134979.13	140603	-4
Profit Before Tax (Rs. Crs)	24,071.32	27,125.46	-11.25
Profit After Tax (Rs. Crs)	16,700.34	17,464.42	-4.37

Table 3.1: Performance Snapshot of CIL in 2019-20

Health and Safety			
Item	**2019**	**2018**	**Increase(+)/Decrease(-)**
Accident Statistics			
Fatalities(No.)	34	43	-20.93%
Rate of fatality (Per mt of coal production)	0.06	0.07	-14.28%
Rate of fatality (Per 3 lac man shifts)	0.15	0.18	-16.66%
Serious Injuries (No.)	90	96	-6.25%
Serious Injury rate (Per mt of coal production)	0.15	0.16	-6.25%
Serious Injury rate (Per 3 lac man shifts)	0.4	0.41	-2.43%

Table 3.2: Performance Snapshot of CIL in 2019-20

Human Resource Management	
Trainings provided to executives and non- executive employees	In FY 2019-20, a total of 80,379 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 7.15% of the total manpower.
Hiring of fresh talent	Fresh recruitment of 215 people in different disciplines were made during 2019-20

	1326 vacancies in 11 disciplines for recruitment of Management Trainees were notified in Dec' 2019 and the Computer Based Online Test (CBT) was conducted at 279 Test Centres pan India on 27.02.2020 in which total 2,22,374 candidates have appeared.

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:

Table 4: Performance snapshot at CIL in 2019-20

Performance in 2019-20			
Performance indicators	**Item**	**2019-20**	**2018-19**
Increasing the number of ISO certified units	ISO: 14001	3 Subsidiaries & CIL HQ	4 Subsidiaries + CIL HQ
	ISO: 9001	3 Subsidiaries, CIL HQ, CMPDI HQ & its 7 RIs and 45 units	5 Subsidiaries + CILHQ
	OHSAS: 18001	3 Subsidiaries &21 units	4 Subsidiaries
	ISO:17025	11 Laboratories	32 Laboratories
	ISO: 50001	CIL(HQ)	CIL(HQ)
Energy Consumption and Renewables	Specific power consumption in terms of total excavation	2.91 kwh/CuM	2.78 kwh/CuM
	Specific power consumption in terms of coal production	7.40 kWh/te	7.42 kWh/te
	Diesel consumption in OCPS in KL	4,06,591.36	4,09,649
	LED Lights fitted (new+ replacement)	1,43,000 no.	76,000 no.
	Super fans	More than 2,012 no.	Not Reported
	Capacity of Solar Power Plants	4.85 Mw	4.26Mw
Mine Closure Plan	Amount disbursed from Escrow fund for implementation of mine closure activities	Rs. 606.6 Crore	Rs. 405.5 Crore
Continuous R&D	Investment in R&D	Rs.39.27 Crore	Rs.37.80 Crore
Tree plantation for ecological restoration	Trees Planted(in Lakh)	19.76	18.16
	Area Covered (in Ha)	812	733.43
	Environment & Tree Plantation Expenses (Rs. Cr)	156.98	171.65
Setting up rigorous governance and oversight systems for CSR programmes	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.		

Impactful community programmes	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 and skill development. Rs. 587.84 Crore has been spent by CIL & its Subsidiary Companies on CSR initiatives during 2019-20.

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 with its goals.

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. 14 - 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 detail the activities to ensure the above strategies are implemented in a planned way and the progress of the activities are reviewed periodically.

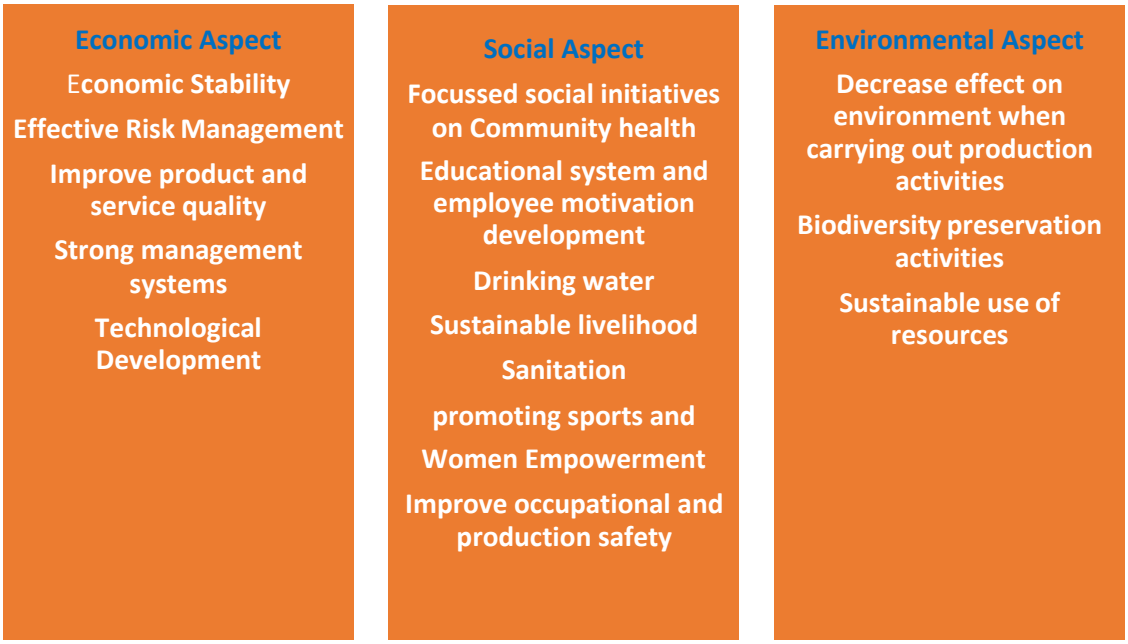


Fig. 15 - Economic, social and Environmental aspect at CIL

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. 16 - Visit of Hon'ble Minister of Coal, Mines & Parliamentary Affairs to MCL



Fig. 17 - Visit of Secretary (Coal) to Gevra OCP of CIL

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

CIL has stakeholder engagement policies in line. These policies are intended to strengthen 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 has institutionalized these processes based on transparency and accountability.

During the reporting period, CIL engaged with its stakeholders on various platforms that are detailed in Table-5. 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 channels of communication. The perspectives of these 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.

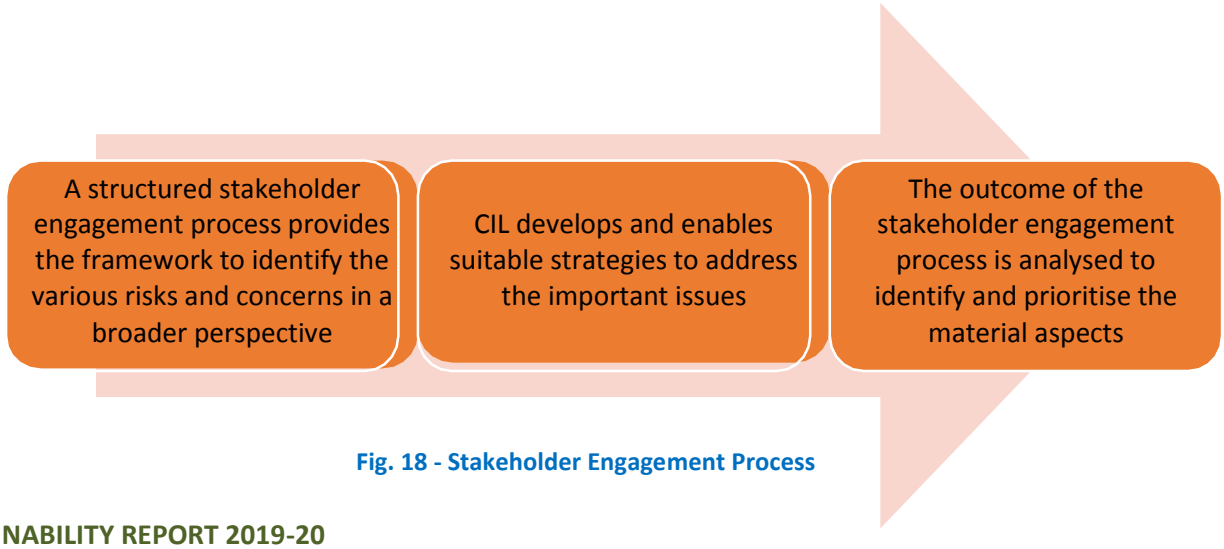


Fig. 18 - Stakeholder Engagement Process



Fig. 19 - Annual General Meeting, 2019



Fig. 20 - Director(Tech), CIL with Foreign Delegates in CIL HQ

The important stakeholders identified are Government of India through its Ministries, Statutory / Regulatory Authorities, Employees, Land losers, Local villagers and Community, Customers, Suppliers, NGO and Media.



Fig. 21 - Stakeholders and Consumers Meet



Fig. 22 - Stake holders during Stakeholders' Meeting at CIL

Table 5: Stakeholders' mode of engagement and key concerns

Stakeholders	Mode of Engagement	Key Concerns
Shareholders	Annual General Meeting	**Company's performance.**
Government MoC/ 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 (R&R) 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**
Knowledge partners and R&D associates	For study & development of new technology and imparting training for overall development	**For increase in company's potential in related aspects**
Cusomer	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.	**Quantity and quality of Coal, Delivery Time, Size of coal, etc.**
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, etc.**
NGO	As per the guidelines prescribed by Govt. of India	**Impact of mining activities on the local community**
Media	As per the guidelines prescribed by Govt. of India	**Impacts of mining activities on the community and country**

Materiality Analysis

Materiality assessment is an exercise in stakeholder engagement undertaken to collect insight on the relative importance of definite environmental, social and governance issues. The insight is generally used to access sustainability reporting and communication strategies. It also is helpful for strategic planning, operational management and capital investment decisions.

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

For the purposes of this report, CIL considers only 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/society, including those that make decisions and assessments based on our sustainability performance. Our process is guided by the Global Reporting Initiative's Technical Protocol.

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 and accordingly prioritized the important aspects of stakeholders. Based on this list CIL attempted to prioritize the most material aspects of the stakeholders. Thus, 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 on the basis of their relevance to the management and their significant impact on the stakeholder.

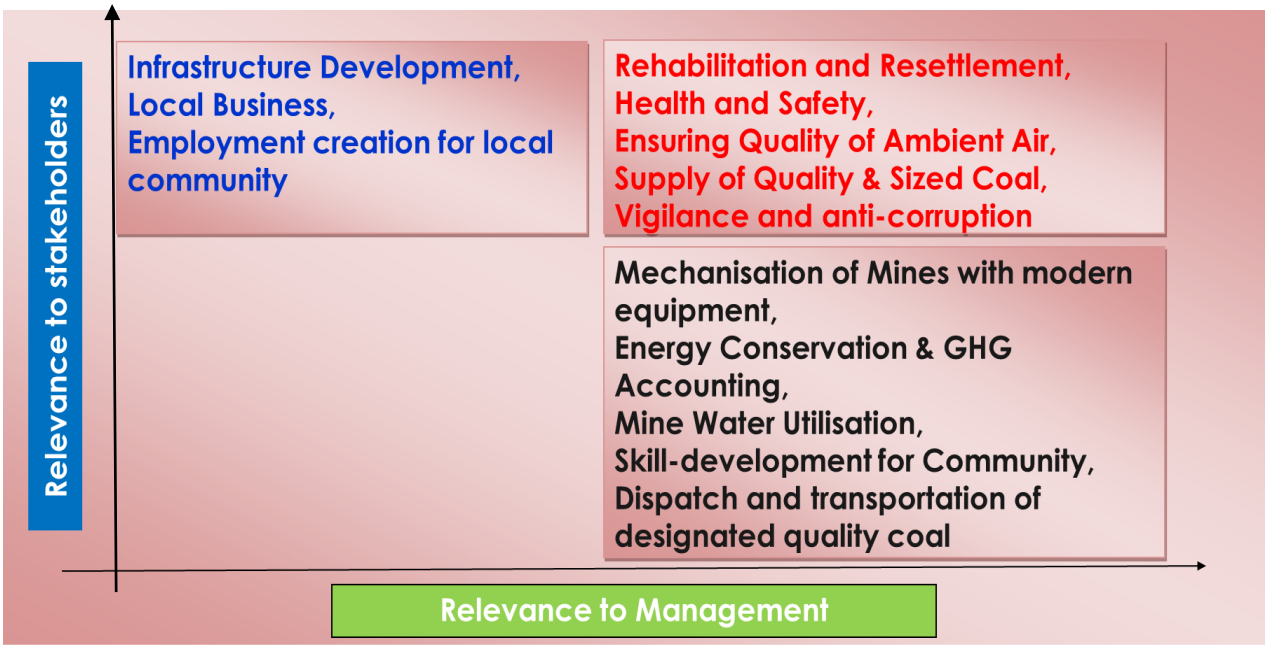


Fig. 23 - Materiality Matrix

Table 6: Materiality Issues and Aspect Boundary

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, GHG accounting and Clean Air provision	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**

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 to build up a strong Risk Management Culture within CIL in achieving company's goals and objectives.



Fig. 24 - Review meeting of CCL by Chairman, CIL

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. During the year 2019-20, Seven meetings of the Risk Management Committee of CIL were held as per the directive of the RMC.

Implementation of the governance process envisaged in the Risk Management Framework, including facilitation for formulation of Risk mitigation plans for the Prioritized Risks identified is being monitored by Chief Risk Officer(CRO) and his team under the direction of Risk Management Committee of CIL. New risks are also being identified and incorporated with time as per the direction of the Risk Management Committee of CIL.

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

A pictorial representation of the various roles and responsibilities involved in Risk Management Framework is as follows:

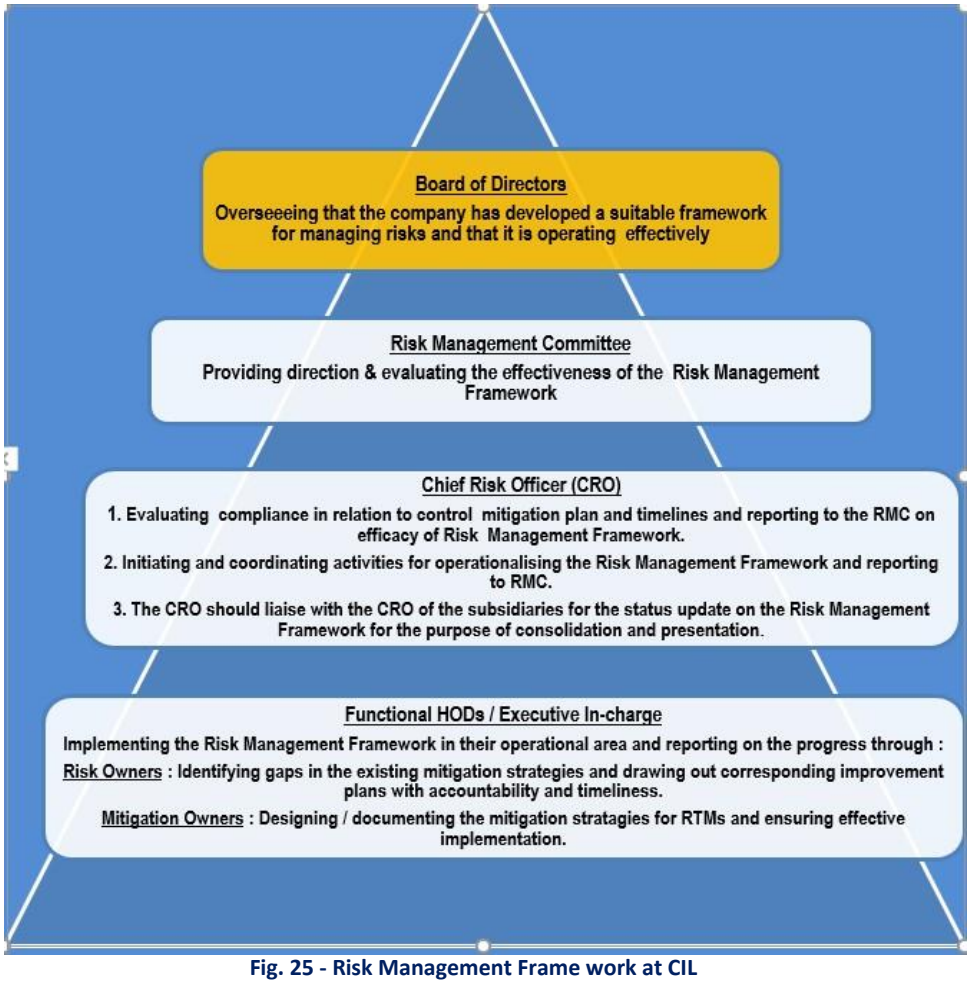


Fig. 25 - Risk Management Frame work at CIL

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 geographical factors and are 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 / cordial relation with the local society. After enactment of The RFCTLARR Act 2013, providing of R & R benefit is a statutory obligation.



Fig. 26 - Rehabilitation site in BCCL

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. In 2019-20, 1690 no. of land oustees have been offered employment by CIL/subsidiary companies of CIL in comparison to 1929 no. in 2018-19.

Supply of Quality Coal

Our consumers mainly from Power sector require supply of coal on time and of a designated quality. Retaining Consumer's loyalty is an important aspect for successfully staying in business. Presently, CIL is operating 12 Coal Washeries with a total washing capacity of 31.23 Mty. Out of these, 10 are coking coal washeries and 2 are non-coking, with capacities of 20.23 Mty and 11 Mty respectively. The total washed coal production including middlings from these existing washeries during 2019-20 was about 12.72 Mt.

6.506 Mt coal has been produced from different subsidiaries of CIL through 15 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. CIL has also produced 1.962 Mt coal through mechanised Long wall mining and 0.943 Mt by High wall mining methods.

Total 125 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. 269.05 Mt coal has been contributed to CIL's overall Coal production through Surface Miners.



Fig. 28 - Surface miner in operation at SOCP, MCL

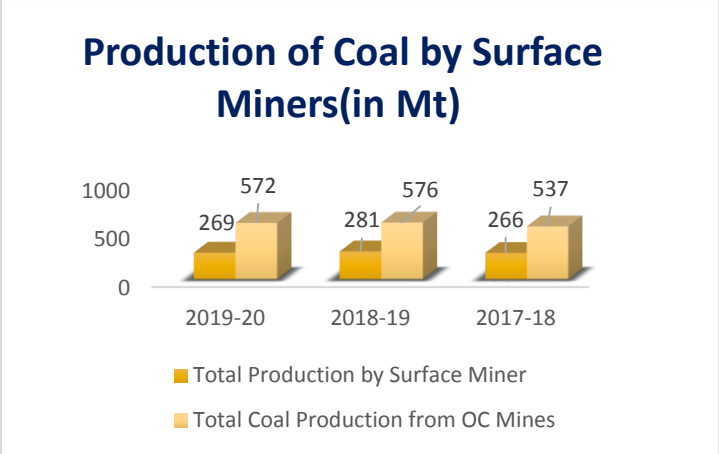


Fig. 27 - Production of coal by Surface Miners

To enhance the beneficiation capacity of coking coal, CIL is setting up additional 5 new Washeries in BCCL. More washeries are being planned for washing coking coal so that import of coking coal is minimized in Steel Sector. CIL is also setting up 3 non-coking coal washeries in MCL for beneficiating thermal coal to improve quality.

Health & Safety

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 its employees & community in the areas related to mining methods, strata control, 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 with its employees, 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 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.

Financial Performance

The share of CIL is around 83% out of India's total coal production in the Financial Year 2019-20. 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 third largest electricity producer and second highest coal producer. Its energy use is projected to grow at a rapid pace supported by economic development, urbanization, improved electricity access and an expanding manufacturing base.

In the year 2019-20, CIL has achieved an aggregate Pre-Tax Profit of Rs 24,071.32 crores and post-tax profit of Rs. 16,700.34 crores for the year 2019-20 as against pre-tax profit of Rs. 27,126.87 crores and post-tax profit of Rs. 17,464.42 crores in the year 2018-19. CIL received Rs.0.76 Crore financial assistance as subsidy for stand stowing and other protective work in the reporting financial year.

In the light of Paris Protocol and consequent 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 Coal Mine Methane(CMM), Coal Bed Methane(CBM), Coal to Liquid(CTL), etc. following the directives of GoI.



Fig. 29 - Signing of MoU between CIL & Gas Authority of India Ltd. (GAIL)

The highlights of performance of Coal India Limited Consolidated for the year 2019-20 compared to previous year are shown in the table below:

Table 8: Financial Value Generated (in INR Crore)			
Direct Economic Value Generated(A)	**2019-20**	**2018-19 (Restated)**	**2017-18**
Gross Revenue (through core business segments)	1,41,686.13	1,47,292.53	1,30,706.41
Other Income (through other sources)	6,105.40	5,873.73	4,974.88
Sub-Total	**1,47,791.53**	**1,53,129.59**	**1,35,681.29**
Financial Value Distributed(B)			
Operating cost	38,019.43	37,315.15	33,618.15
Personnel expenses (wages+benefits)	39,384.08	38,772.85	42,621.84
Interest Charges	502.92	263.68	430.1
Dividends (payments to capital providers)	7,395.27	8,105.58	10,242.24
Donations (political parties/politicians)	-	-	-
Other Donations	60.41	Not Reported	Not Rep[orted
Community development/ CSR investments	587.84	416.47	483.78
Sub-Total	**85,805.73**	**84,943.71**	**87,396.11**

Coal Production

Production of raw coal was 602.14 Mt during 2019-20 against 606.89 Mt during 2018-19. Coal production from underground mines in 2019-20 was 30.04 Mt compared to 30.48 Mt during 2018-19. Production from opencast mines during 2019-20 was 572.1 Mt which is 95.01% of total raw coal production.

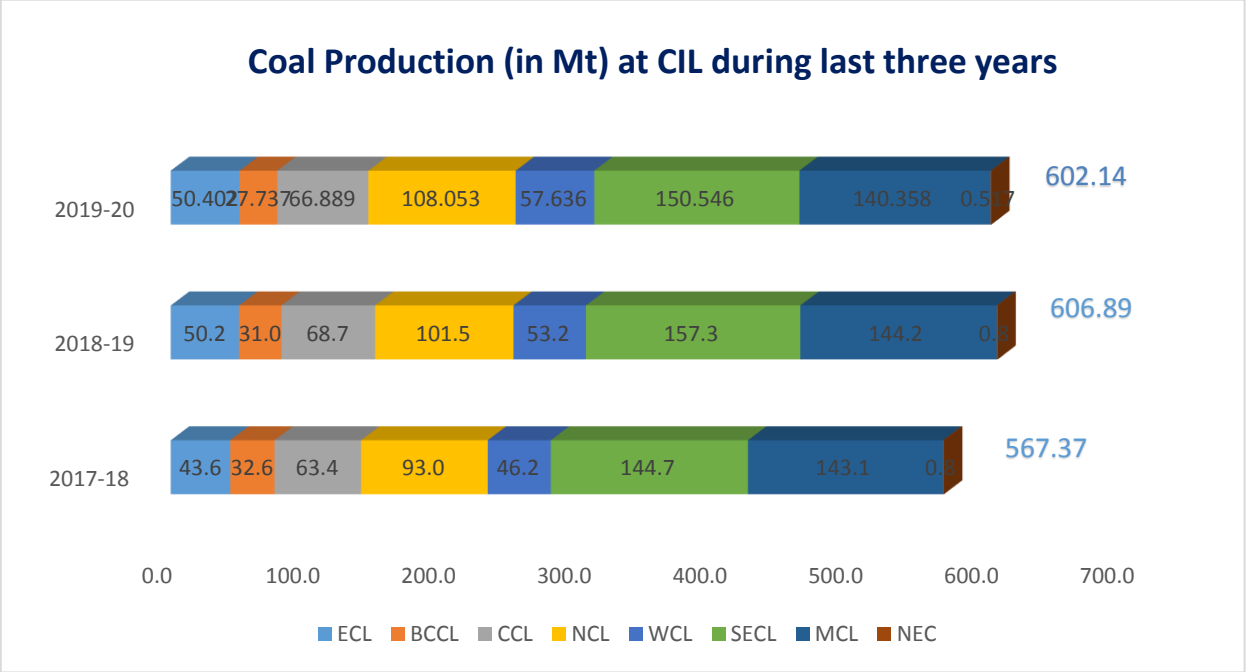


Fig. 30 - Coal Production in CIL during last three years

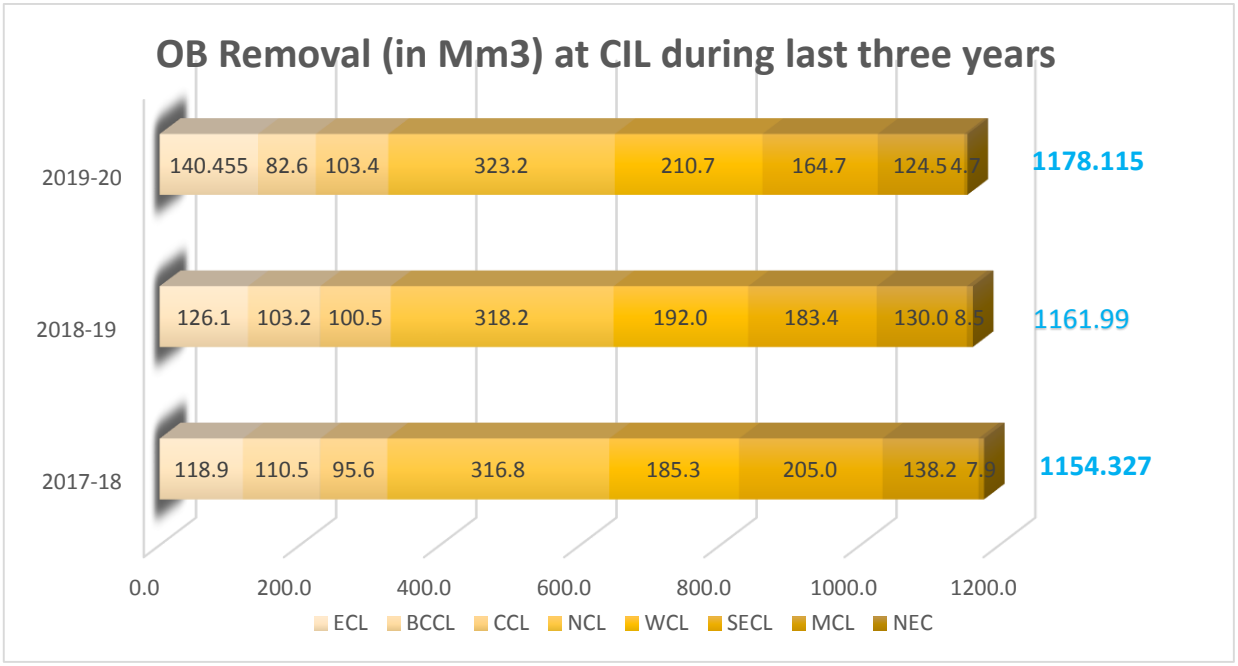


Fig. 31 - OB Removal in CIL during last three years

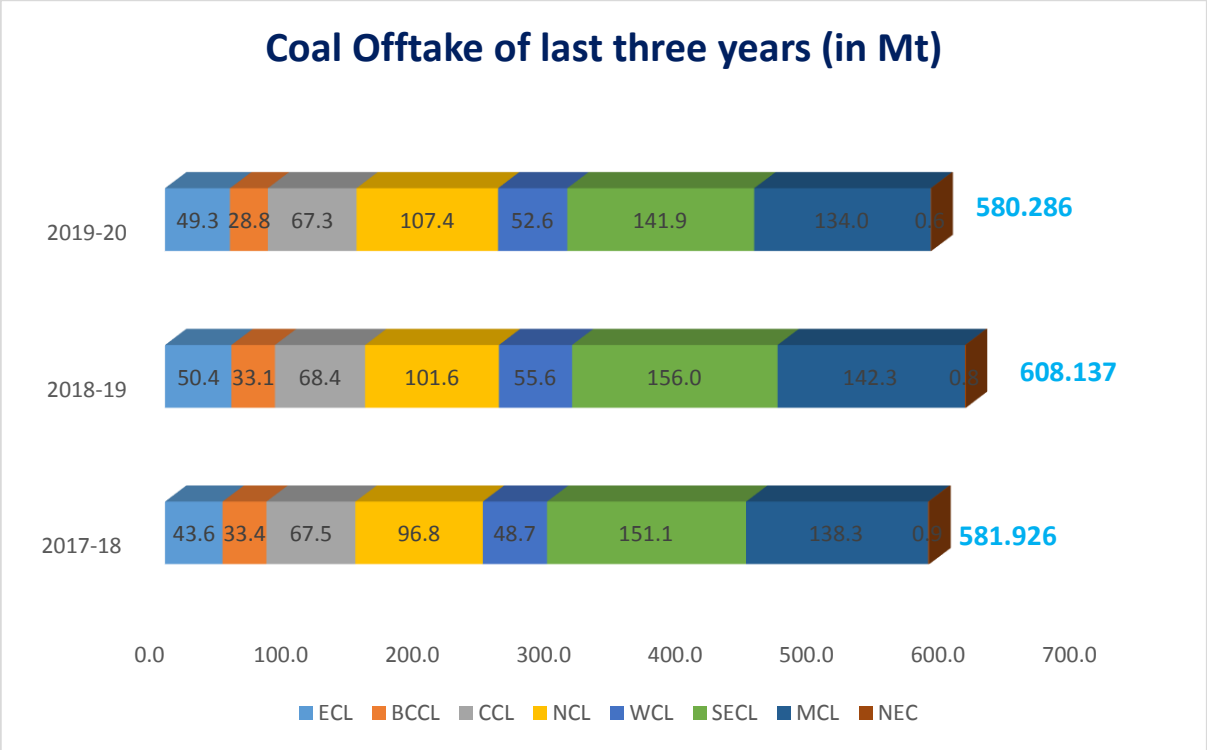


Fig. 32 - Coal Offtake in CIL during last three years



Fig.33 - Dragline in NCL



Fig. 34 - Chairman, CIL visiting Lakhanpur OCP of MCL

Coal Transportation

In the year 2019-20, CIL dispatched 582.477Mt of Coal & Coal Products against the AAP target of 667.767Mt. CIL has dispatched 25.8 MT of coal and coal products less than last year.



Fig. 35 - Kanika railway siding, Basundhara Area, MCL

Coal Marketing

465.72Mt of coal and coal products, was dispatched to the power utilities against the target of 530 Mt i.e., an achievement of 87.9%. This is 25.8 Mt less than last year's dispatch of 491.54 Mt.

Some reasons those attributed to the dip in coal offtake during 2019-20 in comparison to the last year are as follows:

- Extended monsoon and heavy rains took heavy toll on the mining activities almost till the end of October 2019.
- Serious setback in coal evacuation due to health advisory and country wide lockdowns to contain COVID-19 from the middle of March 2020.

- Slump in coal based thermal electricity demand which resulted in a record coal stock accumulation to the tune of 45.01 Mt at the power stations by the end of 2019-20.

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

- First Mile Connectivity (FMC) Projects for eliminating road transportation of coal from mines having capacity of 4 Mty and above.
- Procurement of BOXN-S Railway Wagons to augment availability of rakes for evacuating coal in the South East Central Railway circuit which feeds coal to 15 power houses



Fig. 36 - Silo in Lingaraj OCP of MCL

The raw coal offtake during 2019-20 stood at 581.93Mt [including 0.512 Mt of coal purchased from Odisha Coal and Power Limited (OCPL) and resold by MCL in terms of the provisions for sale of excess coal by OCPL to CIL as per the Coal Mine Development and Production Agreement entered between Government of India and OCPL]in comparison to 608.14 Mt. during 2018-19.

Initiatives 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

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 long term linkage for a total quantity of about 565 Mt with the Power Sector as on 31.03.2020.

For the year 2019-20, the total commitment for non-power sector is about 100 Mt comprising of about 85 Mt linkages granted under NRS Linkage Auction and about 15 Mt erstwhile non power FSAs and FSAs for State Nominated Agencies.

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

Consumer satisfaction

For enhanced customer satisfaction, special emphasis has been given to Quality Management of coal from mine to dispatch point. The annual grades of 2020-21 hs been finalized by CCO after reassessment of Mines (seams)/ Sidings/Size fraction through reputed academic institutions.

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. 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. 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. Area laboratories of subsidiary coal companies have been equipped with 121 Bomb Calorimeters for accurate and transparent measurement of GCV of coal samples.

Now, all the consumers of CIL have the option for quality assessment of the supplies through independent third party sampling agencies. 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 the entire cycle of sample. With the help of this portal, information of coal quality on regular basis will be accessible to both Coal Companies and Consumers.

As many as 49 coal testing laboratories across the subsidiary companies of CIL are now NABL accredited and accreditation process is underway in respect of another 08 labs.

Under the linkage rationalization initiatives undertaken to reduce the cost of transportation of coal and generation cost of power, linkages of the State/Central Gencos to the tune of 61.11 Mt has been rationalized so far. The total annual savings for the consumers due to this linkage rationalization is about Rs. 3, 650 Crore.



Fig. 37 – Chairman, CIL and Director (Mktg), CIL addressing consumers of the non-regulated sector, at CIL HQ

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. 1(one) pending grievances were carried forward from FY 2018- 19 for redressal. During the reporting period, 33 fresh grievances were received. In total 32 grievances (96%) have been disposed. The average disposal time of grievance is 10 days.

Managing Supply Chain

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

Initiation of E- tendering Procurement Mechanism

CIL engages with world class suppliers and is trying to come up with strategies which will help in making the system hassle free and strengthen the supply chain. Accordingly, CIL has initiated e–tender procurement proceeding after confirmation of eligibility criteria and TPS from the Technical Department. This mechanism allows supply to be 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 for 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 CIL.



Fig. 38 - Coal India Ltd. was conferred with an award for automated e-tendering system for excellence in "Innovation in Procurement Process" by Indian Institute of Materials Management at "NATCOM 2019".

Environmental Performance

Commitment on Environmental Sustainability

CIL's objective is to achieve its coal production target in a sustainable manner, undertaking mine closure activities 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, 238 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.163.51 Crore towards "Environmental and Tree Plantation Expenses" in 2019-20 in comparison to Rs. 171.65 Crore in 2018-19.

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) under MoEF&CC. On the basis of the discussions, EAC recommends the case and accordingly Environmental Clearance (EC) is granted by the MoEF&CC to Projects.

While granting EC, MoEF & CC lays down terms and conditions for implementing the EMPs which are followed by mines of subsidiaries of CIL.

Project proponents monitor the status of compliance of the stipulated conditions as indicated in the EC letter and submit the same regularly to MOEF&CC and SPCB once in six months.

CIL has developed Web Based Online Monitoring System for monitoring implementation of coal projects. As of now, 82 no. of coal mining projects costing Rs. 150 Crores and above are being monitored with server based MS Project. CIL is also monitoring its ongoing projects through MDMS Portal.

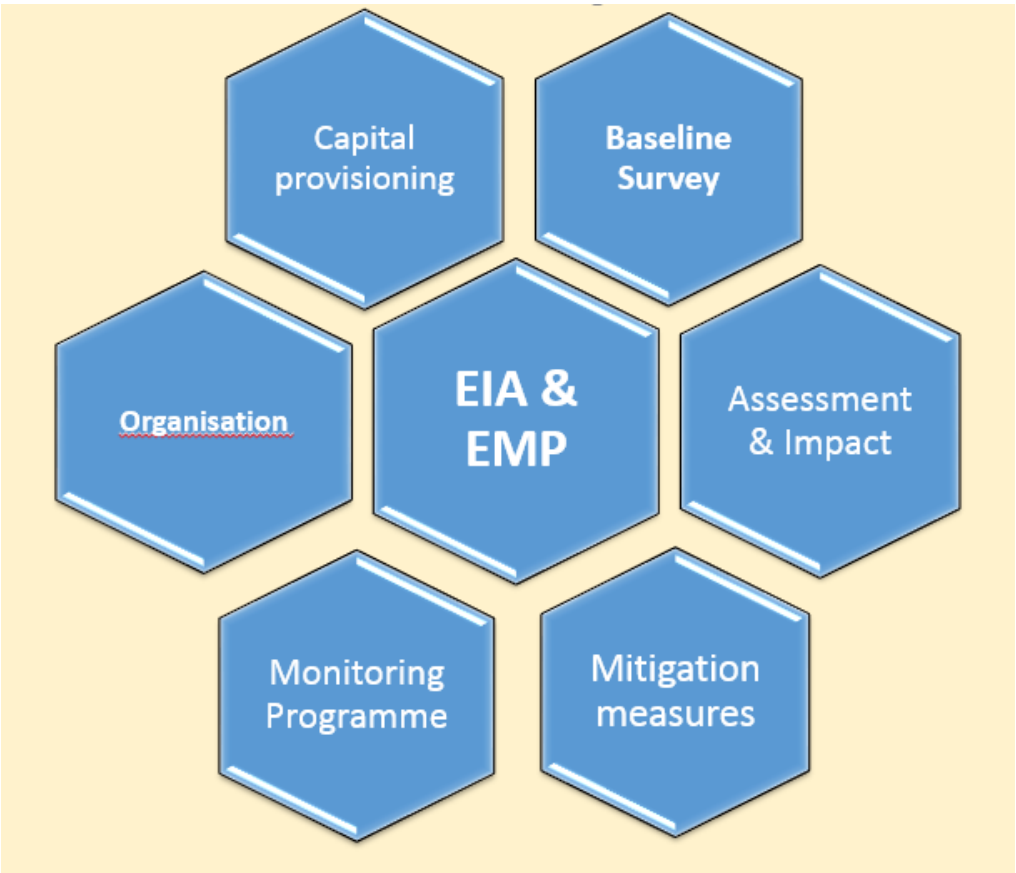


Fig. 39 - Environmental Impact Assessment & Management Plan

Crucial issues are also being uploaded by CIL and its Subsidiary Companies on the e-CPMP Portal of MoC and MoC is following up with the State Governments and other associated ministries by holding meetings with concerned officials to expedite EC & FC.

Internal Monitoring Mechanism has been developed and adopted in CIL and its subsidiary companies and their respective areas to monitor the compliance of EC and FC conditions.

Area level committees have already started inter-area inspection for ensuring compliance of EC/FC conditions as per company's internal monitoring mechanism. Initiatives have been taken for online monitoring of compliance status of EC/FC conditions through MDMS portal.

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

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.

Accordingly, 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.



Fig. 40 – Process of Eco-restoration

The job of Developing approach and methodology for index rating of environmental conditions and performance evaluation as per the EC conditions in 35 CIL (> 5Mm^3 Coal + OB) Mines, was assigned to ICFRE and ICFRE has submitted draft Environment Performance Rating Index(EPRI).

Tree plantation

Extensive tree plantation programme is undertaken every year by the CIL and its Subsidiaries. Plantation along Avenue, on the OB dumps, around mines, residential colonies, and available land are undertaken in existing as well as new projects. During 2019-20, the subsidiaries of CIL have planted more than 19.76 Lakh saplings in an area covering over 812 Ha. Since inception, CIL has planted around 99.6 million trees in an area of 39,842 Ha. till March 2020.

Table 9: Plantation details

Subsidiary	DURING 2017-18		DURING 2018-19		DURING 2019-20		Till 2019-20	
	No.	Ha.	No.	Ha.	No.	Ha.	No.	Ha.
ECL	259800	110.43	259800	110.43	317500	127.00	8339850	3347.42
BCCL	97755	55.2	97755	55.2	135000	54.00	4564324	3648.26
CCL	202957	83.001	202957	83.001	112500	45.00	8120277	4970.67
WCL	125000	50	125000	50	135000	54.00	18854948	6855.75
SECL	694552	285.19	694552	285.19	685928	272.00	27788234	11118.43
NCL	100752	40.3	100752	40.3	535450	214.18	24399107	7315.10
MCL	512750	196.9	512750	196.9	51870	45.05	5837808	2356.00
NEC	1600	0.5	1600	0.5	3370	1.75	1723099	230.42
CIL	1995166	821.521	1995166	821.521	1976618	812.98	99627647	39842.05

Subsidiaries of CIL have deposited the following amount during last three years towards CA & NPV payment in Ad-hoc CAMPA account.

Year	2017-18	2018-19	2019-20
Amount in INR Crore	378.14	522.13	171.69

In the year 2019-20, Stage –I FC was accorded for 952.04 Ha. by MoEF&CC for which CIL would be funding for plantation over 1722.08 Ha. as a part of compensatory afforestation.



Fig. 41 - Hon'ble Minister of Coal, Mines & Parliamentary Affairs planting a saplings in CIL HQ, Kolkata





Fig. 42,43 & 44 – Plantation on World Environment Day

Air Pollution control measures

CIL is taking effective dust suppression measures in all of its mines through mobile & fixed sprinklers on haul roads and other dust generation areas. The other emphasis areas are black topping of roads, compulsory covering of 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.

During the year, the emissions from different monitoring stations have been recorded and are elucidated in the table.

Table 10: Concentration of Oxides of Sulphur & Nitrogen, PM2.5 & PM10 in some locations of active mining areas during 2019-20

Sl No.	Subs	Name of (Large Capacity) Mines	Month and year	Air Quality Monitoring in mines			
				SO2 in µg/m3	NOx in µg/m3	PM2.5 in µg/m3	PM10 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-20	<10	19.5	59.2	184.5
		Sonepur Bazari OC	Mar-20	<10	17.5	54	274.3
2	BCCL	Amal. Block-II OC	Aug-19	11.06	25.41	44	82
		NTST Colliery	Aug-19	11.61	21.11	53	81
3	CCL	Magadh OC	Jun-19	<25	<6	53	126
		Salected Dhori	Sep-19	<25	<6	37	72
4	WCL	Penganga OC	Oct-19	8	11	16	28
		Umrer OC	Oct-19	11	18	21	93
5	SECL	Amadand OC, J&K Area	Feb-20	19	25	23	114
		Kanchan OC, Johilla Area	Feb-20	26	36	55	209
6	NCL	Nigahi OC	Jan-20	21	24	45	238
		Jayant OC	Jan-20	26	34	58	199
7	MCL	Ananta OC	Feb-20	9.11	32.82	33	61
		Basundhara(W) OC	Mar-20	14.41	31.29	18	79



Fig. 45 - Water sprinkling in Coal Transport Roadways



Fig. 46 - Mango Orchard in Sonepur Bazari, ECL



Fig. 47 - Air Pollution Control Measures



Fig. 48 - Vertical wind barrier to arrest dust propagation in MCL

CIL monitors the ambient air quality in and around the mine site as per set GSR 742(E) stipulations. Continuous Ambient Air Quality Monitoring Stations (CAAQMS) have been installed at 09 locations of NCL, 09 locations in SECL, 03 locations in WCL and 2 locations (installed by SPCB in MCL). CIL has agreed to install 26 CAAQMS in the 16 different cities of country as decided by CPCB from CSR Fund. The MoU between CPCB and CIL has been mutually agreed and will be signed in a convenient date.

Table 11: Details of Equipment /installations related to Environment								
Company	No of STP	No of ETP	No of Rainwater harvesting project	No. Of CAAQMS	No. of mobile water sprinkler tanker	No. of road sweeping machine	No. of fog cannon	no. of mist sprinkler
ECL	1	2	22	0	68	0	0	3
BCCL	0	7	37	0	43	0	0	10
CCL	3	22	34	0	61	0	0	17
WCL	11	28	57	3	136	3	2	951
SECL	7	16	76	9	130	6	7	1359
NCL	9	12	35	9	157	7	13	0
MCL	9	14	72	2	152	4	1	256
CIL	**40**	**101**	**333**	**23**	**617**	**20**	**23**	**2596**



Fig. 49 - Coal India Limited has commissioned two mist cannon sprays in Northern Coalfields Ltd. The mist cannon spray is mounted on trucks to suppress the dust in its mining operations. With a tank capacity of 12,000 liters, the mist cannon spray rapidly suppresses dust before it can disperse during mining operations. It has a mist spray throw of 90-100 meters and an oscillation of 360 degrees

Water pollution Control measures

All opencast mines as per their EC Conditions have commissioned effluent treatment plants for treating waste water, garland drains to collect runoff water and siltation ponds for settlement of sediments in mine water. There are 101 ETPs, 40 STPs functioning in CIL and its subsidiary companies.



Fig. 50 - STP in Ananta OCP of MCL



Fig. 51 - Mine Water to Drinking Water-Coal Neer in WCL

Most of the mines are adopting rain water harvesting and are recharging ground water. In a few mines, ground water level has increased due to mine water recharge. There are 333 no. of rain water harvesting projects under operation in CIL as on 31st March 2020.



Fig. 52 - Mine water drainage system at CIL

Only in 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 utilizing /discharging the effluent.

The objective of CIL is to attempt for maximum utilization of Mine Water for community use. Out of 6,164 Lakh Cum average mine water discharge as on 31.03.2020 (Yr. 2019-20) around 37 percent of the water is used by the nearby community both for domestic and irrigation purpose. The total quantitative figure of mine water used is 2,237 Lakh Cum / Year (Yr. 2019-20) for community use in which 590 villages and 7,48,184 people are benefited. Another 47 percent of the water (2,922 Lakh Cum / Year) is used for own domestic and industrial purpose, remain 16 percent of the water (1,005 Lakh Cum / Year) is used for ground water recharge and balance left for future use.

Table 12: Mine water use up to 31.03.2020 (Lakh Cum / Year)

Subsidiary	Quantity of average mine discharge	Total Quantity for own use			Total	Community use						Total Quantity Used	Mine Water Use (%)	Recharge/ Balance Left for future use
		Domestic	Industrial	Recharge for zero discharge/acidic in nature		Villages (Nos.)	Population(Nos.)	Domestic	Irrigation		Total			
								Volume	Volume	Irrigated Area				
A	B	C	D	E	F	G	H	I	J	K	L	M (F+L)	N	O
ECL	1272	196	314	00	510	186	173234	133	131	575	264	774	60.85	498
BCCL	1279	263	141	00	404	116	204935	765	39	40	804	1208	94.45	71
CCL	421	64	167	00	231	64	88500	55	18	178	73	304	72.21	117
NCL	180	0	158	22	180	0	0	0	0	0	0	180	100.00	00
WCL	1378	113	315	80	508	43	218365	20	788	1084	808	1316	95.50	62
SECL	802	172	226	00	398	129	36735	24	123	729	147	545	68.00	257
MCL	832	52	141	498	691	52	26415	86	55	44	141	832	100.00	00
CIL	**6164**	**860**	**1462**	**600**	**2922**	**590**	**748184**	**1083**	**1154**	**2650**	**2237**	**5159**	**84.00**	**1005**

Note: *Out of total mine water discharge of 6164 Lakh Cum/Yr. as on 31.05.2020 about 5159 Lakh Cum/Yr. of water has been used which is about 84.00 % utilization. About 1005 Lakh Cum is the balance water left for ground water recharge and future use.*

804 Lcum/year of mine water discharge of BCCL is utilized as community use of which 235 Lcum/year is used for domestic purpose and irrigation use, 569 Lcum/year is utilized for ground water recharge through ponds and also utilized by nearby population for its other purpose such as domestic use, bathing, irrigation etc. Remaining, 71 lakh cum/year water has been reserved for SOS use by BCCL as Jharia is affected by coal fire. (All data is as per validated report submitted by IIT-ISM, Dhanbad), thus, there is no shortfall.

MOU was signed on 30.10.2017 between CIL and state Govt. of Jharkhand for utilization of 495.7 Lakh Cum of water from 569 Lakh cum to change the mode of utilization to portable water after treatment for supply to nearby people.

In NCL, all the mines are practicing zero discharge and the same has been validated through IIT-BHU Varanasi. As per the validation report it has been clearly mentioned that 21.796~22 Lakh KL/Year quantity of mine water accounts for the water loss which is occurring due to Evaporation, Infiltration and other mining activity. Hence there is no excess mine water for community use.

MCL has conducted the surface runoff study through Digital Elevation Modelling (DEM) through NIT, Rourkela for all the 15 OC mines. It has been assessed that all the OC mines can be made zero discharge by (i) utilizing the mine water in the existing Water Treatment Plant, which are drawing water from rivers (ii) creating additional sump in the mine floor (iii) utilizing the mine water in upcoming washeries (iv) and if surplus water is available they will be disposed in the Recharge Trench cum Bore well, to ensure enhanced recharge of the nearby water table. Hence about 498 L.Cum/Yr of water will be kept for own use/recharge.

80 L.Cum/Yr of water of WCL is acidic in nature.



Fig, 53 - Mine water from Adasa UG, WCL used for the irrigation purpose of local community



Fig. 54 - Pisciculture in water body of Bishrampur OCP



Fig. 55 - Ground Water Recharge Station in Samaleswari OCP, MCL

Table 13: Water Quality Monitoring Data in some locations of active mining areas during 2019-20							
Sl No.	**Subs**	**Name of (Large Capacity) Mines**	**Month and year**	**Water Quality Monitoring in mines**			
				TSS in mg/L	**pH**	**Oil & Grease in mg/L**	**COD**
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)				100	5.5-9.0	10	250
1	ECL	Rajmahal OC	Mar-20	26	8.06	<2	36
		Sonepur Bazari OC	Mar-20	18	7.62	<2	24
2	BCCL	Amal. Block-II OC	Aug-19	50	7.99	<2	32
		NTST Colliery	Aug-19	60	8.05	<2	24
3	CCL	Ashoka OC	Mar-20	31.3	7.9	<2	28
		Amrapali OC	Mar-20	26.6	7.9	<2	21.3
4	WCL	Penganga OC	Oct-19	32	7.5	<2	36
		Umrer OC	Oct-19	24	7.1	<2	32
5	SECL	Kanchan OC,	Feb-20	74	7.81	<2	32
		Amadand OC,	Feb-20	55	7.56	<2	24
6	NCL	Nigahi OC	Jan-20	52	8.1	6	37
		Jayant OC	Jan-20	42	7.88	6	38
7	MCL	Ananta OC	Feb-20	28	7.32	<4	36
		Basundhara (W) OCP	Mar-20	22	7.51	<4	40

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:

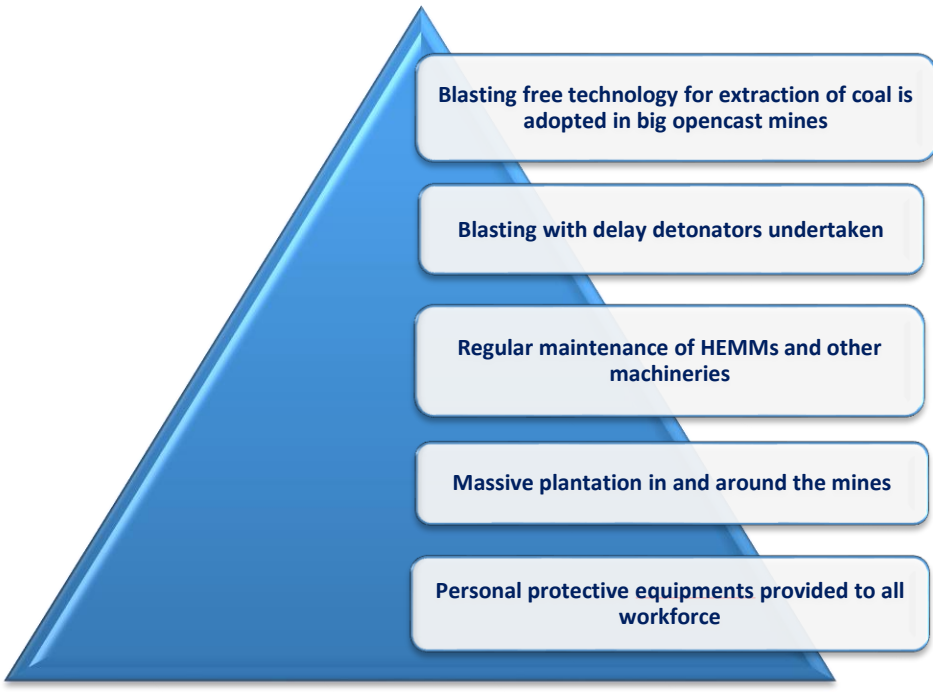


Fig. 56 - Noise Pollution Control Measures

Mine Closure Plan (MCP)

MCP is an integral part of the project report prepared by CMPDIL for Coal mines. The mine closure plan also forms a part of the EIA/EMP prepared and submitted to MOEF&CC for Environmental Clearance. As on 31st March, 2020, Rs. 606.6 Crores has been reimbursed from the Escrow fund to the concerned Project Proponents for progressive and final mine closure activities. As on 31st March 2020, Rs. 7,567.93 Crore is available in Escrow fund for reimbursement.

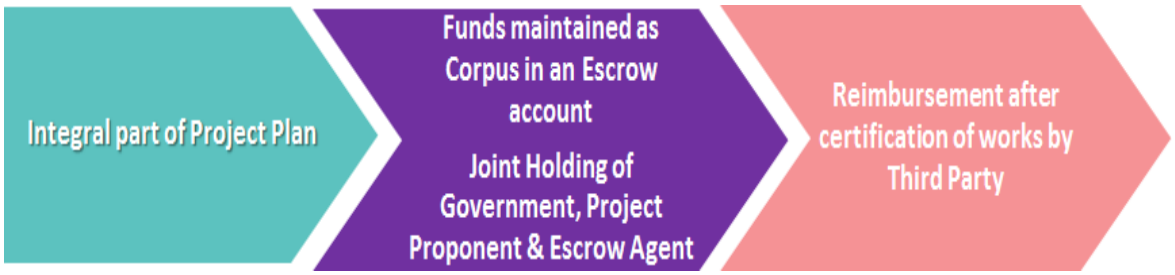


Fig. 57 - Mine Closure Plan

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 earlier there was no forest. Keeping native bio-diversity in mind, CIL plants indigenous species to preserve the native eco-system.



Fig. 58 - Jhanjra Eco Park, ECL

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.

Creation of Gokul Park

Gokul Eco-Cultural Park, Lodna Area: An ecological park is being developed with socio-cultural aspects and to benefits the local people of the region. The park was started in 2014-15 over 10 ha of mined out land in NT-ST-Jeenagora Project of Lodna Area. The aim is to develop and dedicate the park to local community of the region. A complex of temples of Goddess Kali and other gods have been constructed on the topmost point of the site to respect the sentiments and religious feelings of the local communities and connect them with the ecological work being done. A complete temple premises has been developed along with Yagya-shala and flower gardens with the plantation of the religious trees around the complex. The other features of the site are the development of the fruit orchard, bamboo satum, native species trees, lily pond, rockery, flower garden, picnic spot and park for the locals to recreate, rejuvenate and relax. This park now serves as a centre for various religious and social ceremonies for local people.



Fig. 59 - Creation of Gokul Park in BCCL

The land reclamation and rehabilitation operations are being monitored by Satellite Surveillance. 52 major Opencast Projects(OCPs) producing more than 5 Mm^3 (Coal + OB) per annum are being monitored every year while remaining OCPs, producing less than 5 Mm^3 (Coal + OB) per annum, are being monitored in every 3rd year. The study during 2019-20 shows that, in 52 major OCPs have reclaimed area of 65.38% and active mining area is only 34.62% of the total excavated area. In addition, CIL is conducting vegetation cover mapping through satellite surveillance in every 3 years.

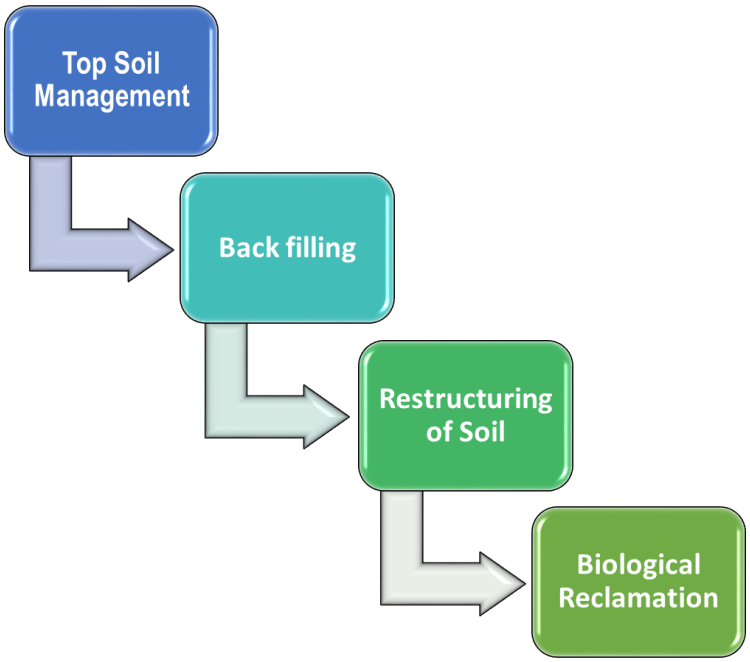


Fig. 60 - Steps for the land reclamation

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. In case of underground mines, land degradation can be due to subsidence resulting 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 Closure 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 plantation of reclaimed areas are being done in the opencast mines. 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, plantation is carried out over the same which is termed as biological reclamation. Multispecies plantations with a proper mix of timber yielding, fruit bearing, medicinal and other useful varieties are being planted by CIL for the purpose.

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 restoration through three tier plantation. Forest Research Institute (FRI) have been engaged by CIL for sharing their expertise in the field of eco-restoration

in the reclaimed areas. Many Eco- restoration sites have been developed in subsidiary companies of CIL with technical collaboration of FRI.

Saoner Eco Park

Saoner Eco Park was developed connecting fragments of open unused land into a comprehensive network to spread understanding about the mining industry while conserving ecology. The park is itself situated on the surface of Saoner underground Mine-1 and surrounded by 3 others mines in close vicinity. The park was inaugurated on 26th November, 2015 by Shri. Nitin Gadkari, Hon'ble Union Minister of Road Transport & Highways and Shipping, Govt. of India and presided over by Shri. Piyush Goyal, Hon'ble Union Minister of State (Independent charge) for Power, Coal and New Renewable Energy and Shri Hansraj Ahir, Hon'ble Union Minister of State for Chemicals and Fertilizers, Govt. of India.

The park is often visited by high ranking officials, bureaucrats and public figures from different organizations along with mine tourists on a regular basis and appreciated by Hon'ble Prime Minister in his radio programme- "Mann ki Baat" on 27th March, 2016.



Fig. 61 - Soner Eco Park, WCL

This Eco-park has several equipment such as scientific fountain, scientific swing, Ocean pool, etc. made using applied physics laws, made in-house by WCL workmen using mine scrap material. The equipment

apart from providing aesthetic beauty to the park, are also a source for inculcating scientific temperament in the visitors. The park is also a first of its kind endeavor to promote ecological balance by using mine water in the park. It boasts of a pristine landscape preserving most of the natural forest in its original shape with addition of several plants and trees including medicinal plants, bamboo plantations and a flower garden.

The park showcases several demonstrable technologies such as Solar electrification of water pump, Rain water harvesting, micro irrigation, etc. along with a science park and several adventure rides such as rope chair, lakshman jhula, rope climbers, toy train, an open gym etc. The park also has an artificial mine tunnel showcasing different mining job profiles, mining machinery and methods used.

Till 31st March 2020, the Eco-park has been visited by 2,37,777 no. of visitors since its inception and after the MoU between WCL and Maharashtra Tourism Development Corporation (MTDC) in 2016, tourists across the country are able to visit the park and understand more about Coal industry.

Eco Parks have been developed in many of the mined out areas and command areas of CIL like Gunjan Park, ECL, Gokul Eco-Cultural Park, BCCL, Ananya Vatika, SECL, Nigahi eco restoration Park, NCL, Ananta Medicinal garden, MCL, Saoner Park, WCL, Kayakalp Vatika, Rajarappa Eco Park, CCL etc. CIL has established a total of 23 Eco-parks and Mine Tourism Projects as on date on a total area of 226.13 Ha.

Study of Carbon footprint

First Mile Connectivity (FMC) Projects have been strategized for the mines having capacity of 4 Mty and above for easier handling and transportation of coal from pithead to destination. Total 49 FMC Projects have been identified in CIL with an investment of about Rs 15489 Crore and the total Rapid Loading Capacity by 2024-25 will be 657.5 MTY. Out of these 49 Projects, 35 Projects of 406 MTY capacity are being built in the First Phase.



Fig. 62 - CIL signed an MoU with Indian Port Rail & Ropeway Corporation Ltd. (IPRCL) for CIL's first mile connectivity projects

The benefits by implementation of FMC will be as follows:

- Reduction in air pollution from reduced vehicular exhaust emissions and road dust emissions.

- Lesser energy consumption and savings, carbon footprint and water budget of coal loading and transfer activities.
- Reduction in background sound level in the region.
- Better human health from possible reduction in air pollution.
- Potential economic benefits of the mechanized Conveyor Belt and Silo Loading systems to CIL
- Potential economic and social benefits of the mechanized Conveyor Belt and Silo Loading systems to the population living in the buffer zones of the mines.

CIL has issued work order to NEERI, Kolkata in January, 2020 for "Assessment of Change in Carbon Footprint on Construction and Operationalization of Tori-Shivpur Railway Line in CCL Command Area in Jharkhand".



Fig.63 - Grass cover over external OB dump of Lingaraj OCP,MCL



Fig. 64 - Avenue Plantation in NCL

New initiative: Overburden to Sand

Mining for coal, especially in open cast mines, envisages removal of the overlying formations. These formations are mainly soil, detrital mantle, rocks like sandstone, shale etc. At some locations, sandy horizons or friable sandstone are encountered which can be segregated / mined and used for societal needs. In WCL, a pilot plant for sand segregation has been commissioned in one of its mine. The segregated sand is mainly supplied / used for construction of houses under government sponsored housing projects such as Pradhan Mantri Awaas Yojana, etc. Necessary permission from State Government has been received and the company is in the process of securing necessary statutory approvals. After assessing its performance, WCL / CIL plans to replicate the same at other locations.



Fig. 65 - Pilot Project of Sand segregation (250 cu.m/day) in WCL

Energy

Coal is a dominant commercial fuel to meet the power demand of the country. 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

Conservation of energy always remains a priority area and CIL/Subsidiaries have extensively exercised various measures towards reduction in specific energy consumption.
Coal Production has decreased by 0.78% in 2019-20 compared to 2018-19, electricity consumption has decreased to 4459.34 Million Units (excluding washery) in 2019-20, vis-à-vis 4503.31 Million Units (excluding washery) during 2018-19 with a decrease of 1%. In terms of total coal production, specific energy Consumption during 2019-20 was 7.40 kWh/Te vis-à-vis 7.42 kWh/Te during 2018-19 with a decrease of 0.27%. in terms of composite production, Specific Energy Consumption (kWh/CuM) during 2019-20 was 2.91 vis-à-vis 2.78 kWh/CuM during 2018-19 with an overall increase of 4.67%.
Coal producing subsidiary companies of CIL consumed 184.94 Million Units in 2019-20.

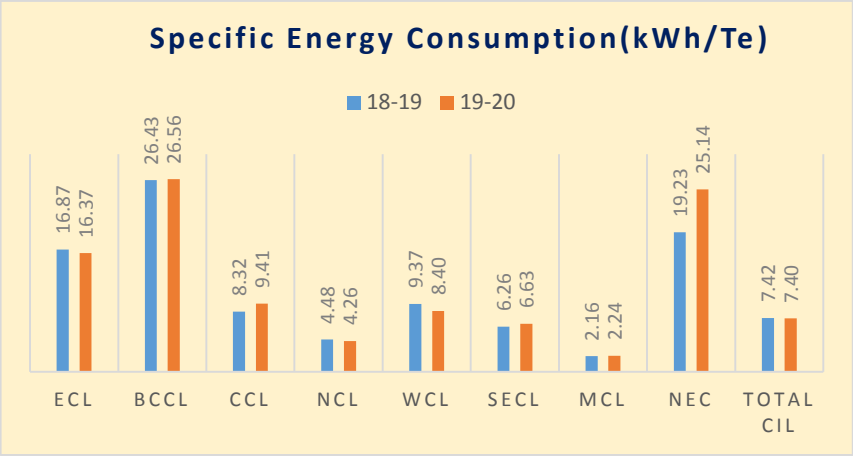


Fig. 66 - Specific Energy Consumption (kWh/te)

Green 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 as follows:

i. In kilo-watt scale, roof top solar plants are in successful operation at various places since their commissioning. Subsidiary-wise total capacity of installed roof top solar project is as below:

ECL - 197 kWp, BCCL - 6 kWp, CCL - 872.5 kWp, WCL - 1097 kWp, CIL HQ -160 kWp, CMPDIL HQ and Regional Institutes -500 kWp. Total units generated from these plants in 2019-20 are 24.469 lakh Units.

ii. 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, which generated 21.8 lakh unit in 2019-20



Fig. 67 - Ground mounted Solar Power Project of MCL

Waste Management:

Mining industries generate a large amount of waste in the process of extraction of coal 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. During extraction of coal, various kinds of wastes such as Solid Waste, Mine Water, process waste, suspended air particulate matter, instrumental waste, oil spills, tailings, sludge etc which is neutralized or disposed off for minimum 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 (CPCB) 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. CIL has prepared *e*-Waste Policy in 2019 which is uploaded on CIL website.

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 and Atma Nirbhar Bharat 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 01.04.2020 is 2,72,445 against 2,85,479 as on 31.03.2019. CIL follow the DPE guidelines for the recruitment of Director and Senior Management for positions of General Managers and above. During the Reporting Period, seven of our Directors are above the age of 50 years whilst two of them are above the age of 60 years. In total, 76,042 contractual employees are also deployed in various activities in CIL.

Manpower: Category-wise

Table 14: Manpower Category-wise (Executive - Non-Executive Distribution)

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	1960	1989	2224	2214	2835	1759	1658	96	862	19	508	**16124**
Non-Exe.	55193	41436	35944	38187	48591	20232	12724	1117	2294	230	373	**256321**
TOTAL	57153	43425	38168	40401	51426	21991	14382	1213	3156	249	881	**272445**

Table 15: Manpower Category-wise (Male – Female Distribution)

Name of the Company	Male	Female	Total Manpower
ECL	53472	3681	57153
BCCL	39890	3535	43425
CCL	34686	3482	38168
WCL	37823	2578	40401
SECL	48468	2958	51426
MCL	19828	2163	21991
NCL	13838	544	14382
NEC	1114	99	1213
CMPDI	2926	230	3156
DCC	217	32	249
CIL(HQ)	723	158	881
TOTAL	**2,52,985**	**19,460**	**2,72,445**

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, colour, 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. At present, 19,460 female employees constituting 7.15% of the total strength are working in CIL. 94.08% of CIL's employment is covered under NCWA, once in 5 years.

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 2019-20. As on 01.01.2020, 0.28% of CIL's total work force amounting 765 people are with disabilities in CIL.

The representation of SC/ST employees in total manpower of CIL and its Subsidiary Companies as on 01.01.2018, 01.01.2019 and 01.01.2020 is given below: -

Table 16: The representation of SC/ST employees in total manpower of CIL and its Subsidiary Companies

As on	Total Manpower	Scheduled Caste		Scheduled Tribe	
		Nos.	Percentage	Nos.	Percentage
01.01.2018	302006	57761	19.13	41373	13.70
01.01.2019	288687	54578	18.91	43560	15.09
01.01.2020	276092	54854	19.87	43262	15.67

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 2019-20, 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 mentioned in Table-17.

Table 17: New Recruitments

Sl. No.	Designation (Grade)	Nos. Appointed
1	Management Trainee (E2 Grade)	77
2	Medical Specialist (E3 / E4 Grade)	56
3	Sr. Medical Officer (E3 Grade)	82
Total		**215**

The aforementioned 77 Management Trainees were inducted into the company after imparting 2 weeks' induction training at IICM Ranchi. Subsequently, the Management Trainees were posted to different subsidiaries as per requirement/vacancy.

With the recruitment of 138 Medical Executives, the strength of Doctors in the company has increased by 16% (approx.).

CIL notified 1326 vacancies in 11 disciplines for recruitment of Management Trainees Advt. No. 01/2019 (MT-2019) in Dec' 2019. Accordingly, the Computer Based Online Test (CBT) for the said MT-2019 Open Recruitment was conducted at 279 Test Centres pan India on 27.02.2020 in 03 different shifts in which total 2,22,374 candidates have appeared.

Table 18: Increase/Decrease Statement of Manpower

Factors of increase	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	TOTAL
Compassionate employment	435	375	457	312	257	116	36	0	12	1	1	2002
Fresh Rectt.	62	39	298	153	34	32	798	0	4	0	1	1421
Appointment of land losers	253	14	138	573	308	383	21	0	0	0	0	1690
Re-instatement	10	18	5	2	1	1	0	0	0	0	0	37
Joined on Transfer from other Subsidaries	71	34	49	28	84	56	126	4	36	0	51	539
TOTAL INCREASE	831	480	947	1068	684	588	981	4	52	1	53	5689
Factors of decrease	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	TOTAL
Retirement	2687	2491	1520	3211	3479	695	865	134	147	30	59	15318
Resignation	25	26	28	73	85	29	44	2	7	0	3	322
Death	539	406	381	257	331	140	80	27	17	3	2	2183
Dissmisal/Termination/Removal	57	44	21	73	123	28	7	0	1	1	0	355
Released from Subsidiaries	68	106	51	98	56	57	59	23	10	1	15	544
Appointment of Director	0	1	0	0	0	0	0	0	0	0	0	1
TOTAL DECREASE	3376	3074	2001	3712	4074	949	1055	186	182	35	79	18723
Net Position	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	TOTAL
	-2545	-2594	-1054	-2644	-3390	-361	-74	-182	-130	-34	-26	



Fig. 68 - Meeting of the Standardisation Meeting of JBCCI-X

Table 19: New employee hired in 2019-20

New Employee Hires in the Reporting Period									
By Region (Permanent Employees)									
Company	2019-20			2018-19			2017-18		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
ECL	41	8	49	65	18	83	114	11	125
BCCL	20	7	27	99	17	116	170	8	178
CCL	23	19	42	59	15	74	193	19	212
NCL	14	4	18	56	12	68	165	8	173
WCL	7	10	17	57	4	61	98	11	109
SECL	20	10	30	68	9	77	101	7	108
MCL	22	8	30	61	9	70	114	8	122
CMPDIL	2	0	2	5	3	8	54	24	78
CIL(HQ)	0	0	0	1	0	1	16	5	21
NEC	0	0	0	8	2	10	17	0	17
Total	149	65	215	479	89	568	1042	101	1143

Table 20: New Employee Hires in 2019-20: Age group

New Employee Hires in the reporting period (By Age Group) (Permanent Employees)												
Company	2019-20				2018-19				2017-18			
	< 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	32	17	0	49	38	41	4	83	124	1	0	125
BCCL	7	20	0	27	59	47	10	116	178	0	0	178
CCL	0	42	0	42	41	32	1	74	211	1	0	212
NCL	10	8	0	18	42	20	6	68	172	1	0	173
WCL	1	16	0	17	6	51	4	61	108	1	0	109
SECL	11	19	0	30	17	54	6	77	108	0	0	108
MCL	14	16	0	30	23	41	6	70	121	1	0	122
CMPDIL	2	0	0	2	7	1		8	77	1	0	78
CIL(HQ)	0	0	0	0		1		1	19	2	0	21
NEC	0	0	0	0	6	3	1	10	17	0	0	17
Total	77	138	0	215	239	291	38	568	1135	8	0	1143

Table 21: Age profile as on 01.04.2020

Age/Subsidiary	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	CMPDI	DCC	NEC	CIL(HQ)
<25 years	849	787	562	1811	841	617	355	46	0	5	2
25-30 years	4295	2189	3203	3666	2749	1725	1462	688	9	30	69
31-35 years	4859	2969	3933	3931	3509	2645	2150	764	12	36	123
36-40 years	5340	4104	3697	3592	3799	2852	1489	373	2	32	69
41-45 years	6943	6401	4906	3998	5960	3138	1013	167	4	84	77
46-50 years	12577	8034	6866	5710	9675	3423	1484	144	12	247	128
51-55 years	13847	10623	7030	8560	11416	4105	2537	365	48	326	89
Above 55 years	8443	8318	7971	9133	13477	3486	3892	609	162	453	224
TOTAL	**57153**	**43425**	**38168**	**40401**	**51426**	**21991**	**14382**	**3156**	**249**	**1213**	**881**

Table 22: Employee benefits at CIL

Expense heads	For the year ended 31.03.2020 in Rs. Crores	For the year ended 31.03.2019 in Rs. Crores
Salary, Wages, Allowance, Bonus etc	28,812.51	28,293.13
Contribution to P.F.& Other Funds	8,196.07	8,053.38
Staff Welfare Expenses	2,375.50	2,423.59
Total	**39,384.08**	**38,770.10**

Human Resource Development

The perspective of CIL as regards to Human Resource Development, is not only to keep view of fulfilling requirements of assigned targets for production and dispatch of coal but also enhancement of the profile of CIL through self-development of its employees. Performance of all Executives in CIL and its subsidiary companies are reviewed annually.

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 2019-20, a total a total of 80,379 employees have been trained in house, out of this 11,989 were executives. A total of 5,359 employees have been sent outside for training out of which 4,512 were executives. Employees were trained in the areas of mine safety, knowledge acquisition and skill development.

In order to develop Human Resource capability for meeting the future challenges, more than 6,55,136 training man-days were achieved for these employees including executives and non-executives compared to 6,24,815 man-days for FY 2018-19, thus registering a growth of 4.85% over last year. In addition, 37,764 contract workers were also trained during the financial year.

During the year 2019-20, in CIL and its subsidiaries, a total of 11,189 apprentices were engaged through NATS and NAPS portals which constitutes 3.19 % of total manpower including contractor workers. In this area, a growth of 38.74% was achieved over last year.



Fig. 69 - Training & Development at CIL



Fig. 70 - Health, morale, motivation and well-being of women employees through preventive care

Special Initiatives:

- 24 executives were sent for training on 'Advance Management Program' at Australia
- A week long Training Course was held in Coaltrans School of Coal at Oxford, United Kingdom where seven executives attended.
- Executives were sent to IITs, ISM Dhanbad, IIMs etc. for short term courses.
- 16 In-house training programs were conducted in CIL(HQ).
- 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. 71 - A workshop on "Prospects of Underground Coal Gasification (UCG) in India" at SCOPE Complex in Delhi.

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.

Table 23: Company-wise Strength of Female Employees

Categorywise / Companywise Strength of Female Employees March 2020 (As on 01.04.2020)												
Category	ECL	BCCL	CCL	WCL	SECL	MCL	NCL	NEC	CMPDI	DCC	CIL(HQ)	TOTAL CIL
Executive	114	136	183	171	143	98	71	10	83	3	84	**1096**
M/Rated	800	618	733	883	924	599	233	50	67	11	70	**4988**
D/Rated	2647	2695	2409	1471	1850	1466	240	39	80	18	4	**12919**
P/Rated	0	0	65	6	1	0	0	0	0	0	0	**72**
Casual	0	0	0	0	40	0	0	0	0	0	0	**40**
Badli	0	0	0	0	0	0	0	0	0	0	0	**0**
Co(T)	120	86	92	47	0	0	0	0	0	0	0	**345**
TOTAL	**3681**	**3535**	**3482**	**2578**	**2958**	**2163**	**544**	**99**	**230**	**32**	**158**	**19460**

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. 16 women specific training programs with a total of 322 participants conducted at Coal India Limited. Female employees are entitled to the provisions of Maternity Benefit Act.



Fig. 72 - An interactive session on gynecology for its women employees based at CIL Hq.

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 are covered under the Coal Mines Provident Fund scheme which is a contributory fund with equal shares both by employee and company which is 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. Ex-gratia amount had been enhanced from Rs 5 Lakh to Rs 15 Lakh w.e.f. 07.11.2019 to the next of kin of any employee including contractors' workers passing away due to fatal mine accident. CIL has spent Rs. 5766.60 Crore in all employee benefit schemes like Gratuity, leave encashment and other employee benefit schemes.

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 its 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. The facilities that are extended to all sections of the Society like- Scheduled caste, Scheduled Tribe, backward classes, minorities as well as other marginalised segments of the society, without any discrimination.

Coal India Welfare Board is the decision making forum when it comes to welfare policies to create a better standard of living for all 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. 73 - Welfare Board Meeting at CIL

Health and Safety

CIL places great value on the health and safety of our workforce, protection of its 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.

At CIL, employees are the most important resource, 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.



Fig. 74 - Cleanliness drive in CIL



Fig. 75 - Cleanliness drive under CSR



Fig. 76 - Yoga for overall wellbeing



Fig. 77 - Sri Vilas Premchand Samund of WCL secured Gold Medal in the Men's Master (50-60yrs category) at 10th National body building championship 2020 held at Andhra Pradesh

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' participations 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 2019-20 and 2018-19 are Rs. 50.04 Crore and Rs.55.50 Crore respectively.

Statutory Frame-work for safety in coal mines:

Coal mining, world over, is highly regulated industry due to presence of many inherent, operational and occupational hazards and associated risks. Coal Mine Safety Legislation in India is one of the most comprehensive and pervasive statutory framework for ensuring occupational health and safety (OHS). Compliance of these safety statutes is mandatory.

In India, the operations in coalmines are regulated by the Mines Act- 1952, Mines Rules –1955, Coal Mines Regulations-2017 and several other statutes framed thereunder. Directorate-General of Mines Safety (DGMS) under the Union Ministry of Labour & Employment (MOL&E) is entrusted to administer these statutes. The following are the statutes that are applicable in coal mines for occupational health and safety (OHS).

Table 24: Statutes followed in Mines

Sl. No.	Statute
1	The Mines Act -1952
2	The Mines Rules -1955
3	The Coal Mines Regulations - 2017
4	The Mines Rescue Rules -1985
5	The Electricity Act- 2003
6	Central Electricity Authority (measures rel. to safety & supply) Regulations - 2010
7	The Mines Vocational Training Rules -1966
8	The Mines Crèche Rules -1966
9	Indian Explosive Act, 1884
10	The Explosive Rules - 2008
11	Indian Boiler Act, 1923
12	Mines Maternity Benefit Act & Rules -1963
13	The Workmen Compensation (Amendment) Act - 2017
14	The Factories Act - 1948 Chapter -III & IV

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.

1) Operations and systems will be planned and designed to eliminate or materially reduce mining hazards;
2) Implement Statutory Rules and Regulations and strenuous efforts made for achieving superior standards of safety;
3) To bring about improvement in working conditions by suitable changes in technology;

4) Provide material and monetary resources needed for the smooth and efficient execution of Safety Plans;

5) Deploy safety personnel wholly for accident prevention work;

6) Organize appropriate forums with employees' representatives for joint consultations on safety matters and secure their motivation and commitment in Safety Management;

7) Prepare annual Safety Plan and long term Safety Plan at beginning of every calendar year, unit-wise and for the company, to effect improved safety in operations as per prevailing geo-mining conditions to prepare the units for onset of monsoon, to fulfill implementation of decisions taken by Committee on Safety in Mines and Safety Conferences and to take measures for overcoming accident proneness as may be reflected through study of accident analysis, keeping priority in sensitive areas of roof-falls, haulage, explosives, machinery etc.

8) Set up a frame work for execution of the Safety Policy and Plans through the General Managers of Areas, Agents, Managers and other safety personnel of the units;

9) Multi-level monitoring of the implementation of the Safety Plans through Internal Safety Organization at the Company Headquarters and Area Safety Officers at area level;

10) All senior executives at all levels of management, will continue to inculcate a safety consciousness and develop involvement in practicing safety towards accident prevention in their functioning;

11) Institute continuous education, training and retraining of all employees with the emphasis laid on development of safety oriented skills;

12) Continue efforts to better the living conditions and help of all the employees both in and outside the mines.

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:

Table 25: Safety Monitoring System in CIL

Level	Monitored By
Mine	Workman inspectors: as per the Mines Rule-1955
	Safety Committee: constituted as per the Mines Rule – 1955
	Competent Officials as per statute
Area	Tri-partite Safety Committee
	Area Safety Officer
Subsidiary HQ	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

To implement CIL Safety Policy, the following are provided:

1. Provision of adequate funds for safety.
2. Deployment of trained manpower for ensuring safety in mining operations.
3. A multi-disciplinary Internal Safety Organization (ISO) established in all the subsidiaries of CIL to monitor implementation of CIL's Safety Policy.
4. Continuous and sustained improvement in technological inputs for mining operation.
5. Support of scientific planning and R&D activities made available through using in-house expertise of CMPDIL and in collaboration with the other scientific agencies and reputed educational institutes.
6. Ensuring workers' participation in every forum for monitoring safety in mines.

Table 26: Subsidiary-wise Accident Statistics of CIL for 2019-20

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	8	0	21	0	0.159	0	0.416	0
BCCL	5	0	13	0	0.18	0	0.469	0
CCL	0	0	4	0	0	0	0.06	0
NCL	0	0	9	0	0	0	0.083	0
WCL	2	0	12	0	0.035	0	0.208	0
SECL	7	0	23	0	0.046	0	0.153	0
MCL	8	0	6	0	0.057	0	0.043	0
NEC	0	0	0	0	0	0	0	0
CIL	30	0	88	0	0.05	0	0.146	0

There were 30 numbers of fatalities in CIL during 2019-20. Causes of these fatalities are as under:

- Non Transport M/c
- Tipper & Dumper
- Roof & Side Fall,
- Fall of Persons / Objects
- OB Dump slide
- Electricity
- Haulage
- Explosives
- Miscellaneous

The action taken on these fatalities are as follows:

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 Official 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.

Measures taken for improvement of safety in 2019

CIL has pursued several measures in the year 2019 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 of respective subsidiaries in 2019 for assessing safety status of mines and deficiencies pointed out during the said safety audits are being rectified.

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 reviewed on regular basis. Implementation of SMPs are being monitored through Internal Safety Organization (ISO) of each subsidiary. The process of Safety Management in mines is continuous and on-going for improving safety standards of mines.

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

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 SOPs are being updated on regular basis to cater to the changing mine conditions.

v. **Special Safety Drives on different Safety Issues**: Special Safety drives on various safety issues were organized to improve standard of mines safety and enhance safety awareness amongst employees.

vi. **Safety Training Programme in China:** 2nd Educational Training Programme on “Coal Mine Safety Management for CIL Executives and Exposure to Best Practices in China” from 01.11.2019 to 11.11.2019 was organized at School of Safety Science and Technology, Henan Polytechnic University (HPU), Jiaozuo, Henan, China with collaboration of IIT, which was attended by 10 executives.

vii. Regular co-ordination with Internal Safety Organisations (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.

viii. 56th Meeting of CIL Safety Board: 56th meeting of apex level tripartite CIL Safety Board was held on 24th June, 2019 in Kolkata under the Chairmanship of Chairman, CIL for assessing the mine safety status and implementation of recommendations of previous meeting.

ix. **National Dust Prevention Committee meeting:** The 18th meeting of the National Dust Prevention Committee (NDPC) was held on 20th September, 2019 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.

x. **Celebration of "ILO's World Day for Safety and Health at Work"** in CIL (HQ) as well as all subsidiary HQs, Areas and mines on 28th April, 2019 to promote the preventive Safety culture.



Fig. 78 – Women's Participation in Safety



Fig. 79 - Safety awareness programme in BCCL

xi. **Adoption of the state-of-the art mechanism for Strata Management**

a. Scientifically determined Rock Mass Rating (RMR) based Strata Support System.
b. Mechanized Drilling for Roof bolting.
c. Use of Resin Capsules in place of Cement capsules.
d. Use of modern Strata Monitoring Instruments.
e. Strata Control Cell for monitoring efficacy of strata support system: The in-house Rock Testing Laboratory established in Nagpur, WCL for determination of Rock Mass Rating (RMR) of strata was accredited with NABL certificate.
f. Imparting quality training to support crews & front-line mine officials, supervisors & grass root level workmen.

xii. Organizing Surksha Choupal as a sensitization programme through family counseling as a part special awareness drive.

xiii. **Mechanism for monitoring of mine environment:**

a. Detection of mine gases by Multi-gas detector, Methanometer, CO-detector etc.
b. Continuous monitoring of mine environment by installing Environmental Tele Monitoring System (ETMS) & Local Methane Detectors (LMD) etc.
c. Regular Mine Air Sampling and Analysis by using Gas Chromatograph.
d. Personal Dust Sampler (PDS) for detecting dust concentration.

e. Use of Continuous Ambient Air Quality Monitoring System (CAAQMS) in large OCPs to assess the ambient dust concentration.

xiv. **Strengthening Water Danger Management:**

a. Conducting Check Survey & Joint Survey to eliminate errors in mine survey.
b. Preparation and maintenance of seam-wise Water Danger Plan.
c. Preparation and implementation of Monsoon Action Plan.
d. Adequate Pumping Facilities with adequate capacity of Sumps.
e. Liaison with the State Meteorological Dept. & Dam Authorities.
f. Construction of Embankments against water bodies.
g. Inter-mine joint survey between adjoining mines to prove inter-mine barriers.

xv. **Training on Mine Safety:**

a. Initial and Refresher training & On-the-Job Training as per statute.
b. Training on Simulators to HEMM operators.
c. Skill up-gradation of frontline mine officials on continual basis on various topics.
d. Sensitization of all employees including Members of Safety Committees and contractual workmen on regular basis.
e. Various training programme for enhancement of knowledge of mine executives.



Fig. 80- Training programme in VTC

Mine Safety Inspection:

- Round-the-clock Supervision of all mining operations by adequate number of competent & statutory Supervisors and mine Officials.
- Regular Inspection by Workmen Inspectors appointed in each mine.
- Surprise back shift mine inspections by mine and area level officials.
- Regular mine inspection by officials of Internal Safety Organization of respective subsidiaries and CIL.
- Periodic mine Inspections by senior officials of CIL & subsidiaries, Trade union representatives and officials of MoC.



Fig. 81 - Visit of Chairman, CIL to MCL



Fig. 82 - Director(Tech), CIL visiting MCL

Steps for prevention of accidents in OCPs:

a. Formulation and Implementation of Mine-specific Traffic Rules.
b. Code of Practice for HEMM Operators, Maintenance staff & others.
c. Sensitization training of Contractor's Workmen involved in contractual jobs.
d. Installed a 'Universal Equipment Simulator' at Central Excavation Training Institute (CETI) in NCL, Singrauli to impart simulation training to Dragline, Shovel and Dozer Operators. Simulator allows operator to hone their skills.



Fig. 83 - Simulation training in NCL

e. Lighting arrangement by using high mast towers are provided for enhancement of standard of illumination.
f. Eco-friendly Surface Miners for blast free mining and avoidance of associated risks.
g. Dumpers fitted with Proximity Warning Devices, Rear view mirrors and camera, Audio-Visual Alarm (AVA), Automatic Fire Detection & Suppression System (AFDSS) etc.
h. Ergonomically designed seats & AC Cabins for operators' comfort.
i. Indigenous built solar power based real time dump monitoring device has been installed in OC mine of WCL. This device is designed for giving early warning in case of movement in OB dump.
j. Automatic pressure water spraying system for cleaning vehicle introduced in WCL.
k. Apart from system of wet drilling and water Sprinklers for dust suppression, mist type fixed as well as trucks mounted water cannons have been introduced in OC mines.

l. GPS based Operator Independent Truck Dispatch System (OITDS) in large OCPs for tracking movement of HEMMs inside OC mine. E-surveillance unit has been installed in mines for monitoring operations 24X7 in real time by using GPS/GPRS-based vehicle tracking, and geo-fencing system.

Mine Emergency Response System:

- Emergency Action Plans prepared as per statute for each mine.
- Mock Rehearsals for examining the efficacy of Emergency Action Plan.
- Demarcating Emergency Escape Routes in belowground.
- Check list prepared for dealing with an emergency in mine.
- Flow Chart prepared for transmission of information regarding crisis / disaster in mines from site of accident to the Ministry of Coal, New Delhi.



Fig. 84 - Inter Area Rescue Competition in Shivani underground mines of Bhatgaon Area of South Eastern Coalfields Ltd.

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.
- 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 available on call 24x7.

There are 6 no. Mine Rescue Station (MRS), 13 no. Rescue room with Refreshers Training (RRRT) and 17 no. of Rescue Room (RR) in Subsidiary companies of CIL to provide emergency support to the mines.

Corporate Social Responsibility

Coal India's aim is to embrace peripheral community and disadvantaged sections of the society, through economic empowerment based on the capacity building. 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.

Community Engagement Mechanism

The 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 local 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. 85 - Free cancer detection camp for women at Central Hospital, Singrauli in Northern Coalfields Limited

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. 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. Rs587.84 Crore has been spent by CIL and its subsidiary companies in various activities from CSR Fund.

Some of the major CSR initiatives undertaken by CIL as per the scope of CIL's CSR Policy under various heads during the financial year 2019-20:

- Contribution of Rs. 100.00 crores to Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM-CARES) Fund for control and relief measures of novel coronavirus pandemic (COVID-19)
- Restoration of damaged electricity lines in Odisha due to cyclone Fani

- Reconstruction of school buildings damaged during recent floods in Dharwad and Bagalkot districts of Karnataka
- Training of 2000 youth in various trades related to Plastic Engineering through Central Institute of Plastic Engineering and Technology (CIPET)
- Providing artificial limbs to 1250 persons in different parts of Karnataka, Andhra Pradesh and Telangana
- Swachhta Pakhwada was observed during 16th to 30th June, 2019
- Providing 63,000 no. of cooked food packets (3500 people per day for 18 days) to needy persons during COVID-19, Phase - 1 lockdown



Fig. 88 -CIL signed a MoU with the Government of Assam for the rehabilitation and livelihood development of flood affected people of Majuli Island in Assam.

Majuli is the world's largest river island and is India's first island district. CIL will help develop high lands and flood-proofing channels, livelihood development through facilities of integrated farming of cattle, pig, poultry, fishery and development of citrus and arecanut plantations in Majuli island. CIL will also provide two water ambulances for the residents of the island, to cater to their emergency health needs.

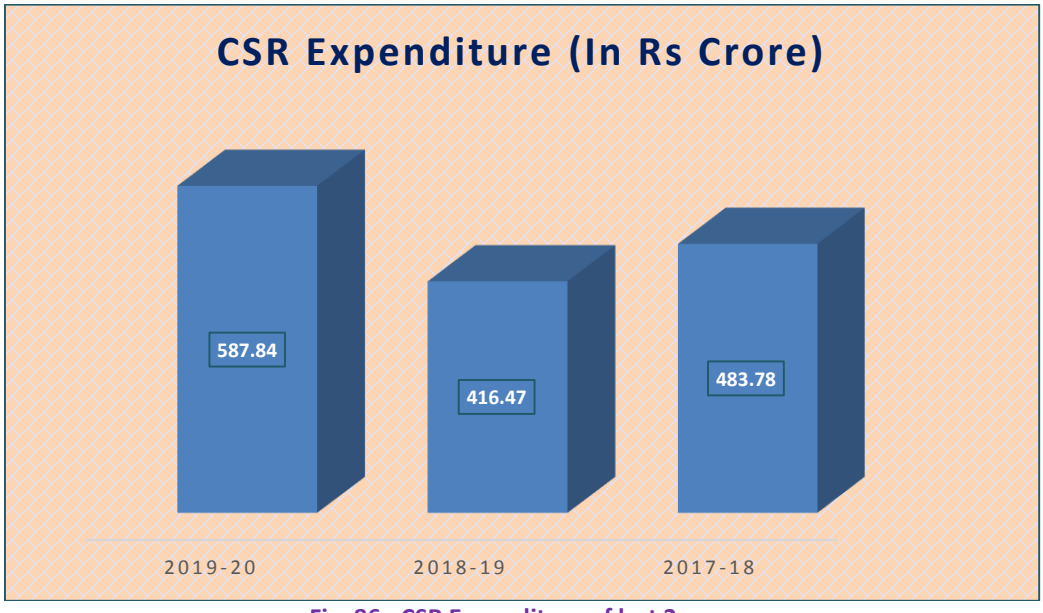


Fig. 86 - CSR Expenditure of last 3years



Fig. 87 - Construction of new bus stand at Jayant in Madhya Pradesh, Northern Coalfields Ltd



Fig. 89 -CIL has handed over eight e-rickshaws to Major General R. S. Bhadoria, MG-IC-ADM HQ at Fort William, HQ Eastern Command in Kolkata. These e-rickshaws will ferry army veterans and their dependents inside Fort William enabling them to travel to base hospitals, polyclinics, canteens, offices, army polyclinic and CSD canteen at HQ Eastern Command, Kolkata.



Fig. 90 - CIL has entered into a MoU with CIPET, a premier institute under Ministry of Chemicals & Fertilizers, Govt. of India for training of 2000 persons in plastic engineering trades at a cost of Rs. 12.90 crores. Out of this, training of 1904 persons has already completed with more than 80% placement at salaries of Rs. 8000 – Rs.12000 per month. Out of the 2000 trainees in the current programme, 1520 are from operational states of CIL with preference given to Project Affected People (PAPs) and rest 480 are from other states of India.



Fig. 91 - CIL has trained 150 women in sabai grass products, jute products and tailoring in Bankola area of ECL. They were handed over cheques for seed money for their start-up fund

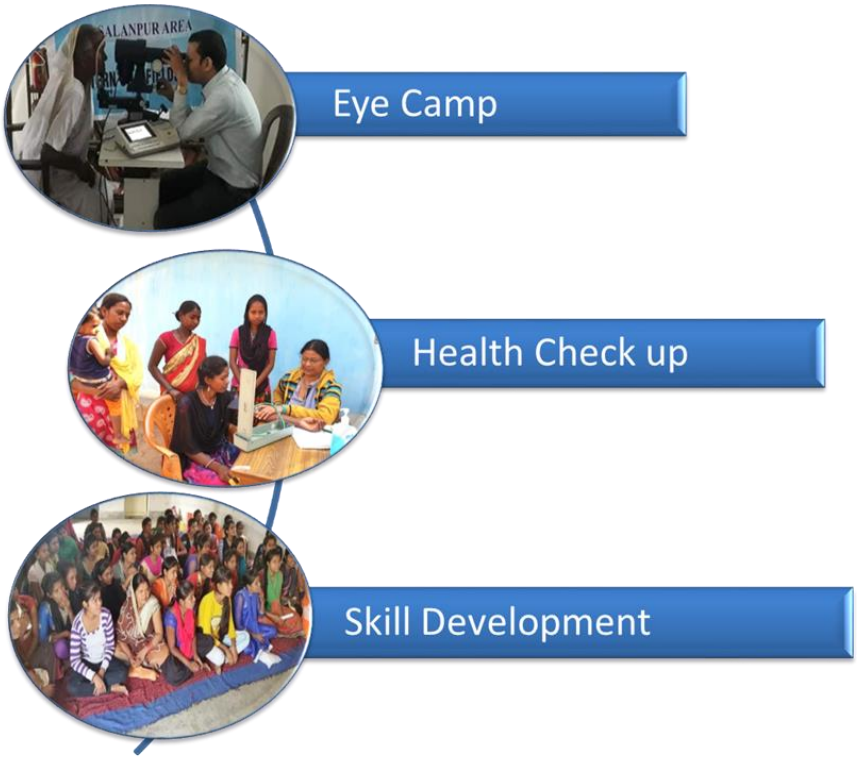


Fig. 92 - CSR Activities undertaken during 2019-20

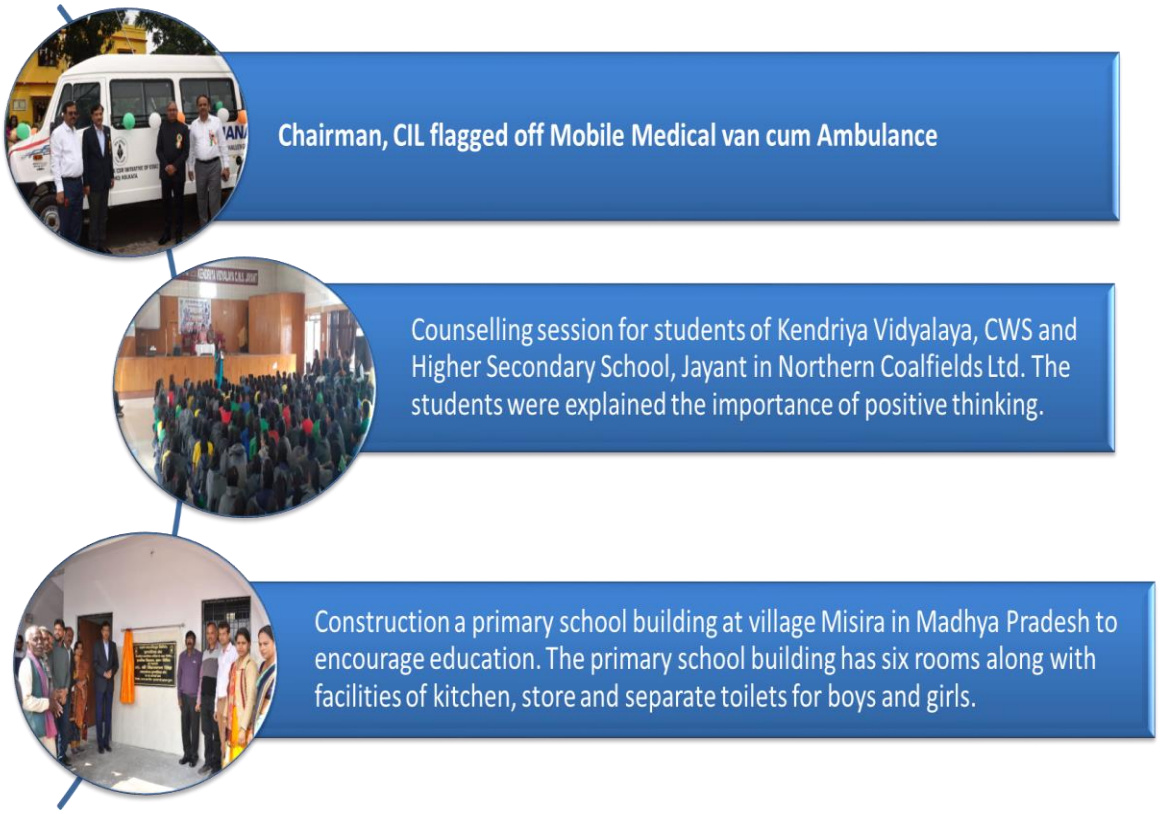


Fig. 93 - CSR Activities undertaken during 2019-20



Fig. 94- Coal India Ltd. has signed an MoU with 'Gram Samriddhi Trust' to promote organic farming among rural community of Hemgir block, Sundergarh District, Odisha. This project will ensure food security for the rural tribal communities in 10 villages of the Hemgir block. Over 200 underprivileged and SC and ST farmers will be benefited by this program.



Fig-95 - CSR Activities undertaken during 2019-20



Fig. 96 - Handloom weaving training for over 60 women living in Mukunda organised in the peripheral region of Lodna Area, Bharat Coking Coal Ltd. in Jharkhand. This was organised to enable them to become self-sufficient. In order to encourage them to sell their products, a space has been allotted to them to set up a Handloom shop at Koyla Nagar Township of BCCL under Swawlambi Swarojgaar Yojana.

Initiatives for COVID-19

Monetary Contribution to PM CARES Fund

- ✓ Coal India Ltd. has contributed an amount of Rs. 221 crores to the 'PM Cares Fund' to fight the COVID19 pandemic including employees' contribution of one day's salary amounting Rs. 61 crores
- ✓ CIL's subsidiary company, NCL contributed Rs 20 Crores to Madhya Pradesh CM relief fund, SECL Contributed Rs 10 crore to Chhattisgarh State Disaster Management Authority, CCL Supported Rs 20 crores to Jharkhand State Disaster Management Authority and CIL Supported Rs 20 crores to West Bengal Disaster Management Authority and WCL contributed Rs. 20 Crores to Maharashtra State Disaster Management Authority.

Social Support

- ✓ CIL and its subsidiaries have distributed 2,81,815 cooked food packets and 1,36,168 packed rations to downtrodden and needy during the lockdown period
- ✓ Food packets and drinking water were provided to the migrant workers travelling in Special trains during COVID-19 at Nagpur, Bilaspur, Ranchi, Dhanbad, Varanasi, Singrauli Railway Stations.
- ✓ Full Payment of salary / wages by the Contractors to their workers during the lockdown period
- ✓ "Coronavirus Awareness Campaign" conducted in all subsidiaries especially for Front line employees, housekeeping and maintenance personnel



Fig. 97 - Dry Ration Supply to the Needy People during Covid-19



Fig. 98 - Supply of Cooked Food by CIL HQ in Kolkata during COVID-19

Medical support to address the health crisis

- ✓ Coal India's 35 hospitals spread across eight coal producing states have set aside 1234 beds for corona suspected cases and corona positive cases.
- ✓ Central Hospital of BCCL in Dhanbad & Central Hospital, Gandhinagar and Regional Hospital, Ramgarh of CCL has been offered to the State Government of Jharkhand and converted into COVID Hospitals.
- ✓ A 50 bedded Hospital of South Eastern Coalfields Ltd. in Korba, Chhattisgarh has also been handed over by the State Government of Chhattisgarh.

- ✓ Mahanadi Coalfields Ltd. has fully funded a state-of-the-art 500 bedded SUM – COVID Hospital in Bhubaneswar, Odisha at a cost of Rs. 7.31 crore
- ✓ SECL contributed Rs 4.08 crore for upgradation of District hospital, Bilaspur to 100 bedded exclusive COVID treatment centre.
- ✓ SECL also contributed Rs 4.19 crore for upgradation of Government Medical College, Ambikapur to 100 bedded exclusive COVID treatment centre**.**
- ✓ Subsidiaries of CIL have procured ventilators, PPE suits, thermal scanners & oxygen cylinders to help fight the COVID pandemic.
- ✓ CIL has also introduced a policy to engage medical consultants / retired paramedics to fight COVID-19 on contractual basis.
- ✓ CIL subsidiaries has distributed 15,42,982 no. of masks and 63,256 litres of hand sanitizer to its employees and people living around its operations to fight COVID-19
- ✓ Since the pandemic is ongoing, the support by CIL and its subsidiaries towards its control and relief is continuing during FY 20-21 also.

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 job of Developing approach and methodology for index rating of environmental conditions and performance evaluation as per the EC conditions in 35 CIL (> 5Mm^3 Coal + OB) Mines, was assigned to ICFRE and ICFRE has submitted draft Environment Performance Rating Index(EPRI).

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”. NEERI, Kolkata is performing the job of “Assessment of Change in Carbon Footprint on Construction and Operationalization of Tori-Shivpur Railway Line in CCL Command Area in Jharkhand”.

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.

-x-x-x-

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	6,14	Key impacts, risks, and opportunities	GRI 102	**102-15**
Section A:#1;#2	4,11,12	Name of the organization	GRI 102	**102-1**
Section A:#7;#8	11-13,15	Activities, brands, products, and Services	GRI 102	**102-2**
Section A:#3;#4	5,11	Location of headquarters	GRI 102	**102-3**
Section A:#9	11-12	Location of operations	GRI 102	**102-4**
Section A:#9; Section C:#1	12	Ownership and legal form	GRI 102	**102-5**
Section A:#7;#10	11	Markets served	GRI 102	**102-6**
NA	11-12	Scale of the organization	GRI 102	**102-7**
Section E: P-3 #1, #2, #3 NVG P-3	11,59,60	Information on employees and other workers	GRI 102	**102-8**
Section E: P-3 #5, #6	60	Collective bargaining agreements	GRI 102	**102-41**
NA	40	Supply chain	GRI 102	**102-9**
NA	6,23-24	Significant changes to the organization and its supply chain	GRI 102	**102-10**
NA	30-32	Precautionary Principle or approach	GRI 102	**102-11**
NA	13	External initiatives	GRI 102	**102-12**
Section E: P7- #1, #2	20	Membership of associations	GRI 102	**102-13**
NA	4,11-12	Entities included in the consolidated financial statements	GRI 102	**102-45**
Section C: #2, #3	4	Defining report content and topic Boundaries	GRI 102	**102-46**
NA	29-30	List of material topics	GRI 102	**102-47**
NA	30	Explanation of the material topic and its Boundary	GRI 102	**103-1**
NA	34	Restatements of information	GRI 102	**102-48**
NA	4	Changes in reporting	GRI 102	**102-49**
Section D: #2 NVG-P4	28	List of stakeholder groups	GRI 102	**102-40**

BRR Framework	Page no	Description of Indicator	GRI Framework	Disclosure number
Section E: P-4 # 1, #2 NVG-P4	25-28	Identifying and selecting stakeholders	GRI 102	**102-42**
Section D: #2, #2.2 #2.7; Section E: P4 #2 NVG P4	28	Approach to stakeholder engagement	GRI 102	**102-43**
Section D: #2.9; Section E: P 4 #2, P-5 #2	6,28	Key topics and concerns raised	GRI 102	**102-44**
Section A: #6	4	Reporting period	GRI 102	**102-50**
Section D: #3	4	Date of most recent report	GRI 102	**102-51**
Section D: #3	4	Reporting cycle	GRI 102	**102-52**
Section A: #4, #5	5	Contact point for questions regarding the report	GRI 102	**102-53**
NA	4,6	Claims of reporting in accordance with the GRI Standards, GRI content index, External assurance	GRI 102	**GRI 102-54,102-55, 102-56**
Section D: #2.10	Under Process	External Assurance	GRI 102	
Section D: #1, #3; NVG P1	16	Governance structure	GRI-102	**102-18**
NA	15, Annual Report	Delegating authority	GRI-102	**102-19**
NA	15-16, Annual Report	Executive-level responsibility for economic, environmental, and social topics	GRI-102	**102-20**
NA	28	Consulting stakeholders on economic, environmental, and social topics	GRI-102	**102-21**
Section D: #1,	16, Annual Report	Composition of the highest governance body and its committees	GRI-102	**102-22**
NA	6, 16, Annual Report	Chair of the highest governance body	GRI-102	**102-23**
NA	16	Nominating and selecting the highest governance body	GRI-102	**102-24**
NA	Annual Report	Conflicts of interest	GRI-102	**102-25**
NA	16, Annual Report	Role of highest governance body in setting purpose, values, and strategy	GRI-102	**102-26**
NA	15-16, Annual Report	Collective knowledge of highest governance body	GRI-102	**102-27**

BRR Framework	Page no	Description of Indicator	GRI Framework	Disclosure number
NA	15-16, Annual Report	Evaluating the highest governance body's performance	GRI-102	**102-28**
NA	6-7, 23-24	Identifying and managing economic, environmental, and social impacts	GRI-102	**102-29**
NA	30-31	Effectiveness of risk management Processes	GRI-102	**102-30**
NA	23-24	Review of economic, environmental, and social topics	GRI-102	**102-31**
Section D: #2.4, #2.5, #3 NVG P1	16-17,77	Highest governance body's role in sustainability reporting	GRI-102	**102-32**
NA	28-29, 38, Annual Report	Communicating critical concerns	GRI-102	**102-33**
NA	28,30	Nature and total number of critical Concerns	GRI-102	**102-34**
NA	Annual Report	Remuneration policies	GRI-102	**102-35**
NA	60, 67, CIL Website	Process for determining Remuneration	GRI-102	**102-36**
NA	60	Stakeholders' involvement in Remuneration	GRI-102	**102-37**
NA	32	Annual total compensation ratio	GRI-102	**102-38**
NA	32	Percentage increase in annual total compensation ratio	GRI-102	**102-39**
NA	1,17-19	Values, principles, standards, and norms of behavior	GRI-102	**102-39**
NA	17-19	Mechanisms for advice and concerns about ethics	GRI-102	**102-16**
NA	18	Mechanisms for advice and concerns about ethics	GRI-102	**102-17**
Section B: #1 ,#2, #3	34	Direct economic value generated and distributed	GRI-201	**201-1**
NA	6, 8, 12, 13, 14, 41, 57	Financial implications and other risks and opportunities due to climate change	GRI-201	**201-2**
NA	66-67	Defined benefit plan obligations and other retirement plans	GRI-201	**201-3**
NA	34	Financial assistance received from government	GRI-201	**201-4**
NA	60	Ratios of standard entry level wage by gender compared to local minimum wage	GRI 202	**202-1**

BRR Framework	Page no	Description of Indicator	GRI Framework	Disclosure number
NA	59	Proportion of senior management hired from the local community	GRI202	**202-2**
Section B: #4	1,77-84	Infrastructure investments and services supported	GRI 203	**203-1**
Section B: #4, #5	6, 37, 49	Significant indirect economic impacts	GRI 203	**203-2**
Section E: P-2 #3, #4	40	Proportion of spending on local suppliers	GRI 204	**204-1**
NVG P6	24,57	Energy consumption within the organization	GRI 302	**302-1**
NA	24,57	Energy intensity	GRI 302	**302-3**
Section E P-6 #2, #5; Section E-P- 2 #2; P-6 #2; P-6#5	24,57	Reduction of energy consumption	GRI 302	**302-4**
NVG P-2, P-6	24, 33, 55-56	Reductions in energy requirements of products and services	GRI 302	**302-5**
Section E-P-2 #2 NVG P-6	48	Water withdrawal by source	GRI 303	**303-1**
NA	48	Water sources significantly affected by withdrawal of water	GRI 303	**303-2**
Section E-P-2 #2 NVG P-6	48	Water recycled and reused	GRI 303	**303-3**
NVG P-6	11, 12, 41	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI 304	**304-1**
NA	41, 44-50	Significant impacts of activities, products, and services on biodiversity	GRI 304	**304-2**
NA	43, 51	Habitats protected or restored	GRI 304	**304-3**
Section E-P-6 #2, #4 NVG P-6	43, 55-56	Reduction of GHG emissions	GRI 305	**305-5**
NA	NA	Emissions of ozone-depleting substances (ODS)	GRI 305	**305-6**
NA	44	Nitrogen oxides (NoX), sulfur oxides (SoX), and other significant air Emissions	GRI 305	**305-7**
NVG P-6	48	Water discharge by quality and Destination	GRI 306	**306-1**
Section E: P-2 #5	58	Transport of hazardous waste	GRI 306	**306-4**
NA	48, 49	Water bodies affected by water discharges and/or runoff	GRI 306	**306-5**

BRR Framework	Page no	Description of Indicator	GRI Framework	Disclosure number
Section E: P-2 #5	43, 48, 51, 53, 55	Reclaimed products and their packaging materials	GRI 301	**301-3**
NA	40	New suppliers that were screened using environmental criteria	GRI 308	**308-1**
NA	59, 60, 61	New employee hires and employee turnover	GRI 401	**401-1**
NA	66, 67	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401	**401-2**
NA	65, 66	Parental leave	GRI 401	**401-3**
NA	63	Minimum notice periods regarding operational changes	GRI 402	**402-1**
Section E: P-3 #5, #6	70	Workers representation in formal joint management–worker health and safety committees	GRI 403	**403-1**
NA	71	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	GRI 403	**403-2**
NA	71	Workers with high incidence or high risk of diseases related to their occupation	GRI 403	**403-3**
NA	69-70	Health and safety topics covered in formal agreements with trade unions	GRI 403	**403-4**
Section E: P-3 #8 NVG P-3	64	Average hours of training per year per employee	GRI 404	**404-1**
Section E: P-3 #9 NVG P-3	63, 65	Programs for upgrading employee skills and transition assistance programs	GRI 404	**404-2**
NA	63	Percentage of employees receiving regular performance and career development reviews	GRI 404	**404-3**
Section E: P-3 #3, #4	59	Diversity of governance bodies and employees	GRI 405	**405-1**
NA	60	Ratio of basic salary and remuneration of women to men	GRI 405	**405-2**
Section E: P-5, #1 Section E: P-3 #7, #8 NVG P-3	30	Explanation of the material topic and its boundary	GRI 103	**103-1**
Section E: P-5, #1 Section E: P-3 #7, #8 NVG P-3	18, 19, 25, 40, 58, 60, 69, 77	The management approach and its components	GRI 103	**103-2**
Section E: P-5, #1 Section E: P-3 #7, #8 NVG P-3	30	Evaluation of the management approach	GRI 103	**103-3**

BRR Framework	Page no	Description of Indicator	GRI Framework	Disclosure number
NVG P-5	60	Incidents of discrimination and corrective actions taken	GRI 406	**406-1**
NVG P-2	18	Operations and suppliers at significant risk for incidents of child labor	GRI 408	**408-1**
Section E: P-3 #7 NVG P-2	18	Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409	**409-1**
NVG P-5	18	Incidents of violations involving rights of indigenous peoples	GRI 411	**411-1**
NVG P-2	18	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	GRI 412	**412-3**
Section E: P-8 #4 #5 NVG P-8	77-84	Operations with local community engagement, impact assessments, and development programs	GRI 413	**413-1**
Section E: P-8 #4 #5 NVG P-8	77-84	Operations with significant actual and potential negative impacts on local communities	GRI 413	**413-2**
Section E: P-1 #2	18	Communication and training about anti-corruption policies and procedures	GRI 205	**205-2**
Section E: P-1 #2	18	Confirmed incidents of corruption and actions taken	GRI 205	**205-3**
NA	34	Political contributions	GRI 415	**415-1**
NA	18	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206	**206-1**
Section E: P-2 #1 NVG P-9	71	Incidents of non-compliance concerning the health and safety impacts of products and services	GRI 416	**416-1**
Section E: P-9 #2 NVG P-9	15	Requirements for product and service information and labelling	GRI 417	**417-1**
Section E: P-9 #1, #3; P-2 #1 NVG P-9	38	Incidents of non-compliance concerning product and service information and labeling	GRI 417	**417-2**
Section E: P-9 #1, #4 NVG P-9	25-30	Approach to stakeholder engagement	GRI 102	**102-43**
Section E: P-9 #1, #4 NVG P-9	25-30	Key topics and concerns raised	GRI 102	**102-44**



The Source of Energy…

SUSTAINABILITY REPORT 2019-20



COAL INDIA LIMITED

A Govt. Of India Undertaking

A Maharatna Company

COAL INDIA LIMITED

"COAL BHAWAN"

PREMISES NO: 04, MAR, PLOT NO: AF-III

ACTION AREA-1A, NEW TOWN, RAJHARHAT

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