



Western Coalfields Limited



VISION

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

MISSION

To produce and market the planned quantity of coal and coal products efficiently and economically in an eco-friendly manner with due regard to Safety, Conservation and Quality.

CONTENTS

From Chairman' Desk | i-ii

Company's Portfolio | 2

Statistics of Production | 3-6

Personnel | 7

*Activities, value chain and
other Business relationships,
Markets Served and Labelling* | 8-9

Corporate Governance | 10-14

Stakeholder Engagement | 15-16

Policy Commitments | 17

Sustainable Development Policy | 18

Remuneration Policy | 19-21

Quality of Coal | 22

Materiality Assessment | 23-24

Awards and Accolades | 25

Mapping with UNGC Principles | 97

GRI CONTENT INDEX | 98-102

GLOSSARY | 103-106

FEEDBACK FORM: WCL's SD report | 107

Financial Operational Statistics | 26-27

*Employee Benefits & Market
Presence* | 28-33

Corporate social Responsibility | 34-39

Combating Corruption | 45-49

Materials | 50

*Conservation of Energy & Carbon
footprint statistics* | 51-53

Water Management | 54-57

The foundation of life-

Biodiversity | 58-64

Air Quality Management | 65-68

Effluents and Waste Management |
69-72

Mine closure activities | 72-74

Employees- Biggest resources | 75-80

Occupational Health and safety | 81-88

*Productive training and
knowledge sharing* | 89-93

Diversity and Equal opportunity | 94-95

Spirit of Human Rights | 95-96

Rehabilitation and Resettlement | 40-44

Foreword

Dear stakeholders,

I am pleased to present Western Coalfields Limited Sustainability Report of FY 2022-23 prepared in line with Global reporting initiative standards mapped with UNGC and BRSR principles. This reporting reflects our commitment to govern business with ethics, transparency, accountability, being responsive to stakeholders and committed to customers.

To fulfill the nation's energy demand for this century and beyond, Coal lays the strongest foundation as largest fuel source. We, at WCL are marching towards the rocketing targets of production in an eco-friendly manner.



Shri Manoj Kumar
Chairman cum managing Director,
WCL

With pride, we inform that our company has achieved highest ever coal production of 64.28 MT (an increase of 11.38% w.r.t FY 2021-22), despite the difficult geo-mining conditions. We have also attained highest Overburden removal of 325.613 Million CuM. (an increase of 19.72% w.r.t FY 2021-22). Further WCL has achieved an off take of 62.152 MT (achieved 100.2% of the total target). Most of our dispatch is through rail mode to reduce the environmental pollution. It's been a pleasure to inform that, two mines "Dhuptala OC" and "Sharda UG" has started their coal production in this reporting year. Along with coal production, we have unfolded a new possibility of processing sand from OB- which is not only the best alternative to river sand but also giving a nudge towards the reduction in environmental impacts on the river ecosystem due to sand mining.

We at WCL squarely address various societal issues in and around our domain areas to build a better community through CSR and Rehabilitation and Resettlement activities. During this reporting year, the expenditure incurred in providing in basic needs through CSR activities is Rs.1162.36 Lakhs. Around 222 nos of PAF's have provided resettlement (Plots/Cash compensation) benefits during this FY2022-23.

We make conscious efforts towards native environmental by adopting various measures. We have planted over 5.10 Lakh saplings during this reporting expanding the green cover in mining areas in an area of 200.18 ha- with an estimate reduction of 10,198.58 Te of Co₂ at the rate of 20 kg per tree per year. We have registered a growth of 8.43% in increasing green cover with respect to previous financial year. Continuous efforts are in place to reduce the water footprint with consistent and reliable technologies. During this FY, out of 1378 Lakh kL/year of total mine water discharge, 59.86% of water is used for catering the basic needs (irrigation, drinking and domestic) of the community. We are pleased to inform you that, we have achieved a carbon offset of 5556 Tones of Co₂ by replacement of energy efficient

equipment's in this reporting year. We have invested propose air pollution abatement measures by deploying truck mounted fog cannons, mobile water tankers, fixed sprinklers and wheel washing system at exit points of the mines, wind barriers at railway sidings etc.,

Our work culture is grounded with the fundamental principle of ensuring well-being of miners in a safer environment with advanced technologies. We are contented with honor received at International Rescue Competition 2022 at USA for the first time on Mine Rescue Drill for the country.

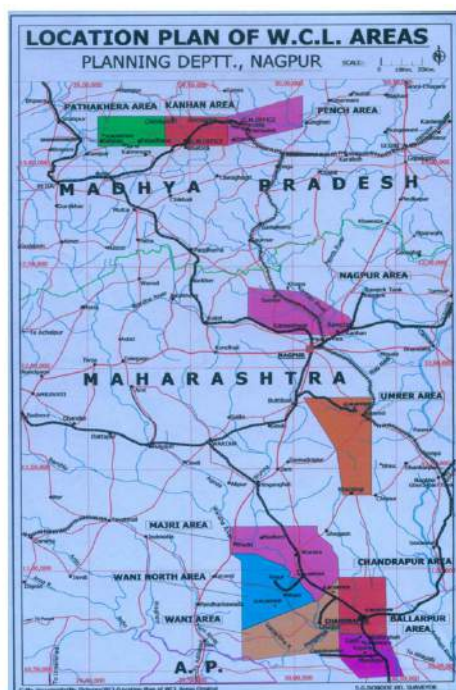
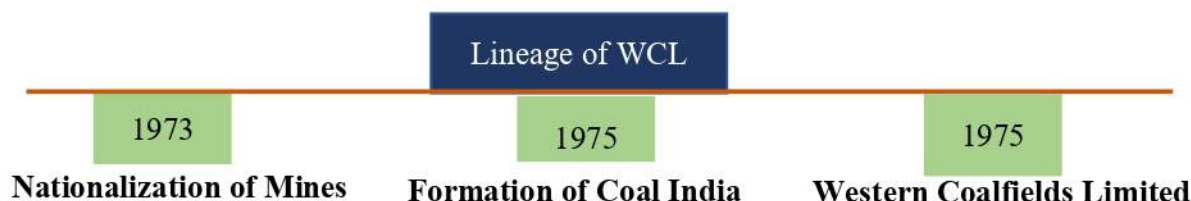
We thank you all our stakeholders for support and trust us on this journey embedded in all our endeavors in building a sustainable organization through excellence in production, marketing and services to environment and society. I am confident that our organization will thrive to set a successful stage for the benefit of current and future generations.

Manoj Kumar

Company's portfolio: ^[2-1]^[2-2]

Coal! Stands as the common factor to propel the wheels of development to the future not only for power generation but also for producing all other industrial products like paper, cement, steel etc.,

Western Coalfields Limited (WCL) is one of the oldest subsidiaries of Coal India Limited (CIL) headquartered at Nagpur, Maharashtra with 51 operating Mining Units (32 Open cast and 19 Underground) spread over the states of Maharashtra and Madhya Pradesh. WCL has been conferred "Miniratna" status on 15th March 2007.



Maharashtra

- Ballarpur
- Chandrapur
- Majri
- Nagpur
- Wani
- Wani North
- Umrer



7 Areas

Nagpur, Chandrapur & Yavatmal District

Madhya Pradesh

- Kanhan
- Pathakhera
- Pench



3 Areas

Chhindwada & Betul District

This report is the disclosure of **Environmental, Social and Governance** goals of **Western Coalfields Limited** ^[2-1], a subsidiary of **Coal India Limited**, prepared in-house by **Environment Department** in accordance with “core criteria GRI guidelines and also mapped with UNGC principles and BRSR guidelines.” ^[2-3] Reporting Period: 1st April’2022- 31st March’2023 (Annual)

^[3-1] Our reporting boundary comprise of corporate office, 10 areas, 51 Mining units, 1 Central Workshop and 10 Area Hospitals.

Contact Desk ^[2-3]

Website: <http://westerncoal.in>

Email: gmenvironment.wcl@coalindia.in

Note:

GRI disclosures nos’ are represented as superscript.

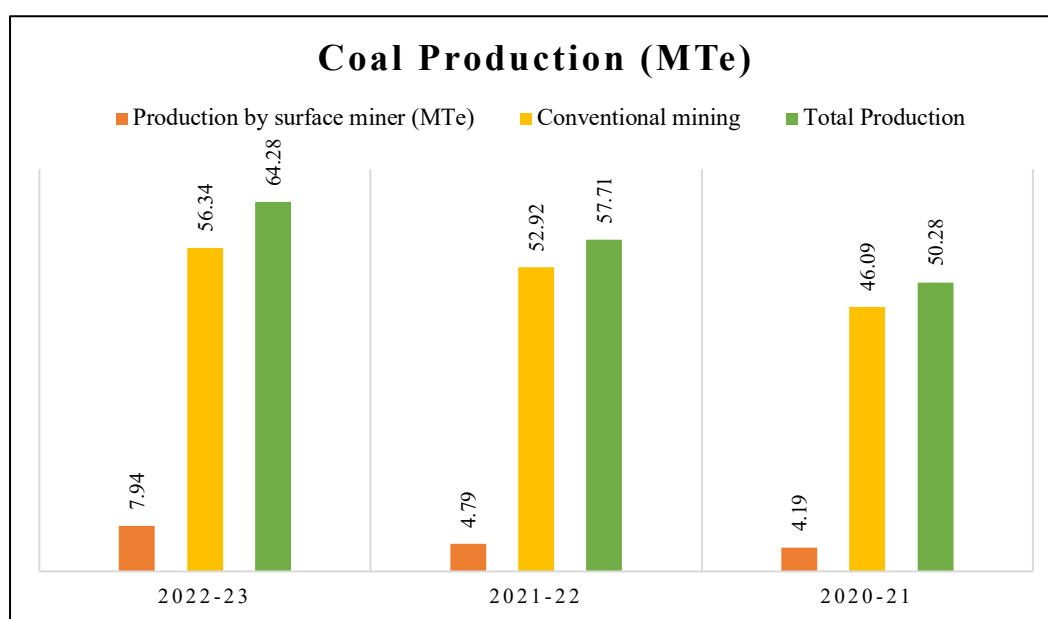
Statistics of Coal Production and OB removal:

To fulfill the nation's energy demand for this century and beyond, Coal lays the strongest foundation as largest fuel source. We at WCL are marching towards the rocketing targets of production in an eco-friendly manner.

With pride, we inform that our company has achieved a coal production of 64.28 MT against the target of 62 MT (AAP) with an increase of 11.38% of coal production with respect to the previous financial year, despite all the difficult geo-mining conditions.

In-line with the highest ever coal production, we have also attained highest Overburden removal in this reporting year with an increase of 19.72% with respect to previous year.

In this FY 2022-23, 87.64% and 12.35% of total coal production is made through conventional mining and surface miner respectively. Due to difficult geo mining conditions of our mines, it is not feasible nor efficient to use surface miners for large amount of coal excavation. The coal production statistics through conventional method and surface miner for the last three FY is depicted in the graph below.



However, for contribution of coal production through blast less technology, we have hired 4 nos. of surface miners on contractual basis in three mines namely Mungoli (2 nos.), Penganga (1 no.), Yekona (1 no.). The following graph depicts the statistics of coal production through surface miner and conventional mining. Similarly, in our two UG mines- Tawa II UG and Chhatrapur-I UG, we have continuous miners (CM) in operation which also reduces the dust generation. Moreover, we are pleased to inform you that 12 nos. of UG mines are also identified for commissioning of CM in near future.

The stripping ratio of our mines is very high, which leads to the removal of more overburden for extraction of the coal reserves underneath. WCL has started an initiative of gainful utilization of the overburden in the FY 2020-21 by installing sand segregation plants (SSP) for separation of sand from overburden. This processed sand from OB dumps can be one of the best alternative river sand, which in turn reduces the environmental impacts on the river ecosystem and also cheaper than river sand mining.

Sand Segregation Plants

Existing

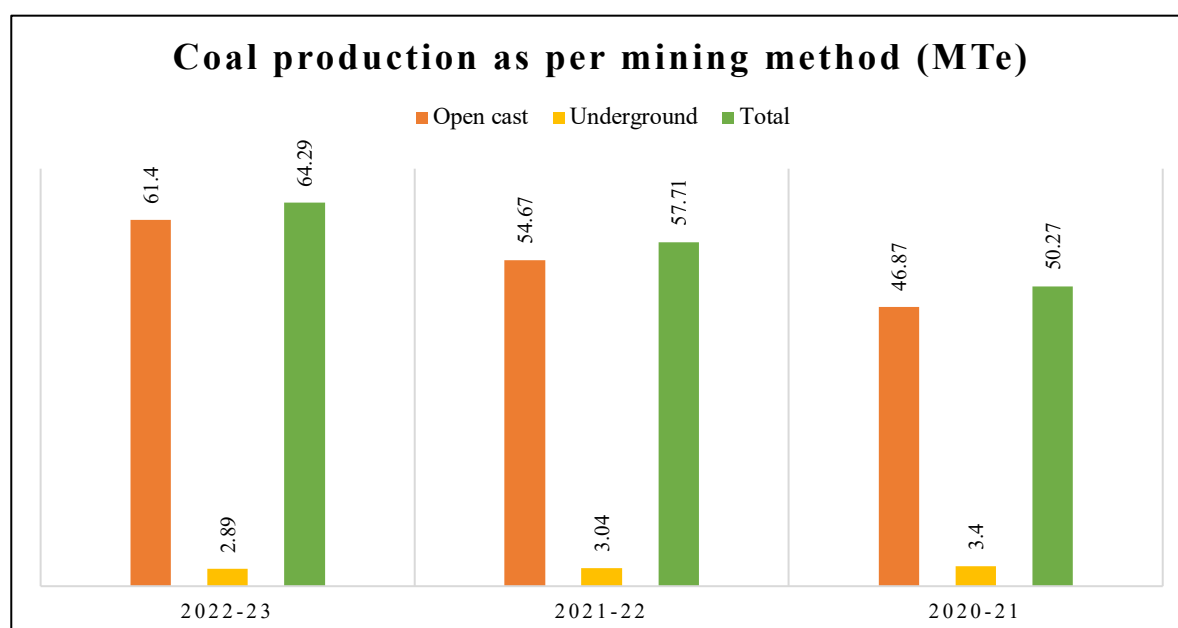
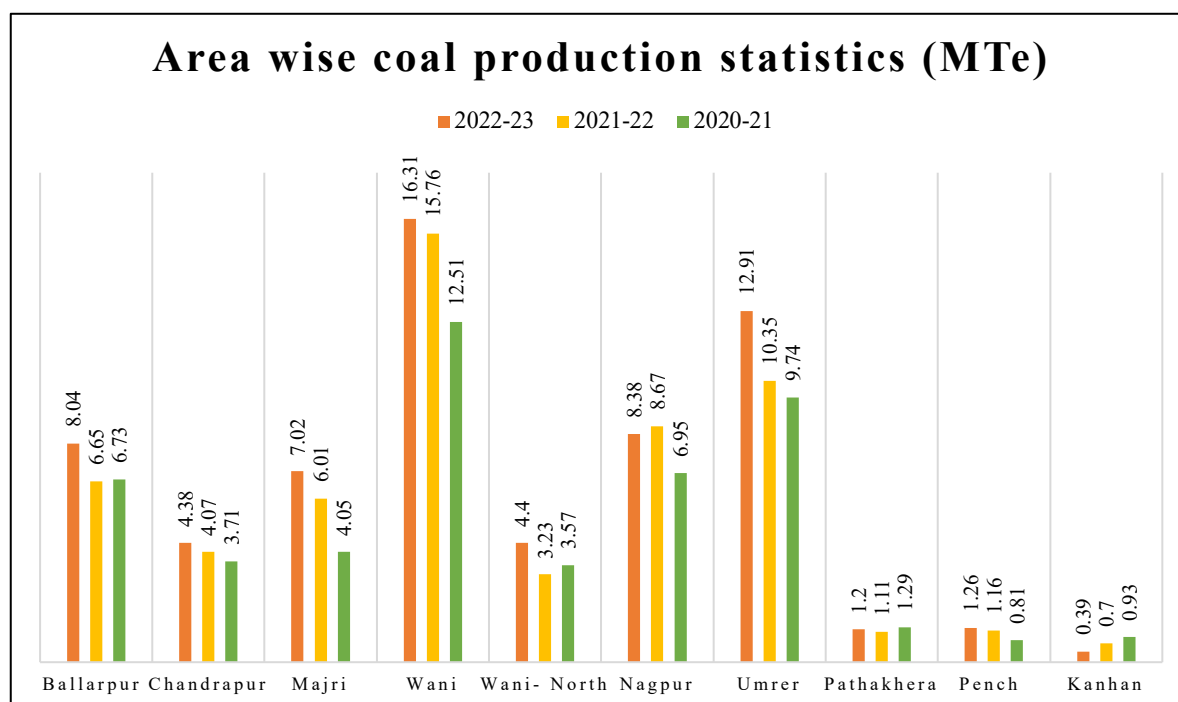
- Gondegaon OCM (2000 m³/day)
- Bhanegaon OCM (250m³/day)

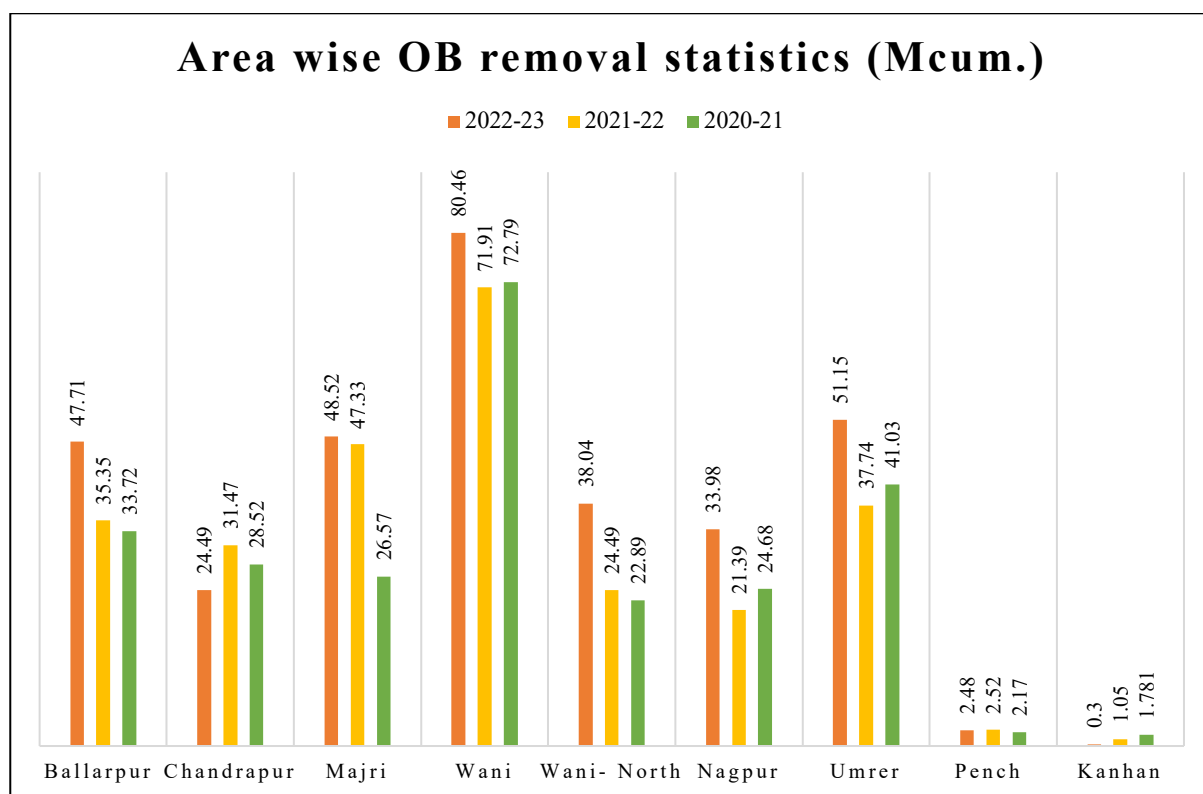
Upcoming

- Durgapur OCM (1000 m³/day)
- Ballarpur OCM (2000 m³/day)

This initiative of **repurposing of non-coal resources** i.e., OB generated during mining has made a profit of approximately 2.85 Cr by selling about 1.79 lakh m³ of OB from FY 2020-21.

The coal production and OB production statistics have been represented in the tables and graphs below:-





*Pathakhera area consists of UG mines, so OB is not generated.



Coal loading at Railway siding, WCL

Surface Miner at Penganga OC along with dust suppression system



Sand segregation pilot plant at Bhanegaon OCM

Personnel [2-7][2-8]:

Permanent Employees: Category-wise and Gender-wise									
Employee Category	FY 2022-23			FY 2021-22			FY 2020-21		
	M	F	Total	M	F	Total	M	F	Total
Executives	1851	182	2033	1920	165	2085	2043	171	2214
Non-executives (Technical & Non-Technical)	29741	2501	32242	31293	2415	33708	33574	2438	36012
Total	31592	2683	34275	33213	2580	35793	35617	2609	38226

Permanent Employees: Region-wise and Gender-wise									
Region	FY 2022-23			FY 2021-22			FY 2020-21		
	M	F	Total	M	F	Total	M	F	Total
Ballarpur	195	12	207	200	11	211	*	*	222
Chandrapur	189	20	209	199	19	218	*	*	247
Majri	116	5	121	120	5	125	*	*	138
Wani	180	13	193	190	14	204	*	*	214
Wani North	144	7	151	134	4	138	*	*	138
Umrer	147	17	164	166	15	181	*	*	176
Nagpur	240	31	271	238	34	272	*	*	304
Pench	108	9	117	123	7	130	*	*	146
Kanhan	96	3	99	110	1	111	*	*	120
Pathakhera	131	10	141	141	10	151	*	*	166
CWS Tadali	20	4	24	19	3	22	*	*	25
CCO	5	0	5	6	0	6			7
WCL HQ	280	51	331	274	42	316	*	*	311
Total	1851	182	2033	1920	165	2085	2043	171	2214

*Gender wise data (region wise) is not available for FY 2020-21.

Contractual Employees: Region-wise and Gender wise									
Region	FY 2022-23			FY 2021-22			FY 2020-21		
	M	F	Total	M	F	Total	M	F	Total
Ballarpur	1342	25	1367	890	18	908	907	12	919
Chandrapur	817	20	837	573	13	586	582	13	595
Majri	1457	8	1465	1193	11	1204	930	7	937
Wani	3135	39	3174	3050	39	3089	3101	32	3133
Wani North	1473	30	1503	998	23	1021	955	10	965
Umrer	1073	20	1093	880	12	892	1166	15	1181
Nagpur	2106	10	2116	1442	18	1460	1145	8	1153
Pench	551	5	556	574	5	579	345	3	348
Kanhan	206	26	232	297	16	313	303	10	313
Pathakhera	975	40	1015	672	33	705	430	9	439
CWS Tadali	42	27	69	30	20	50	72	13	85
WCL HQ	80	5	85	78	4	82	140	9	149
Total	13257	255	13512	10677	212	10889	10076	141	10217

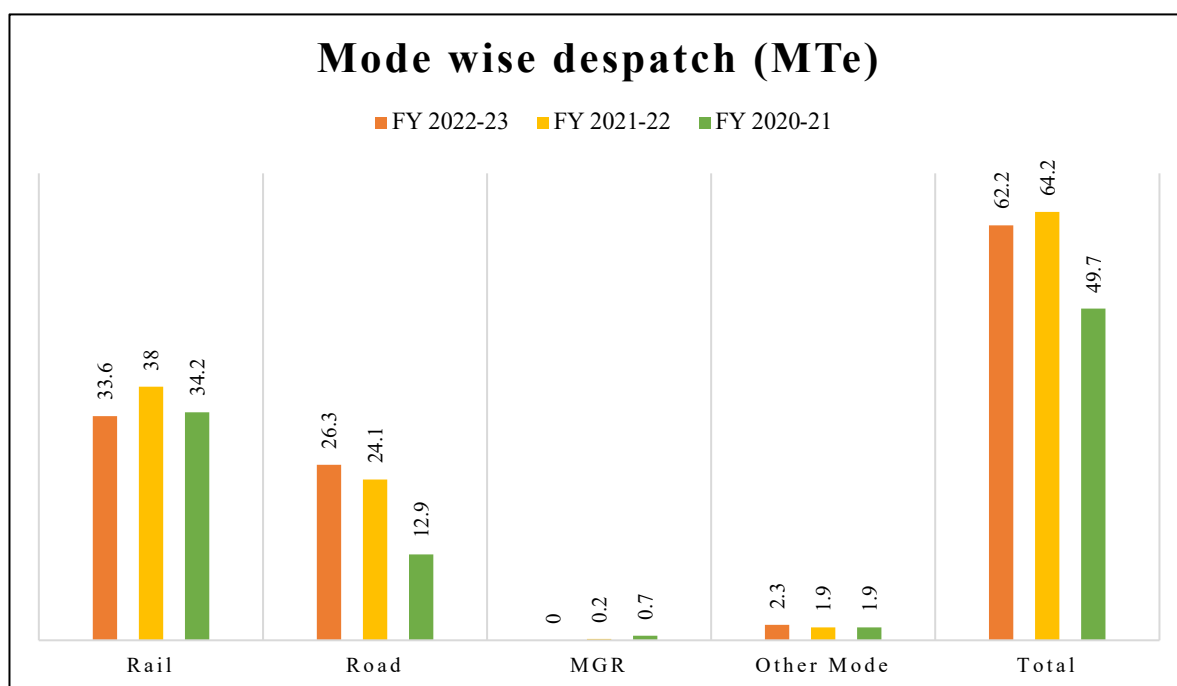
Activities, value chain and other Business relationships, Markets Served and Labelling [2-6][417]

[417-1] The backbone of our industry involves all the process from extracting of coal to delivering it to the customers. We manage and establish our value chain very meticulously to achieve our mission -“To produce and market the planned quantity of coal and coal products efficiently and economically in an eco-friendly manner with due regard to Safety, Conservation and Quality.”

We produce coal of grades ranging from G-9 to G-12 considering the dilution factor and supply to thermal power plants, steel plants, cement factories, sponge iron factories, etc. These grades of coal don't have cooking properties. To progress ahead with the main activity, we outsource/ purchase HEMM, Excavators, Dozers, air pollution controlling equipment like Road sweeping machine, Fog cannons, Mist generators etc., through Govt. portals by following proper guidelines.

Sale of Coal is broadly categorized as sale through fuel supply agreements (FSAs) in accordance with terms of the New Coal Distribution Policy (NCDP) and e-auction. We enter legally enforceable FSAs with our customers or with State Nominated Agencies which ultimately enters into an appropriate distribution arrangement with end customers. E-auction scheme is for the customers who were not able to source their coal requirement as per normative requirement of NCDP i.e., their requirement is limited and seasonal which does not warrant a long-term linkage. The quantity of coal to be offered under E-Auction is reviewed from time to time by the Ministry of Coal. During this Financial year, sales include Rs.15.65 Crs as provision against performance incentive under FSA.

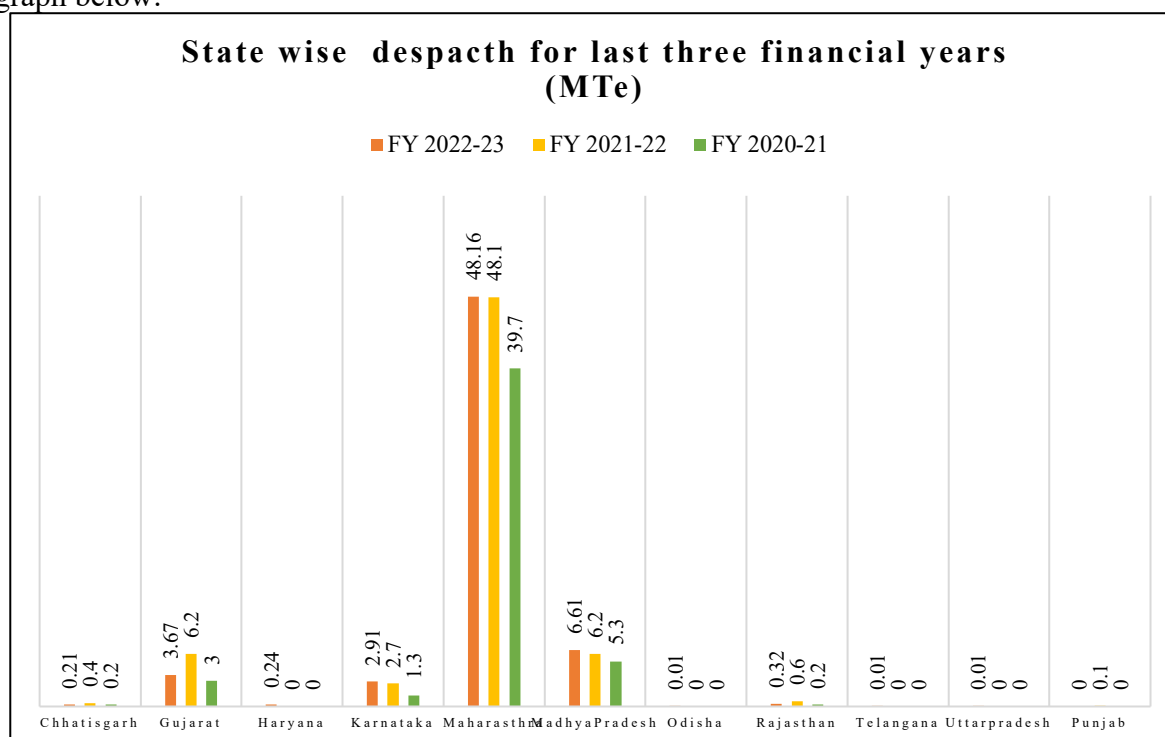
In this reporting year, WCL has achieved an off take of 62.152 MT against the target of 62MTe, which comes to 100.2% of the total target. Our despatch through rail mode is higher than other modes to reduce the environmental pollution. The graph depicts the mode wise despatch in the last three financial years.



The sector wise coal dispatch for the last three years is appended in the table below:

Sector	Fig in MT		
	FY 2020-21	FY 2021-22	FY 2022-23
Thermal Power	41.8	57.2	56.1
Cement Industry	1.8	1.3	1.2
CPP sector	1.1	1.2	1.3
Sponge Iron	0.3	0.3	0.2
Others	4.8	4.2	3.3
Total	49.7	64.2	62.2

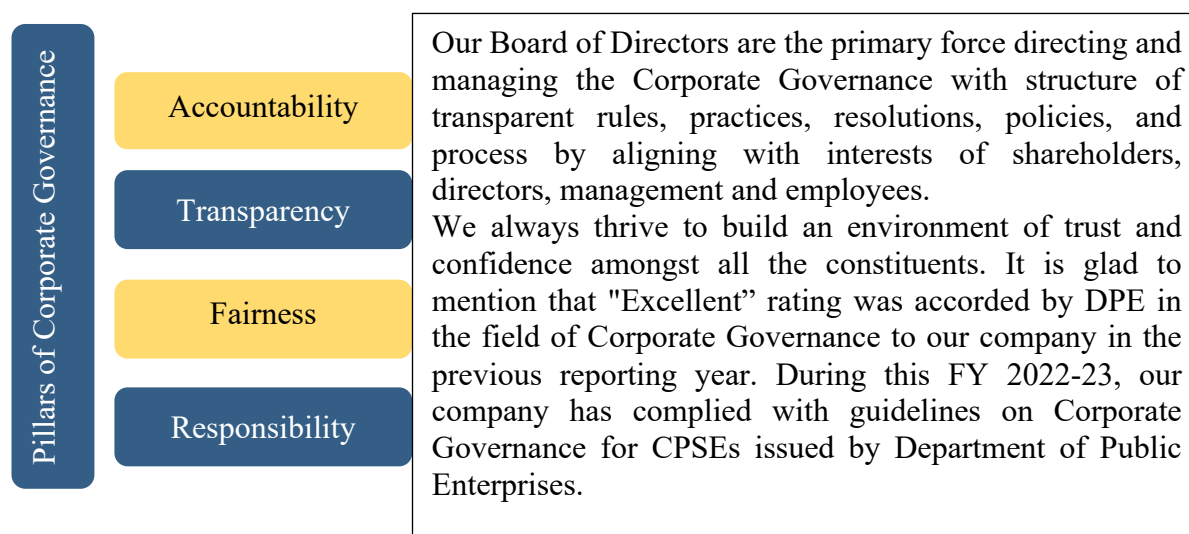
Our coal dispatch to different states in India for the last three financial years is depicted in the graph below:



The Sales Realization during financial year 2022-23 has been Rs. 20936.84 Cr which was 0.100 % more than the last FY 2021-22 which was Rs. 20915.96 Cr. The realization increased by Rs.20.88Cr over the previous year. As per the requirement of the consumers, coal of respective grade, quality and size will be despatched. Our product is produced in large quantities from individual mines, and it is very tedious job to label such quantity before despatching. Hence, there is no labelling concept as in consumer goods is applicable in this case. There are no incidents of non-compliance concerning product and service information and labelling in this reporting year ^[417-2]. We are pleased to share that there are no incidents of non-compliances regarding marketing communications in this reporting year^[417-3] and we don't participate in the sale of banned and disputed products.

We put efforts in maintaining high satisfaction levels throughout our customer's journey. Proper compliant redressal mechanisms are in place to address the consumer complaints timely. During this FY 2022-23, a total 95 nos. of complaints were received from power sector about receipt of lumpy coal, extraneous material, wet & sticky coal. Remedial actions were put in force immediately and 98.94% of their complaints were solved timely.

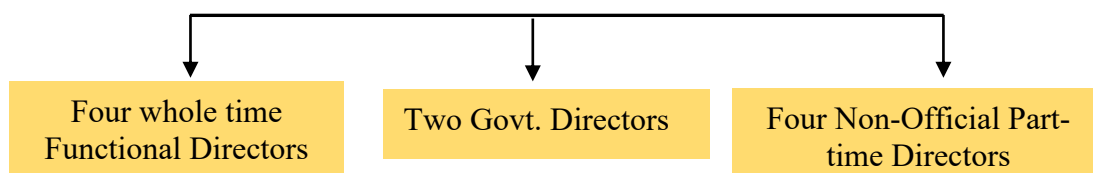
Corporate Governance^[2-9,10,11,12,13,14,15,16,17,18,25,26]:



Composition of the Board of Directors:

Being a Government Company as per section 2 (45) of the company's Act'2013, the managerial directors are appointed by the President of India and the composition and structure of the Board is decided by the Ministry of Coal, Govt. of India as per the provisions of Articles of Association.

During this FY 2022-23, our Board comprised of **Ten Directors**.



Chairman Cum Managing Director
Director (Finance)[Additional Charge]

Director (Personnel)



Shri Manoj Kumar



Dr. Sanjay Kumar

Director
(Technical)/Operations



Shri Jai Prakash Dwivedi

Director (Technical)/
Project & Planning



Shri Anil Kumar Singh

Chief Vigilance
officer



**Shri Ajay Madhukar
Mhetre**

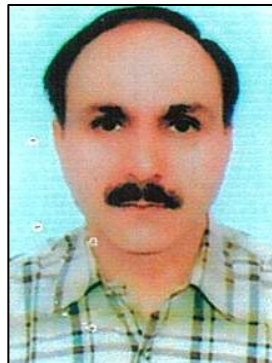
Non-Official Part time Directors



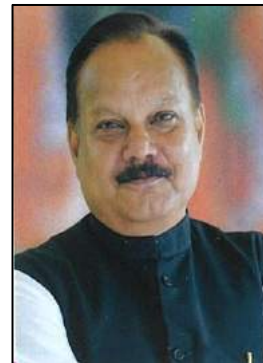
**Shri Bhagchand
Agarwal**



**Shri Kantilal
Chaturbhai Patel**



**Shri Balram
Nandwani**



**Shri Binod Bihari
Dash**

Govt Directors



Shri Mukesh Choudhary



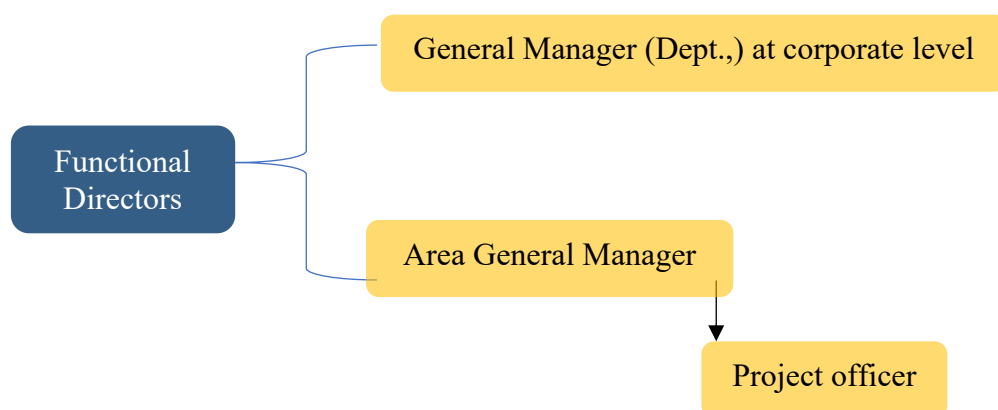
Shri Sudarshan Bhagat

The functional directors are appointed by the Honourable President of India. The tenure of the whole time Functional Directors are usually for five years from the date of assumption of charge or date of superannuation or further instructions from Govt. of India, whichever is earlier. The tenure of the Official Part Time Directors (Govt./CIL Nominee) is as per the directives of MoC/ Govt. of India. The Independent Directors are appointed for a period of three years. During this financial year, as per the constitution of Board, appointment of three permanent invitees each from Govt.of Maharashtra, Govt. of Madhya Pradesh and Central Railway has not been done. The performance evaluation of the Highest Governing bodies is done by the Chairman of Coal India and by MoC on yearly basis.

Our board effectively works on the mission of stewarding the company towards sustainability by integrating with the corporate strategy. During this reporting year ten board meetings were held to facilitate decision making on broad set of issues, ranging from human capital and compensation issues, to climate change and mitigation measures, safety concerns, utilization of equipment for daily operations, Annual report and SD report to supply chain management. All our Board of directors are fully aware of all the business related matters, associated risks, future strategies etc., All our functional directors are sponsored for training as per our parent company policy from time to time and independent Directors are sponsored for training by DPE, SCOPE and IICA etc., on different ESG and mining related aspects for leading the company in profitable and risk-free path for our stakeholders.

It is worthwhile to mention that, after analysing and implementing the key activities for the stakeholders and for organisation productivity the sustainability report is prepared and duly approved by the Board.

The chart of delegating authority with specific roles and responsibilities of ESG activities integrating with corporate strategy is as follows:



The employees of different grades and cadres like Mining, Electrical & mechanical, Finance, Env't & Forest, etc., report to their respective General Manager/HODs at the corporate office. At the area level, the officers of different cadre report to Area General Managers and also provide the data/ interact with the concerned cadre General Manager at the corporate office. Similarly, Project engineers of different cadres report to the Project officers, and further project officers report to area General Managers.

Risks and our Key concerns

- **High cost of Rehabilitation and Resettlement-** Impact on Economic Performance
Opportunities/Concerns: Scope for developing alternative mechanisms to reduce costs and enhance community engagements to resolve issues at grass root levels.
- **Long lead time** to procure HEMMs and other E&M items, closure of civil contracts:
Opportunities/Concerns: We are procuring through simpler means like GEM portal and E-Procurement portal. Scope for regular training sessions to the contractors to learn the interface of GEM portal. Regular correspondence with the contractors for completion of work on time.
- **The demand for employment beyond the prescribed norms resulting in frequent law and order problems and obstruction of mining and coal transportation operation-**
Opportunities/Concerns: Scope to develop adequate skill development programs that would eventually lead to the availability of a workforce with skill set for mining.
- **Delay in obtaining Forestry and Environmental Clearance, Consent to Establish and Operate-** Hampers the production performance of the projects
Opportunities/Concerns: Scope for streamlining the process according to the statutory timeline provided by MoEF&CC and in conformity to the production target provided by MoC.

All our critical risks and concerns are discussed at different levels of the organisation through formation of committee and requisite suggestions are put up in front of the Board of Directors for implementing the plan for accomplishing the projects which fulfils stakeholders needs.



Man-riding system at WCL UG mine

Committees of the Board:

The board has constituted the following committees to assist them for fulfilling the responsibilities on four key factors – Economic, Environment, Social and Governance.

Audit Committee

No.of meetings held: 6

Reviews the company's audition, accounting, and financial reporting process. In these meetings, Director (Finance), Chief of Internal Audit, internal auditor, statutory auditors are invited for discussing their findings and suggestions.

They recommend to the board about fixation of audit fees/ remuneration fees to auditors, reviews the annual statements, whistle blower policy, follow up action on CAG audits, Committee on Public Undertaking of the parliament, valuation of assets of the company, and to protect whistle blower policy etc.,

Corporate Social Responsibility and Sustainability Committee

No. of meetings held: 4

As per section 135 of the companies Act,2013, as per the provisions of DPE guidelines – the CRS & Sustainability has been included as a compulsory element under non-financial parameter in MoU. This committee reviews the CSR and sustainability aspects and provide necessary suggestions for improvement. Efforts are being made to reduce the environmental impact of mining activities throughout the mining cycle, such as work to reclaim post-mining ecosystems. Opportunities to reduce risk and address social and economic challenges.

Manpower Planning Committee

No.of meetings held: 1

This committee is constituted by WCL board as an advisory body for evaluation of Manpower Budget.

Remuneration Committee for Directors

No.of meetings held: 1

This committee reviews the remuneration of the Directors and is detailed at [2-19] section.

Technical Sub Committee

No.of meetings held: 8

This committee is constituted by WCL board as an advisory body for evaluation, appraisal and recommendation of the project on technical matters.

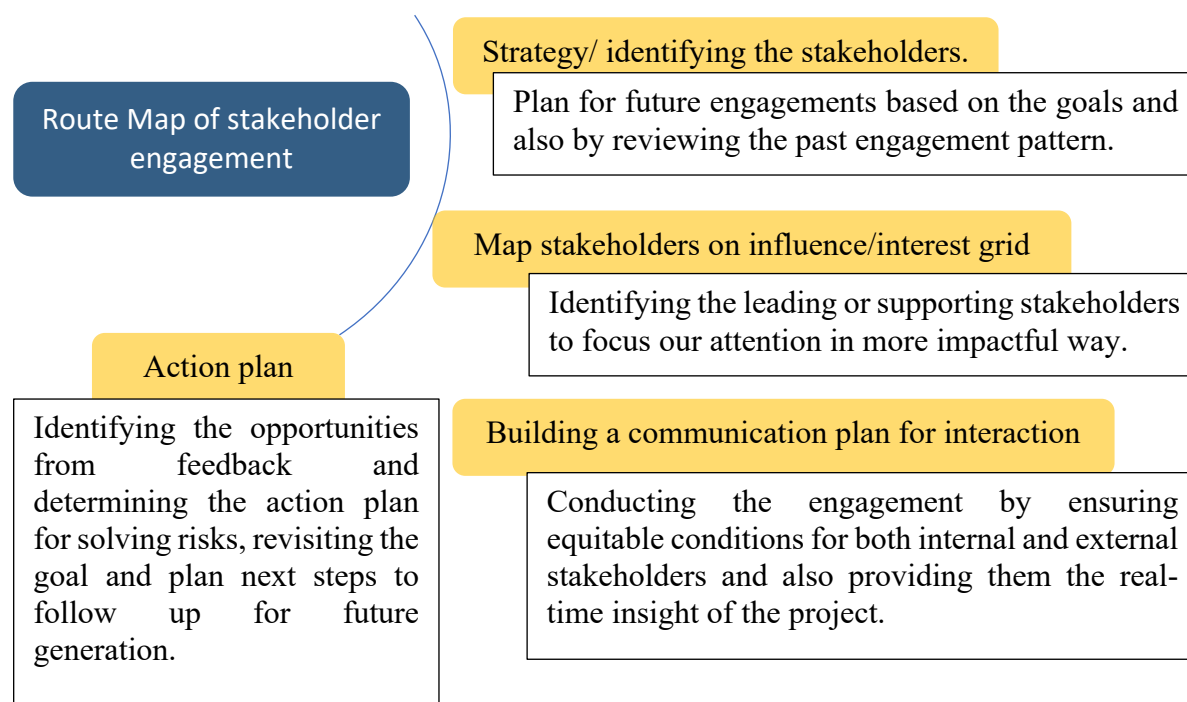
Risk Management Committee

No.of meetings held: 2

This is a Subcommittee of WCL Board formed under the chairmanship of Independent Director to identify the various elements of risks and to take necessary action plan towards its mitigation.

Stakeholder Engagement^[2-29]:

In our daily operational success or failure, stakeholders play an essential role. We ensure that stakeholders needs or desires are addressed proactively and transparently at the right time. We collaborate with, listen to or inform to stakeholders about the projects to determine the best tactics for mitigation of potential risks for achieving mission and vision. To foster the connections, trust, confidence our interactions with stakeholders is ongoing, monthly, annually, etc., based on the interest and influence of the particular stakeholder group. This helps in foster connections, trust, confidence and buy-in for key initiatives.



We reach out to our internal and external stakeholders frequently to discuss regarding welfare measures of employees, procurement process, grievances, for CSR activities etc.,

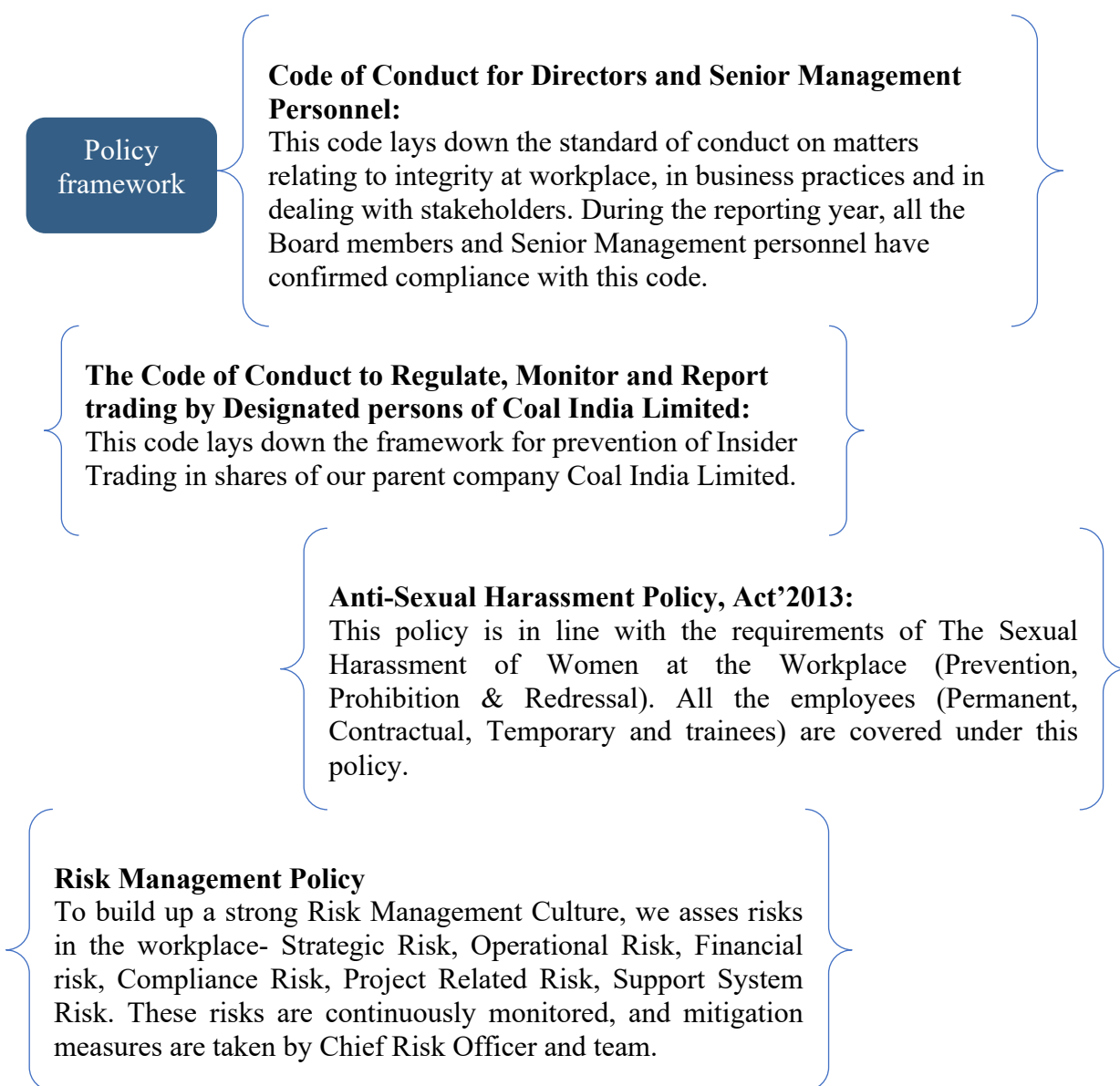
	Our stakeholders	Frequency of Engagement	Mode of Engagement	
Regulators	Government (MoC, CAG, MoEF&CC, DGMS, Railways, other ministries)	Monthly, Annually	Performance reports, Board meetings, Labour meetings, inspection visits, compliance reports	customers
	Thermal Power generation companies and NPS	Ongoing, Monthly, Quarterly and Annually	Consumer complaints system and meetings with customers regarding quality, quantity and time of delivery.	
society	Community	Ongoing/ monthly	Public hearing/ consultation (for new and expansion projects) as and when required, regular meetings in the projects regarding rehabilitation and resettlement compensation.	
	NGO & Media	Ongoing/Whenever required	For publishing the information against new initiatives, big events /celebrations,	

Internal stakeholders/ Employees			Company performances etc., Impact of mining activities on local community CSR activities.
	Contractors, equipment spare part suppliers, services/Hospitality providers.	Monthly	Regarding supply schedule, NIT conditions, GEM portal issues by team interactive sessions.
	Knowledge Partners and R&D associates	Ongoing/ whenever required	Taking up the technical & research studies through renowned institutes and implementing in the daily operations.
	Employees (Permanent- Executive & Non-Executive), Union & Association, Temporary & Contractual)	Monthly, Quarterly, Annually	Vigilance Awareness week, safety fortnight, special safety drives, World Environment day, Van Mahotsav, Performance Appraisal, Training and seminars, Induction meeting of new entrants with senior management, Annual Report, Sustainability Report, Rajbhasha Pakhwada, Monthly co-ordination meetings, daily meetings with Area General Managers, Industrial relations meetings with union leaders, Robarro -an interaction session with employees by chairperson of the company.

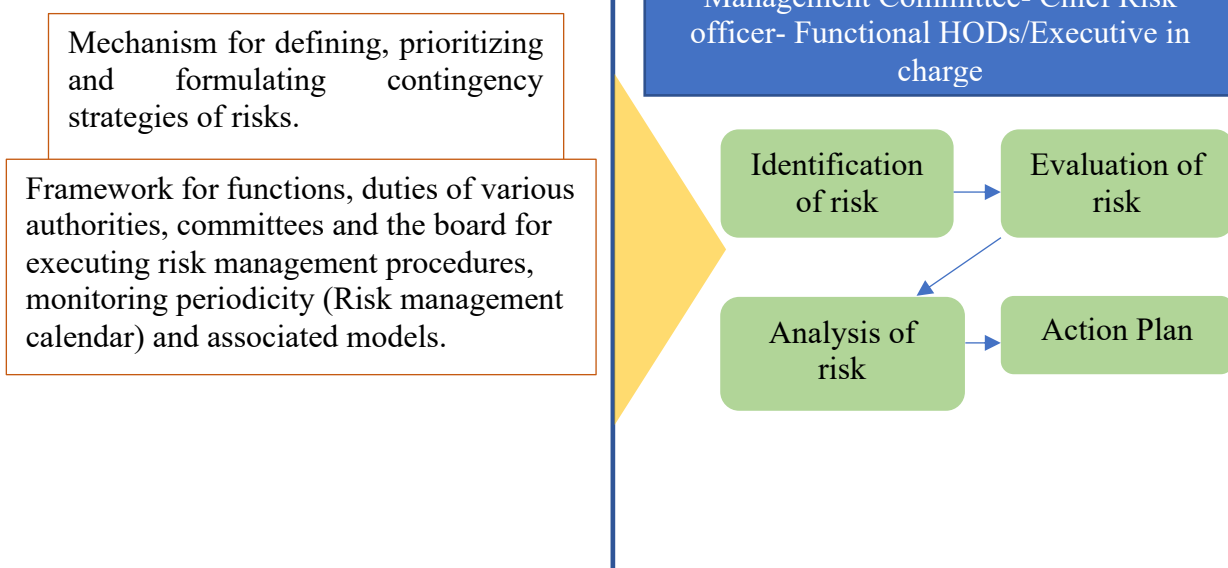


Stake holder meeting held at Nagpur area, FY 2022-23

Policy commitments^{[2-23][2-24][2-25]}:



Risk management framework



SUSTAINABLE DEVELOPMENT POLICY OF WCL^[2-22]

We follow the sustainable mining framework approach of our parental company and it is a continual building process with a long-term view towards social responsibility, financial viability, environmental footprint, optimal using of mineral resources, and ensuring sustainable post- closure land uses along with ethical functioning and responsible business practices based on integrity, cooperation, and transparency.



Economic
Sustainability



Environmental
Sustainability



Socio-cultural
Sustainability

- Adopt ever-evolving world class eco-friendly technologies for mining.
- Conserving natural resources by Reducing, Reusing, Recycling, Redefining and Replacing.
- Neutralize the impact on the Environment due to mining through afforestation, rainwater harvesting and regeneration of cultivable land and other suitable mitigative measures.
- Create income generation avenues/ skill development.
- Ensure society a better- quality life by providing basic infrastructure and management of the services like water, waste management, health care, education etc.,
- Organize Programmes, especially for the project affected Tribal people to maintain the culture, heritage and identity.
- Strive to conduct the business ethically and transparently.
- Delegation of powers to take decisions at the project level for SD related activities for timely implementation through monitoring/ evaluation mechanism.
- Create awareness among the stakeholders by incorporating a system of communication for obtaining feedback and assessing the opinion/ideas / suggestions.

The overall framework ensures smooth and efficient business conduct by the relevant laws and regulations.

Remuneration Policy^{[2-19][2-20]}

President of India is the authoritative administration for appointment, tenure, remuneration and other terms and conditions of appointment of Directors of our company, as we are under the roof of Central Public Sector.

Hence the remuneration of the Functional Directors is not decided either by our Board members nor by Remuneration committee. Remuneration to Functional Directors is paid in accordance with the determined pay scales of Govt.of India and Coal India Ltd. The details of the remuneration provided to the Directors and Key Managerial Persons of WCL is as follows:

Name	Business relationship with the company	Remuneration (FY 2022-23)
Shri Manoj Kumar	Chairman cum Managing Director	1,09,17,905.25
Dr.Sanjay Kumar	Director (Personnel)	84,90,318.22
Shri Jai Prakash Dwivedi	Director (Technical/Operations)	91,25,098.89
Shri Anil Kumar Singh	Director(Technical/Projects & Planning)	83,31,676.75
Dr Darshana C Deshmukh	Independent Director	8,00,000.00
Shri Bhagchand Agarwal	Independent Director	3,20,000.00
Shri Kantilal C Patel	Independent Director	3,80,000.00
Shri Balram Nandwani	Independent Director	3,80,000.00
Shri Binod B dash	Independent Director	2,40,000.00
Shri Mahendra Kumar Baluka	Chief Financial Officer	85,31,613.44
Shri Rameher	Company Secretary	25,04,576.65
Smt. Ritu Varshney	Company Secretary	22,88,655.12

No remuneration is paid to the Part-Time Official Directors. Sitting fees for attending the Board as well as Committee meetings is paid to Part-time Non-official independent directors as per the rate fixed by the Board within the ceiling fixed under the Companies Act,2013. The remuneration policy of the auditors is approved by the Board of Directors, WCL on the recommendation of Audit Committee.

Auditors	Pursuant	Remuneration (FY 2022-23)
Cost Auditors	Section 148(3) of the Companies Act,2013 and Rule 14 of the Companies (Audit and Auditors)	Rs. 19,39,920/- (including GST, travelling expenses and pocket expenses)
Statutory and Branch Auditors	Section 142(1) of the Companies Act,2013	Rs.27,44,763/- for Annual Audit and Rs.20,58,573/- for 1 st quarter, half year and nine months review, plus applicable taxes.

Total Annual Compensation Ratio for the organisation:^[2-21]

Year	Median (Excluding Highest paid)		Highest paid		Total Annual Compensation ratio	
	Net	Gross	Net	Gross	Net	Gross
2021-22	658900.32	1127982.38	2801760	6083238.44	4.25	5.39
2022-23	650721.6	1192826.7	2885880	9968242.91	4.43	8.35

Percentage increase in the Annual Total Compensation ratio

% Increase of the median annual total compensation from the previous reporting period to the current reporting period (Excluding Highest paid)		% Increase in the highest-paid individual's compensation from the prior period to the reporting period		The ratio of the annual total compensation percentage increase of highest-paid individual to the median annual total compensation percentage increase for all the employees	
Net	Gross	Net	Gross	Net	Gross
-1.24	5.74	3.00	63.86	-2.41	11.10

Member associations:^[2-28]

These associations play a pivotal role in fostering collaboration by improving the core standard operations of quality, ethics, safety, economic, technicality, professional development etc., through knowledge exchanges, advocating shared causes and swapping valuable resources and services. We have made agreements and MoU with various renowned institutions like NEERI, ISM, RITES, IPRCL, IIM etc for building safe environmental and social efficiency programs.

WCL is also associated with MGMI, SCOPE, Confederation of Indian Industry and also with various forums, which has immensely helped our business approach and added value to shaping our company's vision.



Workshop on sustainable mining held in association with MGMI



MoU with Indian Institute of Management, Nagpur.

Quality of Coal:

It is worthwhile to mention that our company is ISO 9001:2015 certified with respect to the Quality Management system regarding our coal supplies. For enhancing the customer satisfaction, we implement specific measures and which are as follows:

- We have SOP at project level for implementing quality control measures from mine to despatch point.
- For upgrading quality consciousness levels in the system engaged in coal production, sizing, quality assessment and dispatch activities, different motivational tools, techniques, quality drives along with workshops are in place.
- We have qualified Technical Inspectors/ Chemists for supervising the quality control measures from point of coal extraction to despatch point and at coal analysis laboratory for analysis strictly as per norms.
- We regularly organize customers meet for timely complaint-redressals, if any.
- We ensure 100% crushing/ sizing of coal before dispatch by enhancing the crushing capacity of Coal Handling plants.
- All our coal testing laboratories are NABL accredited and have adequate provisions of enabling conditions for round the clock sampling of coal before dispatch by third party agencies.

We are pleased to inform that about 99.89% of the 62.152 MT of coal dispatched to Power and Non-Power sectors has been weighed on electronic weighbridges at loading points before dispatch.



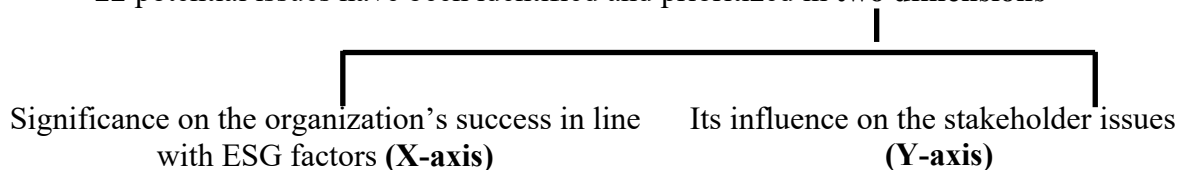
Coal Quality analysis at Ghugus project, Wani Area

Materiality Assessment ^[3-1] ^[3-2]:

The potential issues in the organization's value chain have been identified to assess the greatest impacts in future on communities and the environment, and those that matters most to the stakeholders. The assessment has formed a blueprint for the WCL ESG strategy and depicted in the form of materiality matrix.

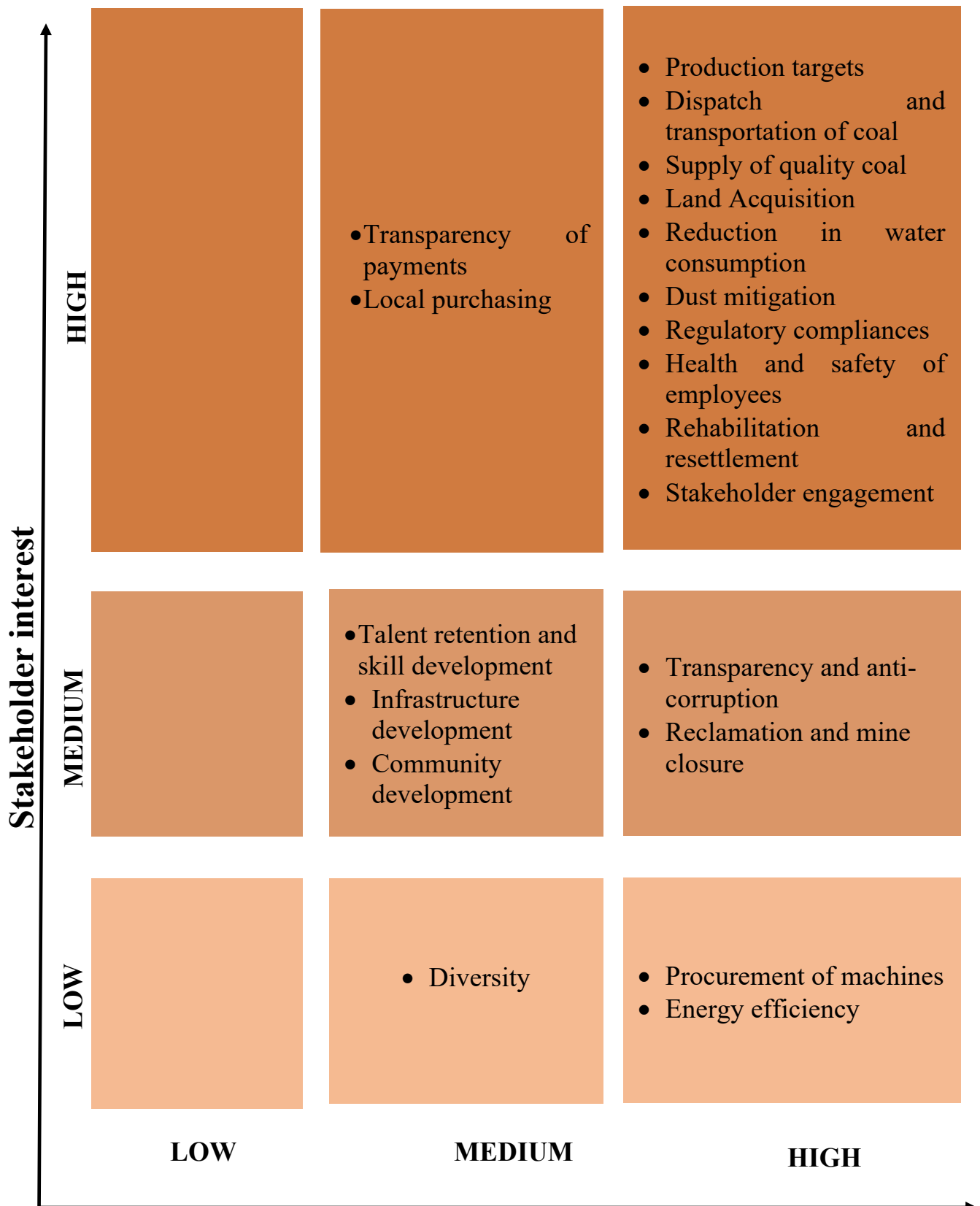
The material matrix has been finalized by identifying the essential issues with short- and long-term visibility in association with internal stakeholders including executive board members, functional heads and external stakeholders including suppliers, customers, NGOs etc.,

- 22 potential issues have been identified and prioritized in **two dimensions** –



शासन	आर्थिक	परिवेश	सामाजिक
Transparency and anti-corruption.	Production targets	Reduction in water consumption	Health and safety of employees
	Transparency of payments	Reclamation and Mine closure.	Talent Retention and skill development
	Procurement of machines	Energy efficiency	Infrastructure development
	Dispatch and transportation of coal	Dust mitigation	Diversity
	Supply of quality coal	Regulatory compliances	Rehabilitation and Resettlement
	Land Acquisition		Employment creation and skill development for local community
			Regulatory compliances
			Stakeholder engagement
			Local Purchasing
			Community development

Totally ten material challenges have been identified for prioritizing the action to be taken on ESG strategies which are important to both WCL and stakeholders and it is depicted in the matrix below.



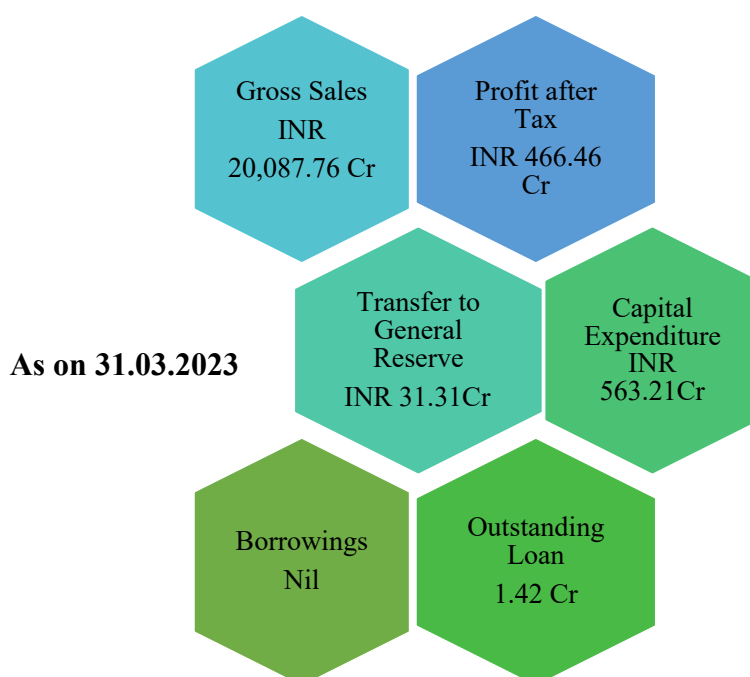
- On the occasion of CIL's 48th Foundation Day on 1st November, 2022, WCL has bagged
 - 2nd Prize for "Corporate Award on Environment"
 - 2nd Prize for "Corporate Award on CSR"
 - 2nd Prize for "Corporate Award on Highest percentage increase in Net Sales"
 - 2nd Prize for "Corporate Award on Highest Departmental Capacity Utilization (OC project)"
- WCL has bagged two Coal Minister's Award
 - 1st prize for "Sustainability"
 - 2nd prize for "Quality of Coal"
- Safety is the most vital part of our operations. We are proud to inform all our stakeholders that
 - Our Rescue team won 2nd Prize in overall category in All India Mines Rescue Competition 2022 at SK Mines of M/s Hindustan Zinc Ltd.
 - Our Rescue team won 3rd Prize on Mine Rescue Drill at International Mines Rescue Competition 2022 in West Virginia (USA).

INTERNATIONAL MINES RESCUE COMPETITION

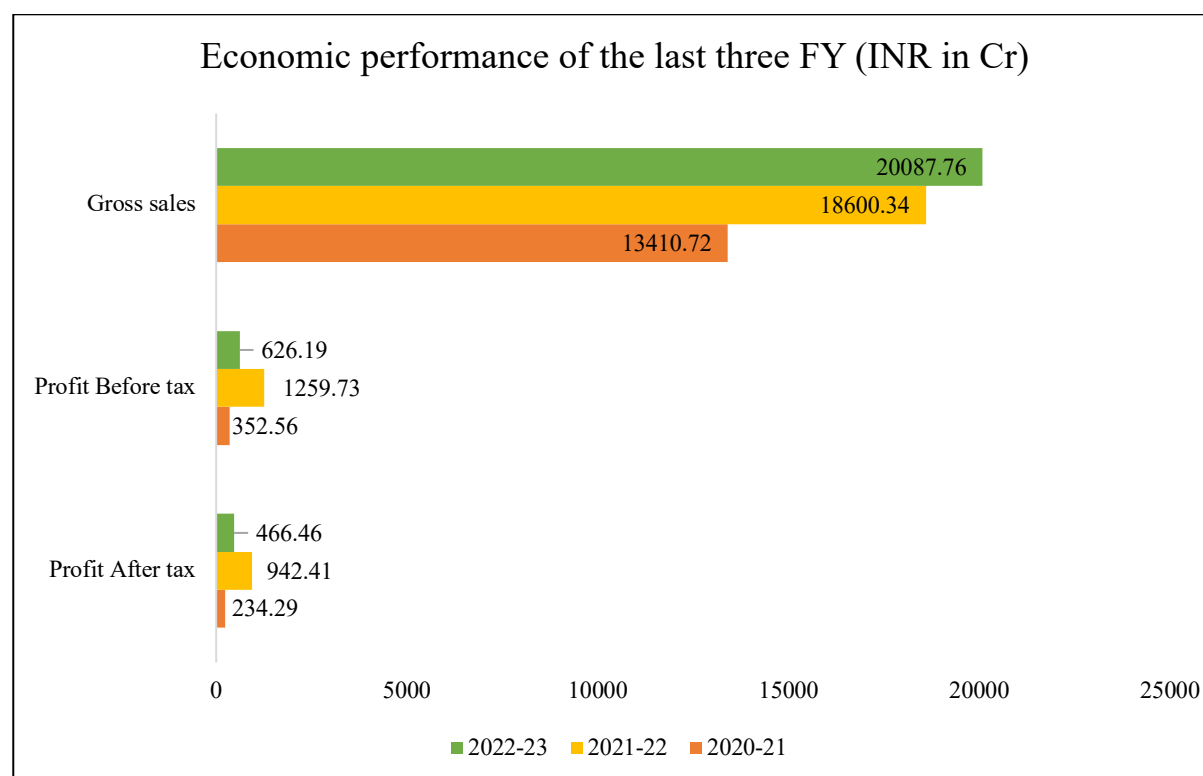
WCL Rescue Team adjudged Most Active Rescue Team in International Mine Rescue Competition 2020 at Ekaterinburg, Russia



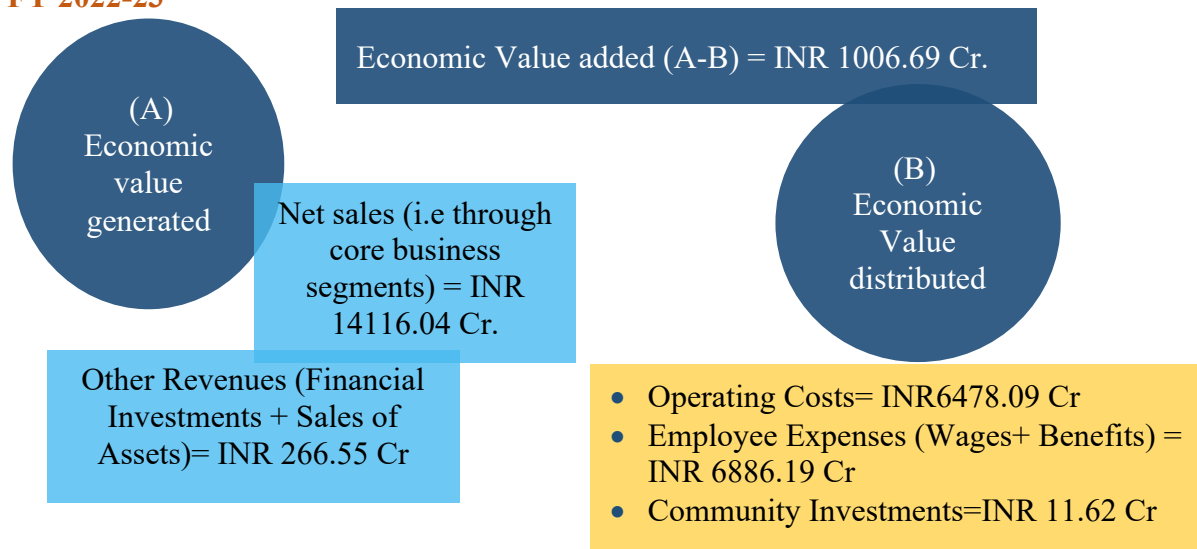
Financial Operational Statistics- Income & Expenditure Statement^{[201-1][2-2][2-6]}



The below figure depicts the economic performance of our company for the last three years and we are happy to share that our production and gross sales performance has been improved in respect to the previous financial year.



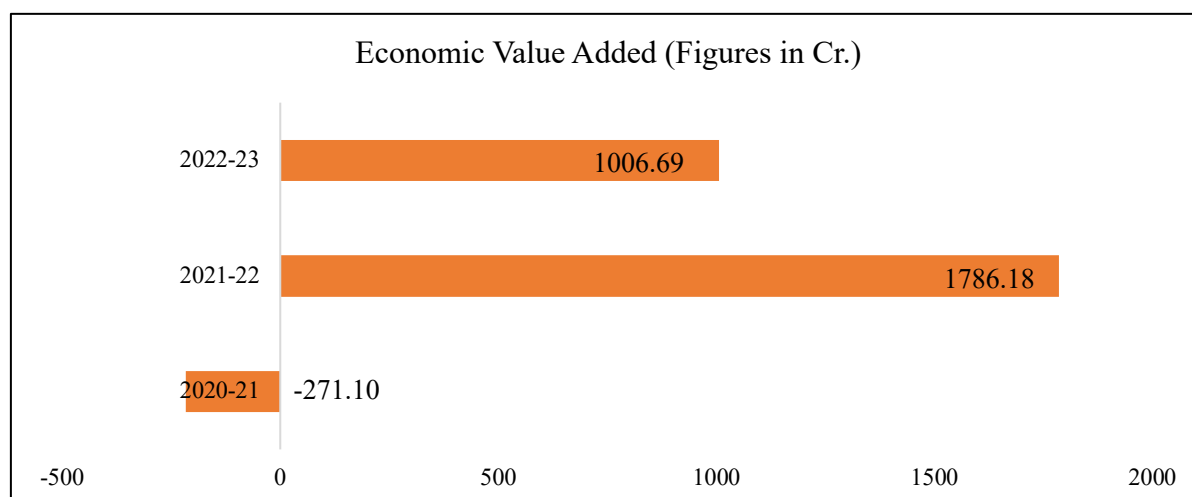
FY 2022-23



The economic value generated and distributed for the last three financial years is given in the table below:

	Economic Performance (Rs. In Cr)	FY 2020-21	FY 2021-22	FY 2022-23
	Economic value generated (A)			
1	Revenues (Net sales i.e through core business segments)	9216.68	12918.96	14116.04
2	Other revenues (Financial Investment + Sale of Assets)	141.26	106.90	266.55
	Total (A)	9357.94	13025.86	14382.59
	Economic value disturbed (B)			
3	Operating Costs	3976.76	5192.92	6478.00
4	Employee Expenses (Wages + Benefit)	5561.36	6034.22	6886.19
5	Payments to providers of Capital	30.97	0.00	0.0
6	Community Investments	5.95	12.54	11.62
7	Payments to Government	0.00	0.0	0.0
	Total (B)	9575.04	11239.68	13375.90
	Economic value added (A-B)	-217.10	1786.18	1006.69

The economic value added for the last three years has been depicted in the figure below



Benefits Provided to Employees ^[201-3] ^[401-2]:

We at WCL, believe that valuing employees health and supporting for their quality life improves their engagement in work and which in turn increase the productivity and growth of the company by leading to stronger, more stable dynamics. The benefits provided to employees in this FY 2022-23 is 6.6% higher than the previous FY and the particulars for last three financial years are provided in the table below.

Particulars (INR Cr.)	FY 2022-23	FY 2021-22	FY 2020-21
Salaries and wages (Including allowance, bonus etc.)	5380.70	4307.51	4156.17
Contribution to P.F & Other funds	1160.90	1403.55	1158.33
Staff Welfare Expenses	344.59	323.16	246.86

There are different benefits which are provided by our company and are as follows:

Defined Benefit Plans

- Gratuity
- Post-Retirement Medical Benefit- for Executives & Non-Executives.

Gratuity- As per provisions of Payment of Gratuity Act,1972.

- Employer contribution is 2.01% of basic salary and dearness allowances.
- Entitled for employees who rendered services for 5 years or more.
- Amount equal to 15 days salary for each completed years of service subjected to max of Rs.0.2 Cr at the time of separation from the company.

Post-retirement Medical Benefit-

- To executives and their spouses together in company/ empaneled hospitals only in India for an amount of Rs.0.25 Cr except for specified diseases with no upper limit. Not applicable to the executives who resigns from the company.
- Under wage agreement-to non-executives, their spouse and Divyang children together for an amount of Rs.8 lakhs except for specified diseases subject to ceiling limit of retirement, VRS, resigns from 57 yrs or above or separated on medical grounds.

We have dedicated colonies for our employees in our command areas with all proper facilities like STP, Filter plant, community centre, parks, dispensaries/hospitals. We have total 11nos of hospitals in our command areas with total capacity of 475nos of beds and 34 no.of dispensaries.

Defined Contribution Plans

- Provident Fund and Pension
- CIL Executive Defined Contribution Pension Scheme

Provident fund and pension-

- Governed by Coal Mines Provident Fund Organization, under the control of MoC.
- Company pays fixed contribution towards provident fund and pension fund at 12% and 7% of basic salary and variable dearness allowances of the eligible employee's salary.

CIL executive Defined Contribution Pension Scheme (NPS)-

- Administrated through separate trust at group level solely formed for the purpose.
- Current employer contribution of 6.99% of basic and dearness allowance is being charged to statement of profit & loss.

Other long term Employee Benefits

- Leave Encashment
- Life Cover Scheme
- Settlement Allowances
- Group personal accident Insurance
- Leave Travel Concession for Non-Executive(LTC)
- Compensation to Dependent on Mine Accident Benefits

LTC:

- Non-EX are entitled for lump sump amount of Rs.8000/- and 12,000/- for visiting their hometown and for "Bharat Bhraman" once in block of 4 years respectively.

Leave encashment:

For Executives:

- A total of 30 days of Earned Leave (EL) and 20 days of Half Paid leave (HPL) are provided in one calendar year.
- **During Service-** 75% EL is one-time encashable in each calendar year subjected to 60 days EL encashment.

On superannuation- EL and HPL together is considered for encashment subject to the overall limit of 300 days without commutation of HPL.

For non-executives:

- Leave encashment is governed by the National Coal wage agreement.
- Entitled for encashment of EL at the rate of 15 days per year and on discontinuation of service due to death, retirement, superannuation and VRS, the balance leaves or 150 days whichever is less is allowed for encashment.

Life Cover Scheme (LCS):

- Under wage agreement, the company has LCS under deposit linked insurance scheme, 1976 notified under Ministry of Labor, Government of India.
- Rs.1,25,000.00 is paid under the scheme w.e.f 01.10.2017.

Settlement Allowances:

- As a part of wage agreement, a lump sum amount of Rs.12,000/- is paid to all the non-ex on their superannuation on or after 31.10.2010 as settling-in allowance.

Group Personal Accident Insurance (GPAIS):

- This scheme is taken from United India Insurance Company Limited to cover all the types of accident on 24 hour basis worldwide for executive employees.

Compensation to Dependent on Mine accident Benefits:

- Under the wage agreement an amount of Rs.0.15 Cr is paid to kin of an employee in case of fatal mine accident & Covid-19 w.e.f 07.11.2019 & 24.03.2020.



Facilities at Rajiv Ratan Hospital, Wani Area



Celebration of AIDS day, WCL HQ



Koyila Vihar colony, WCL HQ



Outdoor and indoor facilities at Colony, WCL HQ

Total liability bearing by the company on providing the benefits as on 31.03.2023 based on valuation made by the actuary.

Head	Closing Actuarial Liability as on 31.03.2023 (INR Cr.)
Gratuity	2660.86
Earned Leave & Half-Pay Leave	671.46
Settlement Allowance Executives	11.61
Settlement Allowance Non-Executives	12.41
Leave Travel Concession (Non-Executive)	33.13
Post-Retirement Medical Benefits Executives	201.80
Post-Retirement Medical Benefits Non-Executives (Active)	251.91
Post-Retirement Medical Benefits Non-Executives (Non-Active)	236.86
Total	4080.04

Financial assistance received from Government [201-4]:

WCL has received subsidy of Rs.0.4 Cr in this FY from Ministry of Coal, Government of India in terms of Coal Mines (Conservation & Development) Act, 1974 towards reimbursement of expenditure incurred for the Sand Stowing & Protective Works.

The financial assistance received from Govt from the last three financial years is as follows:

Financial Year	Financial assistance received from Govt. (INR Cr.)
FY 2020-21	0.00
FY 2021-22	0.09
FY 2022-23	0.40

Market presence [202-1,202-2]:

We follow all enforcing policies and procedures fairly to maintain state of being equal in all aspects like gender, race, religion, age, disability, basic wages rights and opportunities. We at WCL ensure an equitable share of the fruits of progress to all our employees by following all the rules and regulations of the Govt.of India regarding to the payment of wages/ salaries. Providing fair wages-balances strategic upskilling, productivity enhancement and career development of all the employees.

The recommendation committee of Govt. of India approves the executive pay scale as per the respecting posting grades. The present pay structure of Executives is approved in 2018. The wages of non-executives are as per the National Coal Wage Agreement (NCWA) which is by parted agreement between management and union by constituting a Joint Bipartite Committee for the Coal Industry, and it is revised from time to time. The present pay structure of non-executives is as per the revision of NCWA, approved on 20.05.2023, but effective from 01.07.2021 to 30.06.2026 for a period of 5 years. This agreement covers the wage structure including Dearness Allowances, fitment in the revised pay, fringe benefits, service conditions, welfare, social security including pension, safety, medical & other matters.

The wages provided to permanent and contractual workers are equal for both women and men 1:1 ratio. All our senior management at significant operations mentioned in^[2-1] are hired from the local community. Local community here is referred to as India, our nation.

**For
contractual
Workers**

Engaged in mining activities:

Paid wages are implemented as per recommendation of High Power Committee as approved by the Board of Directors of CIL, which is midway between the Minimum wages notified by Central Govt. as per the Minimum wages Act, 1948 for workers employed in scheduled employment in non-coal mines and the wages payable to the lowest category of permanent workers i.e Cat-1 of NCWA as on 09.10.2018.

Engaged in watch and ward activities:

Paid wages as per the rates circulated by Director general of resettlement from time to time, which is more than the Minimum Wages notified by Central Govt. as per the Minimum Wages Act, 1948.

For the jobs other than mentioned in above two rows:

Minimum wages as notified by Ministry of Labor & Employment, Govt. Of India for the workers employed in scheduled employment for non- coal Mines as per the Minimum Wages Act, 1948.

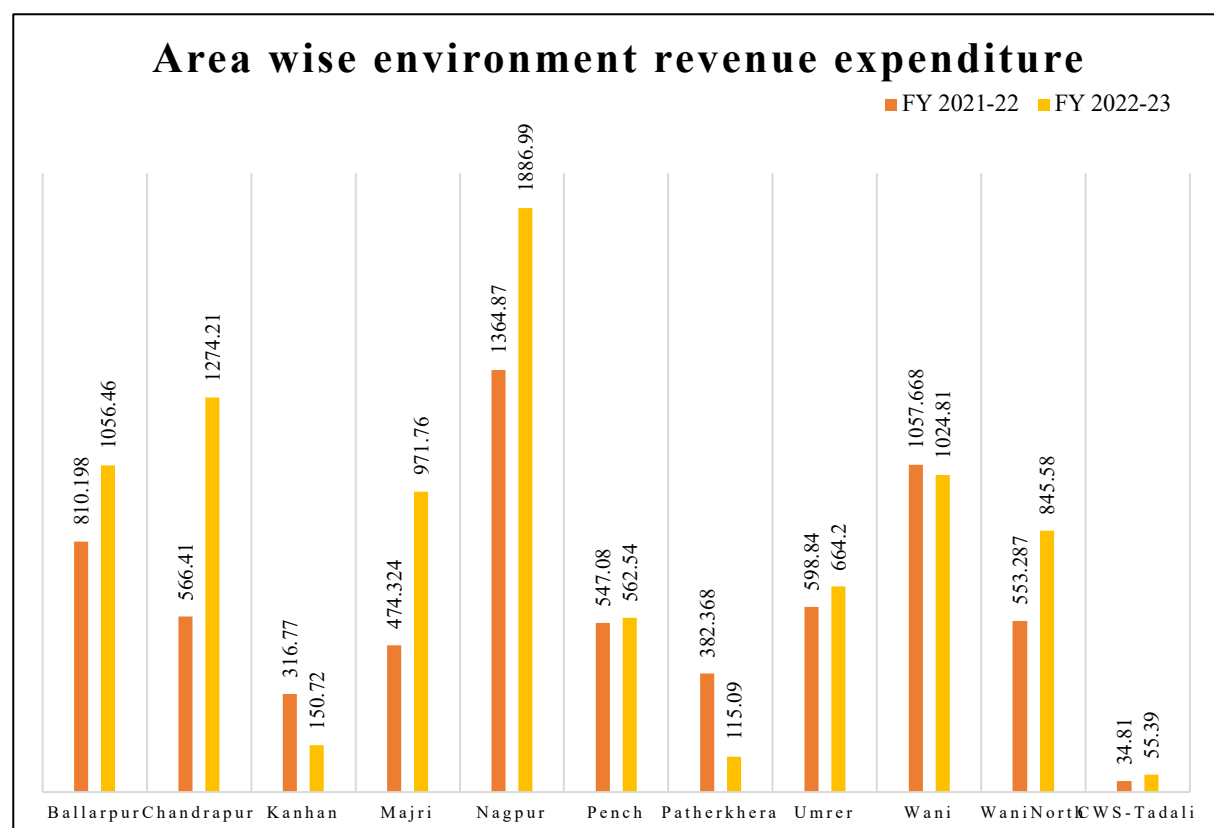
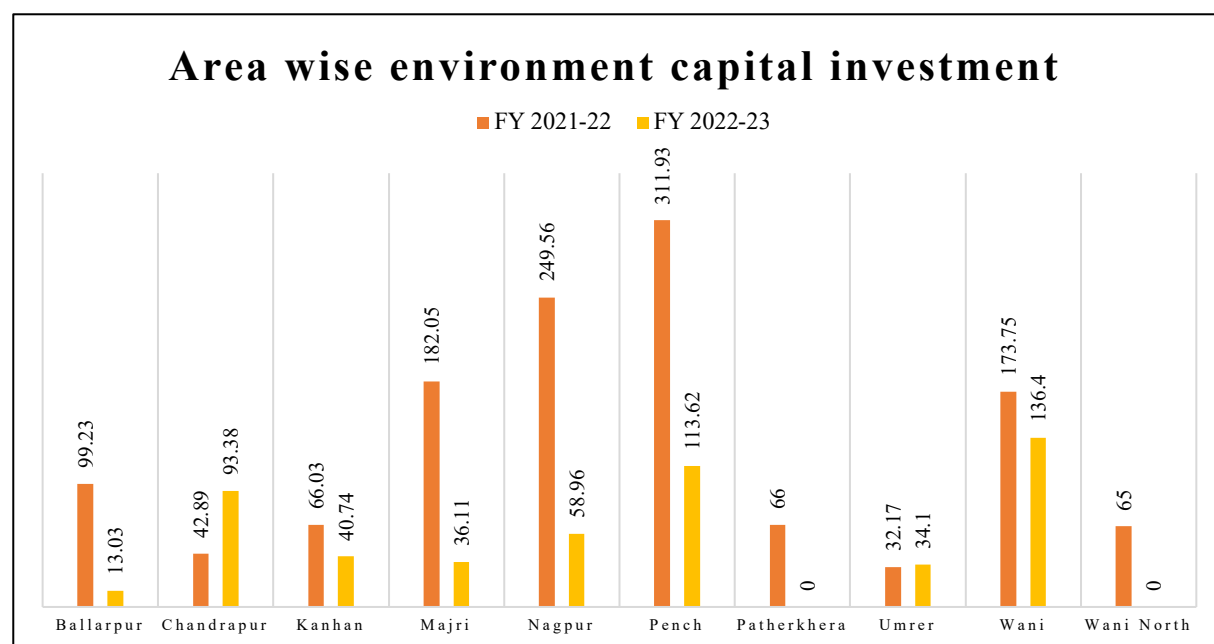


Coal loading operations at Penganga OCM, Wani Area

Our area wise investment statistics (Capital and Revenue) on Environmental protection measures for the last two financial years is as follows^[201-2]

Capital expenditure includes multiple activities against procurement of fog cannons, piezometers, road sweeping machines, digital water flow meters, sprinklers and pollution control measures equipment's. Revenue expenditure includes regular monitoring, awareness programs etc.,

	FY 2021-22	FY 2022-23
Capital Expenditure (Rs. Lakhs)	1288.61	526
Revenue Expenditure (Rs. Lakhs)	6778.411	8535.11



Accountable to Company's ethical responsibility and stakeholders' social responsibility- Corporate Social Responsibility [203-1,2, 413-1,2]:

Our management is committed for contributing towards the Economic, Environment and Social development of the local community in and around the WCL command areas in Maharashtra and Madhya Pradesh. Primary beneficiaries of the CSR activities are land outsees, project affected persons (PAPs) and those staying within the radius of 25 KMs of the WCL project areas. Poor and needy sections of the society living in different parts of Maharashtra & Madhya Pradesh are secondary beneficiaries.

These responsibilities are combination of policies, education, and practices which extent throughout our corporation's operations and build trust and credibility with local society. We follow the CSR policy of our parent company which is as per schedule VII of the companies Act, 2013 and the notifications issued by the Ministry of Corporate Affairs, Govt.of India from time to time as well as guidelines issued on CSR by Department of public Enterprises.

CSR Policy

WCL shall spend 80% of the CSR fund of a year within the radius of 25 Kilometres of its project sites/Mines/Area/ HQ and rest 20% within the state of Maharashtra and Madhya Pradesh.

The CSR action plan is prepared in consultation with various stakeholders such as Local bodies/Village Panchayat/ District Authorities/ Govt. Officials/Elected Representatives. It is worthwhile to mention that statutory conditions of Environmental Clearance regarding the CSR related activities are also considered and implemented as a part of CSR action plan.

Our company has constituted a Corporate Social Responsibility & Sustainability Committee as per the provisions of the Companies Act,2013 and DPE guidelines and during this reporting year four committee meetings were held for discussion of the strategy and activities to be taken up.

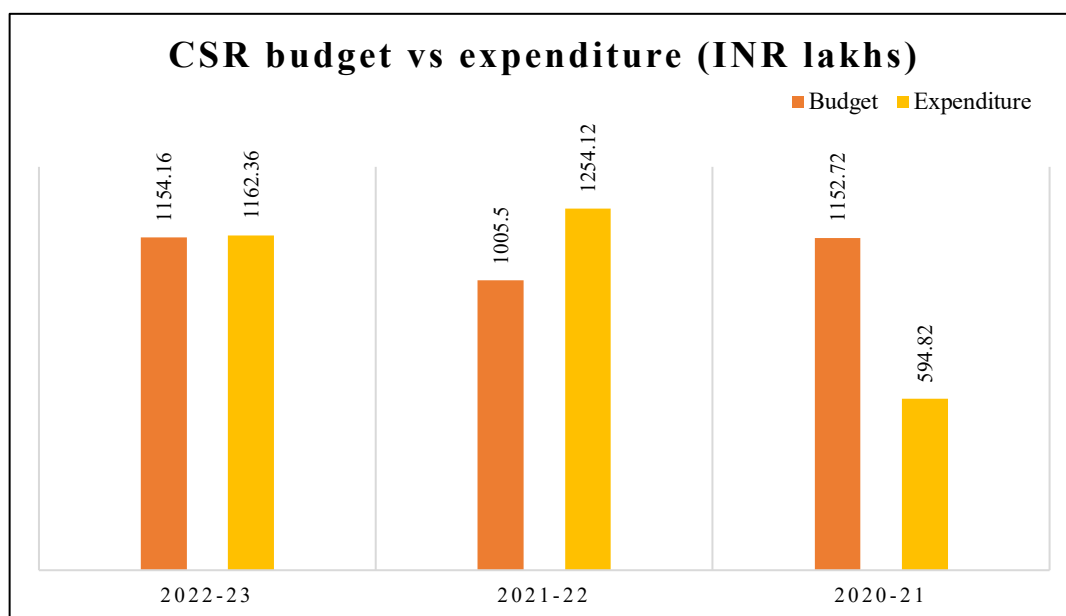
Key elements of WCL's CSR strategy		
To acter to all stakeholders' interests- Public Sector Enterprise to act in serving the public.	To use CSR not just a legal obligation but an opportunity to emotionally connect with community	CSR to be in sync with National priorities & Global Agenda (SDGs)

CSR budgeted amount for the financial year is calculated as by considering 2% of the average net profit of WCL for the three- immediately preceding financial years or Rs.2.00 per Tonne of Coal Production of previous year, whichever is higher.

Fund provision & Expenditure on CSR during FY 2022-23 (Figures – Rs. in Crores)	
CSR Budget as per minimum statutory provisions	8.45
CSR Budget as per WCL's CSR policy	11.54
Expenditure incurred	11.62

The budgeted amount and expenditure incurred for CSR activities for the last three financial years is depicted in the graph.

CSR Expenditure (INR Lakhs)		
FY 2022-23	FY 2021-22	FY 2020-21
1162.36	1254.12	594.82



[413-1,2] The basic needs/ various rural development activities like water supply, health, skill training, education and other basic infrastructure like roads, drain, community centres, Recreation halls, borewells with solar pumps etc., are undertaken under the CSR activities and an amount of Rs.237.36 Lakhs has been utilised during this reporting year. No CSR projects are eligible for Impact assessment as per criteria given sub-rule (3) of rule 8 of the companies (Corporate Social Responsibility Policy) Rules, 2014.

The CSR activities undertaken in the last three financial years are as following and size of the projects is provided in terms of monetary values.

S.no	CSR Thematic area	Expenditure (In Rs. Lakhs)		
		FY 2022-23	FY 2021-22	FY 2020-21
1	Health Care	376.78	1022.03	286.87
2	Sanitation		30.77	8.62
3	Drinking water		45.95	7.10
4	Education	469.88	6.38	37.97
5	Livelihood Enhancement Project		-	20.83
6	Skill Development		41.06	21.69
7	Setting up Homes and Hostels		-	9.00
8	Environmental Sustainability and conservation of Natural Resources	5.00	21.95	25.70
9	Promotion of Sports	4.20	16.00	4.72
10	Rural Development Projects	237.36	64.12	162.33
11	Disaster Management	32.68	-	10.00
12	Women Empowerment	38.34	5.86	-
	Total	1162.36	1254.12	594.82

Some of the major CSR activities taken up in FY 2022-23 with total expenditure are as follows:

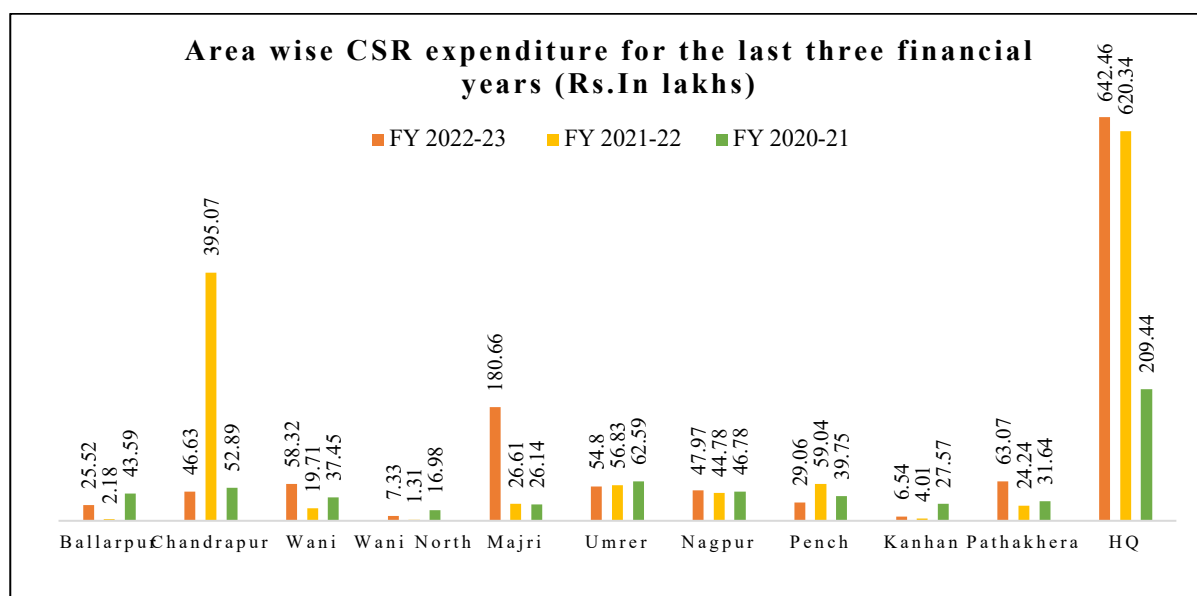
S.no	CSR Activity	Expenditure (Rs. Lakhs)
1	Skill Development Programmes for 985 Rural Youth through Central Institute of Petrochemicals Engineering & Technology (CIPET), Apparel Training Design Center (ATDC), Confederation of Indian Industries(CII), Ashok Leyland Institute for Drivers Training & Research, Footwear Design and Development Institute (FDDI)	335.86
2	Contribution to District Administration, Nagpur for undertaking various measures to contain the spread of COVID-19.	200.00
3	Financial assistance to Assistant Commissioner Tribal Welfare Betul for implementation of Smart Class-room solutions for improving learning outcomes and education quality in 15 Govt Schools of Betul District	39.49
4	Financial assistance to SHGs of villagers scattered in Buffer area of Pench Tiger Reserve, Maharashtra for providing rice, flour and pulse mills which can cater the needs of local surrounding as well as create additional revenue to local livelihood.	24.20
5	Financial assistance for installation of Mini Science Centres at four Schools in Nagpur & one School in Chandrapur	20.56
6	Various Rural Development Activities like Construction of Road, Community Centers, Recreation Halls, Borewells with Solar Pumps, etc in villages near our mining areas	237.36

During this reporting year, we have created 11 no's of capital assets through CSR activities with a total amount of Rs.100.95 Lakhs.



Distribution of Hitech Artificial limbs by Nitin Gadkari, Minister (Road Transport and highways of India)

The CSR expenditure of individual areas for this reporting period is depicted in the graph below.



RO Drinking water facility at Bhalerao High School, Saoner, Nagpur Area



Distribution of cycles to school children, Umrer Area.



Distribution of livelihood equipment's to SHG's of Parasia block, Chhindwara Area.



Financial assistance to Jeevodaya for providing therapeutic training and individual education program for intellectual challenged children.



Free Cataract surgery to poor and needy living near our mine areas by Mahatma eye bank hospital



Distribution of rice and pulse mill to SHG's in Pench Tiger Reserve.

We at WCL, catalyze the concerted actions of WIPS in implementing the foundation policies for education, continuation skill enhancement, health, welfare and gender-responsive social protection systems for/to protect women.

During this FY 22-23, 2 nos. of General body meetings were held to engage women constructively through provide exposure, confidence building measures to move up in the pyramid. The following are the statistics of the training providing to female employees.

No.of training program's conducted by external agency	No.of training program's organized in House
193	53
No.of Women deputed for the above	No.of Women deputed for the above
368	328

WIPS forum organized different campaigns for bone health awareness, general health and Eye checkup, blood donation and also different sessions on how to maintain healthy diet and deal with health-related problems like breast cancer, polycystic ovary syndrome, interstitial cystitis, ovarian and cervic cancer etc., on the occasion of International Women's Day'2022. Also conducted various workshops on Naturopathy, POSH ACT & know your rights etc., to optimize opportunities to embrace larger roles and play a constructive role in developing leaders for tomorrow. Some of the activities carried/organized by WIPS are depicted in the pictures below.



Free eye checkup for children



Distribution of lunch boxes to school children



Breast cancer awareness campaign



D(P) sir addressing on International Women's' day

[413-2] Rehabilitation and Resettlement- A socially conscious enterprise:

WCL is being and will continue to be very sensitive in resolving contentious issues and trust building measures with Project Affected Persons. In order to protect their rights, we as a socially conscious enterprise provide them secure means of livelihood as per the provisions of Rehabilitation & Resettlement policy'2012 of our parent company CIL.

It's been a pleasure to inform that, two mines "Dhuptala OC" and "Sharda UG" mines has been started their coal production in this FY 2022-23. Further, 12 Project Reports/Revised Project Reports with a sanctioned capacity of 28.835 MT were approved. To put these project reports into operation, its requisite to rehabilitate the local people.

We follow certain acts like Coal bearing areas (Acquisition and Development), Act 1957 (CBA(A&D)Act), Land acquisition Act, 1894, Forest conservation Act, 1980 and in extreme urgency, direct purchase through negotiation with land owners and obtain environmental clearances and forest clearances for acquiring and securing the land for mining purposes. During this FY 2022-23, our company has made a remarkable achievement with acquisition and physical possession of 1766.46 ha and 508.73 ha of land respectively for mining and allied activities.

During the reporting period, there have been no significant incidents of violations involving the rights of indigenous people by WCL^[411-1]. We would also like to inform that our operational sites are not located around tribal or indigenous population.

All the benefits to be provided to the PAP's are monitored and reviewed by the Resettlement & Rehabilitation Committee based on the objectives like approving the -list of land losers and other PAPs, persons eligible for employment, making a rehabilitation plan for the project, expediting the grant of benefits timely and implementation of social audit as per the decisions by concerned state govt. authorities. This committee is constituted at the project level under the chairmanship of Collector.

During this reporting period, there have been no significant incidents of violations involving the rights of indigenous people of WCL^[411-1] and hasn't funded to any political party^[415-1].

Steps for restoring the livelihood of the community:

Benefits	Details
Land compensation	Land compensation is being paid as per the provisions of concerned Maharashtra and Madhya Pradesh Govt. notification. Escalation will be paid at the rate of 12% per annum for a maximum period of three years.
Employment	Apart from payment of land, for every two acres of land one employment will be considered. The employees are joined as category-1 as per National Coal Wages Agreement, with a training period of 6 months.
Lump sum Monetary compensation	The land losers who are not eligible for employment, are entitled to received monetary compensation in lieu of employment at the rate of Rs.5,00,000/- for each acre of land on pro-rata basis.

	Annuity: The PAP's can also opt compensation amount to be paid monthly, annually or at such intervals (not less than one year). The annuity will be paid for a maximum period extending to 60 years of age or the life of the project for which the land has been acquired, whichever is earlier.
Person who homesteads is acquired	Shall be paid as per the standard evaluation method of the LA act of the Maharashtra or Madhya Pradesh Govt. - One-time lump sum payment of Rs.3,00,000/-shall be paid in lieu of alternate House site, Assistance in designing shifting allowance, compensation for construction of cattle shed, monetary compensation for construction of work shed etc., or Transportation/ Shifting allowance @ Rs.10,000/- per PAF. - Each affected displaced family will get subsistence allowance at the rate of 25 days (Minimum agricultural wage) per month for one year. - Plot of 100 sq.mtr. per PAF.

The area-wise statistics of the employment, Cash compensation (CC) in lieu of employment, annuity, plots and cash compensation in lieu of plot provided to the PAF's for the last three financial years are as follows.

Area	Project	Village resettled	FY 2022-23		FY 2021-22		FY 2020-21	
			Plots	CC	Plots	CC	Plots	CC
Wani	Penganaga OC	Wirur	0	0	17	10	9	20
Chandrapur	Durgapur Deep Extn OC	Sinhala, Masala (old) & Navegaon	125	15	44	13	56	83
Nagpur	Amlagamated Gondegao Ghatrohana OC	Gondegaon	71	0	119	0	277	0
Wani North	Kolarpimpri Extn OC	Aheri	0	11	0	0	0	0
Total			196	26	180	23	342	103

Note: In place of CC details of MC in lieu of plot has been provided and the nos. depicts the project affected families who have been provided plots/ MC in lieu of plot against resettlement

Community facilities being provided at resettlement site.

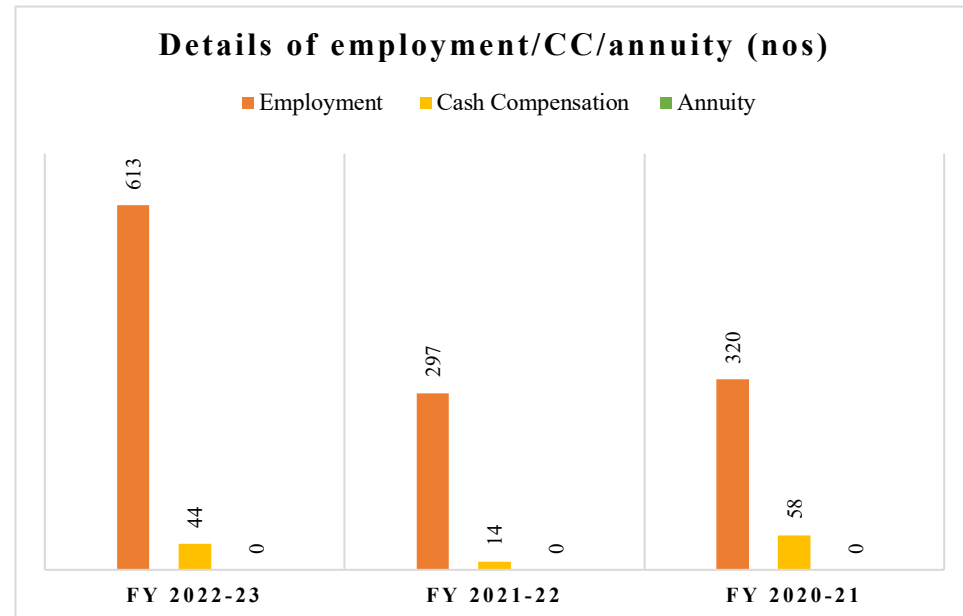
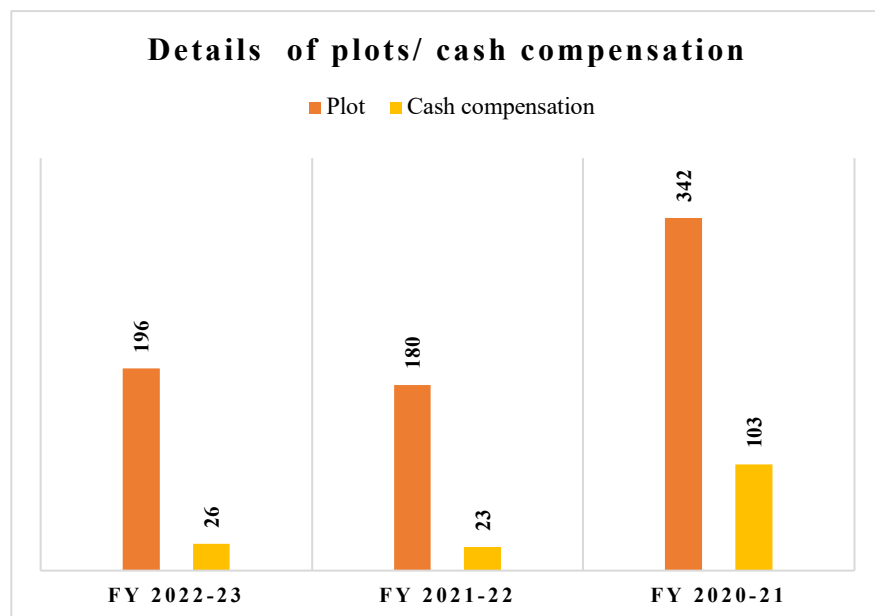
- School
- Road with street light
- pucca drain, pond, dug well and /or tube well for drinking water supply
- Community centre
- Dispensary
- Place of worship
- Grazing land for cattle
- playground



Rehabilitation and resettlement efforts at Gondgaon OCM

Area	Project	FY 2022-23			FY 2021-22			FY 2020-21		
		Employment	CC	Annuity	Employment	CC	Annuity	Employment	CC	Annuity
Ballarpur	Pauni-II Expn OC	0	2	0	0	1	0	0	0	0
	Pauni-III Expn OC	38	1	0	48	3	0	519	7	0
	Dhuptala OC	251	11	0	0	0	0	0	0	0
Wani	Mungoli OC	7	0	0	21	0	0	38	0	0
	Mungoli OC (Bal land)	7	1	0	4	0	0	24	1	0
	Niljai OC	6	0	0	12	0	0	19	1	0
	Bellora Naogaon OC	4	0	0	11	0	0	31	7	0
Nagpur	Singhori OC	3	1	0	5	1	0	1	1	0
	Bhanegaon OC	6	1	0	3	0	0	4	0	0
	Adasa UG to OC	13	2	0	20	2	0	29	5	0
	Gondegaon OC	14	2	0	21	4	0	16	2	0
	Amal. Inder Kamptee Deep OC	29	5	0	0	0	0	40	1	0
Wani North	Ukni Deep Extn.OC	21	0	0	15	2	0	46	26	0
	Kolarpimpri Deep Extn.OC	0	0	0	1	0	0	0	0	0
	Kolarpimpri OC	3	0	0	4	1	0	18	3	0
	Junad Extn. OC	0	1	0	1	0	0	0	0	0
Chandrapur	Bhatadi OC	2	5	0	5	1	0	10	0	0
	Durgapur Deep Extn OC	3	0	0	21	0	0	9	1	0

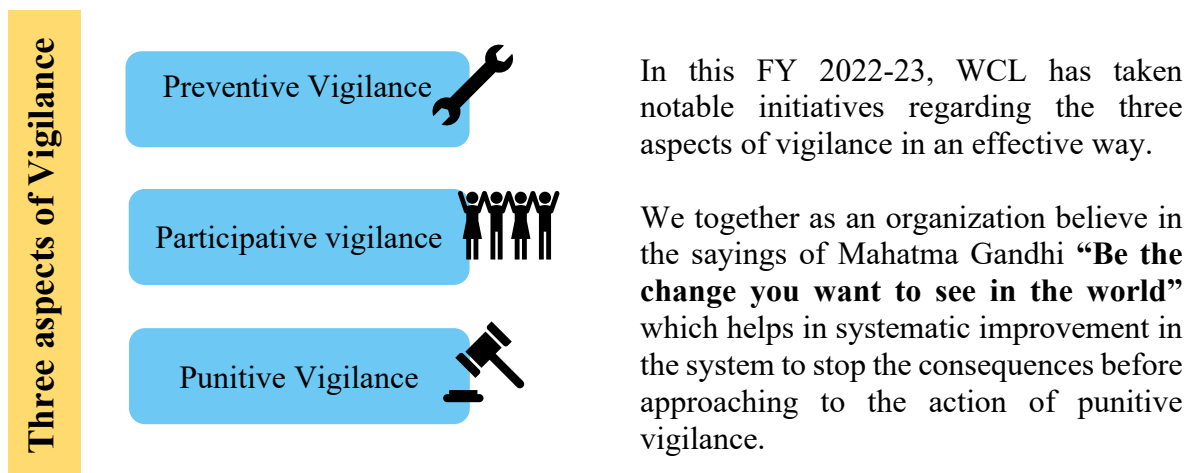
Area	Project	FY 2022-23			FY 2021-22			FY 2020-21		
		Employment	CC	Annuity	Employment	CC	Annuity	Employment	CC	Annuity
Umrer	MKD—I OC	5	1	0	0	1	0	5	2	0
	Gokul OC	7	0	0	1	0	0	4	0	0
	MKD-III OC	29	7	0	18	2	0	20	3	0
	MKD-III Expn. OC	0	0	0	0	0	0	0	0	0
Majri	Amal.Yekona I & II OC	451	16	0	101	0	0	0	0	0
	Yekona I OC	2	0	0	0	0	0	2	1	0
	Yekona II OC	0	0	0	0	0	0	2	2	0
	New Majjri UG to OC	0	2	0	0	0	0	1	2	0
Pench	Jamunia UG	2	0	0	16	0	0	12	0	0
	Dhankasa UG	6	0	0	38	0	0	16	0	0
Total		613	44	0	297	14	0	320	58	0



Combating Corruption: [205]

Damage from corruption is multi-fold that alters the incentives of employees entrusted, wear away the ability to deliver the sustainable growth of business resulting in poor governance, lack of transparency and skew laws and regulations.

For unfolding all the consequences of corruption, we have fully functional vigilance department at WCL headed by Chief Vigilance Officer (CVO), investing continuous efforts to maintain probity, integrity, and efficiency in the organization by educating the stakeholders, accounting who violates the norms, by regularizing the codes of conduct and ethics. CVO acts as link between WCL and Central Vigilance Commission. This department maintains close liaison with Central Bureau of Investigation and Central Vigilance commission.



To provide guidance, consistency, accountability, and efficiency for the organization operations our parent company, CIL has established different policies and are as follows:

[2-23][2-26] Policy commitment- **Whistle blower policy,2011:** This policy is formulated to provide an opportunity to employees to report to the management instances of unethical behavior, actual or suspected, fraud or violation of the company's code of conduct. This mainly stresses on preventive vigilance.

Drop Box has been kept where employees and others can report/complainant to the Vigilance Branch on the issues and necessary action, as deemed fit, is taken while protecting the identity of the complaints.

Anti-fraud Policy,2017: The objective of the policy is to provide a system for prevention, detection, investigation and reporting of a fraud detected or suspected; and handling of such matters pertaining to fraud in order to protect the organization from the financial and reputational risks.

Ethical Governance, 2016: This policy has been formulated to develop and adhere to code of ethics -practice and encourage ethical leadership, reinforcement of organizational ethics etc.,

Preventive and Participative vigilance [205-1]

WCL vigilance team pays attention to tone the organization in a better way by anticipating potential threats, spotting latent opportunities, and putting into action at the right time. We are aimed for strong foundation in reducing the occurrence of lapse rather than deterring the occurrence of the lapse.

Some of the systematic improvement suggestions initiated and intensive examination of major works taken during this FY 2022-23 are as follows-

S.no	Systematic improvement
1	SOP for initiating administrative action against the land encroachment/illegal occupation of public property of WCL.
2	In connection with coal production reporting system
3	Guidelines regarding verification of contractor workers at workplace.
4	Online verification of PF of contractual workers deposited to EPFO by contractors
5	Issuance of labour payment certificate and deposition of CMPF/EPF amount arising out contractual workers before CMPFO/EPFO
6	Regarding deployment of hired vehicles
7	Suggestions for defining OPM
8	Choice of newspapers in which common windows will be for publication as per updated guidelines whether national, regional, or local newspaper. A media policy/SOP is under process of implementation.
	Intensive Examination
1	Coal transportation work at Sasti OCM of Ballarpur Area (SOCM stock- 24 to Dept. CHP/ Dept. CHP to Ballarpur siding/ SOCM stock-24 to Semi mobile crusher/ Semi mobile crusher to Ballarpur Siding)
2	Removal of all types of materials in all kinds of strata by hiring equipment such as HEMM, Tippers, Drills, Dozers, Graders and water sprinklers at Penganga OCM of Wani area and at Bhatadi OCM of Chandrapur area.
3	Implementation of vehicle tracking system with GPS devices on Tippers, Dumpers engaged in coal transportation in the WCL command area on hiring basis.
4	Supply of medicines by M/s Siddhi Vinayak Pharma, Mumbai.

Surveillance and detection-

Inspections undertaken:

During this reporting year, 5 major Committee for Technical Examination type inspections, 17 surprise inspections and 27 regular inspections have been made at all the operating locations of WCL for systematic improvement focusing on simplification of procedures, transparency, accountability, reducing discretion and infusion of technology.

During this FY 22-23, the following are the IT initiatives measures undertaken.

- GPS/GPRS based vehicle tracking system is operative and GPS are installed in all the internal coal carrying vehicles numbering 1161.

- CCTV cameras have been installed at all vulnerable points numbering 669. 651 CCTV Cameras are in operation out of 669 nos. installed. Remaining 16 cameras are not in operation as the mines are not in operation and 02 cameras are in process to make functioning.
- 113 Boom Barriers, 323 RFID Readers, 2211 RFID tags are in working and operative.
- 141 Road Weigh Bridges and 14 Rail Weigh Bridges have been connected with WAN and data is being transferred to Central Server.
- 22 nos. Weighbridges out of planned 23 have been specifically installed for weighment of trucks for HOE Mines (Face to Stock). Installation of remaining 01 nos. are under process.
- Initiative has been taken for weighment of departmental dumpers and in Phase-1 at Wani Area, supply order is placed for 12 Nos. of weighbridges. Out of 12 weighbridges, 04 nos. are commissioned, and 04 nos. are under installation and the rest are under process.

WCL has interacted with stakeholders and conducted various workshops & seminars in association with IIMs for creating awareness to be vigilant. During this reporting year,

- Gram Sabha's were arranged at Tadali Gram Panchayat , Chunala, Ghodpeth Gram Panchayat, Khapa Swami Gram Panchayat, Jamuniya Pathar, Bhalar , waigaon Ghoturli which are neighboring villages of different administrative areas of WCL.
- Sessions with stakeholder were held at Majri, Nagpur, Chandrapur and Wani North areas of WCL.
- Sessions on CDA rules, Cyber security by IIM, Lucknow, P.P act, prevention of corruption act was conducted.
- Workshops were held on topic "Corruption free India for developed nation" at WCL HQ, Wani North and Chandrapur area.

Apart from these, to ensure extensive awareness among stakeholders we observed vigilance awareness week, 2022 with different activities like rally, painting competition in association with Dainik-Bhaskar, Essay, Debate, Drawing, elocution, and Quiz competitions among the school and college students and elocution, rangoli and poster competitions among employees of WCL. To ensure our commitment towards integrity, on the occasion of vigilance awareness week integrity pledge was administered by CMD, WCL and e-pledge has been taken by 8715 no. of stakeholders.

In order to maintain the principles of anti-corruption, our Company has a policy for rotating the employees, who are working in sensitive posts/departments. During the period, 269 employees had been rotated.

Punitive Vigilance:^[205-2]

	FY 2020-21	FY 2021-22	FY 2022-23
Disciplinary actions (Including both executives and Non-executives)	-	38	39
Major Penalty (nos)	11	32	13
Minor Penalty (nos)	7	26	13

In FY 2022-23, inquiry proceedings are in progress in 04 no. of cases involving eight officers by appointing IA/PO and already proceeding for 02 no. of officers have been completed, 2nd show cause notices were issued and subsequently replies have been received.

Confirmed incidents of corruptions and action taken:^[205-3]

The following cases were investigated and inquired etc. and subsequent disciplinary actions were taken as per CDA rules of our parent company in the FY 2020-21 which are as follows

	FY 2020-21	FY 2021-22	FY 2022-23
Total number and nature of <u>confirmed</u> incidents of corruption	04	10	12
Total number of confirmed <u>incidents</u> in which employees were dismissed or disciplined for <u>corruption</u>.	19	33	32
The total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0
If any concluded public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	0	0	1

206:

Our company takes legal actions for anti-competitive behaviour, anti-trust and monopoly practices to promote economic efficiency and sustainable growth. During this reporting year, there was no case of legal anti-competitive behaviour and violations of anti-trust and monopoly practice.



Vigilance rally, WCL HQ



Integrity pledge by employees, WCL HQ



Nukkad Natak, Ballarpur Area



Drawing competition at Kendriya Vidyalaya, Wani North Area



Interactive session at Contractor camp, Umrer Area



Early session on VAW

301: Materials

301-1 Materials used by weight or volume.

We carry out our core operations of excavating coal by employing explosives measures and shovel-dumper combination. The excavation of coal by surface miner is not feasible in most of our mines because of the higher stripping ratio. However, we are pleased to inform that in three of our mines we have deployed 6 no's of surface mines in three mines i.e in Mungoli OC, Penganga OC, Amalgamated Yekona I & II and Pauni-II OC. In future, we are also deploying two more surface miners in Sasti OC and Niljai OC.

We employ explosives with all safety measures to extract coal and remove overburden to some extent. The raw material consumption statistics during the last three financial years is as follows:

S.no	Raw Materials	FY 2020-21	FY 2021-22	FY 2022-23
Explosives (in tonnes)				
1	Permitted Explosives	1445	1301	1151
2	Large Diameter Explosives	20936	23289	23013
3	Bulk explosives	60121	79187	95150
4	Cast Boosters	136.32	177.83	220.2
	Total	82638.32	103954.8	119534.2
Detonators (In lakhs)				
1	CED	2.67	2.085	1.67
2	CDD	27.42	24.64	22.06
3	Cord relay	18490	8056	7303
	Total	18520.09	8082.725	7326.73
Non-Electric Detonators (in nos)		1713244	2285531	2856216
Detonating Fuse(in lakh meters)		40.89	43.2	39.58

301-2 The explosives disintegrate themselves once utilized for blasting purposes and practically cannot be recycled for further use. We are pioneered in repurposing of non-coal reserves generated during mining- Gainful utilization of OB and mine water utilization for domestic uses, irrigation purposes etc.,

301-3 It is not feasible to pack our product as it is generated in bulk quantities, and they are transported through trucks and railways by proper covering with tarpaulin sheets.

Conservation of Energy & Carbon footprint statistics ^[302]

Coal Mining process consumes a lot of energy throughout its life cycle beginning from Land clearing, excavating, transportation to the consumers through different means and ending with reclamation of land. As we are racing down through out these different stages, energy is consumed in form of fuel, HSD oil and lubricants while operating HEMMS (draglines, shovels, surface miners, dumpers, dozers, drills, loading machines, road graders, cranes etc.,) equipment's for curbing pollution, vehicles for transportation etc. This energy consumption conscientious depends upon the methodology/technology in use, quantity of coal extracted as per production targets, transportation distances etc.,

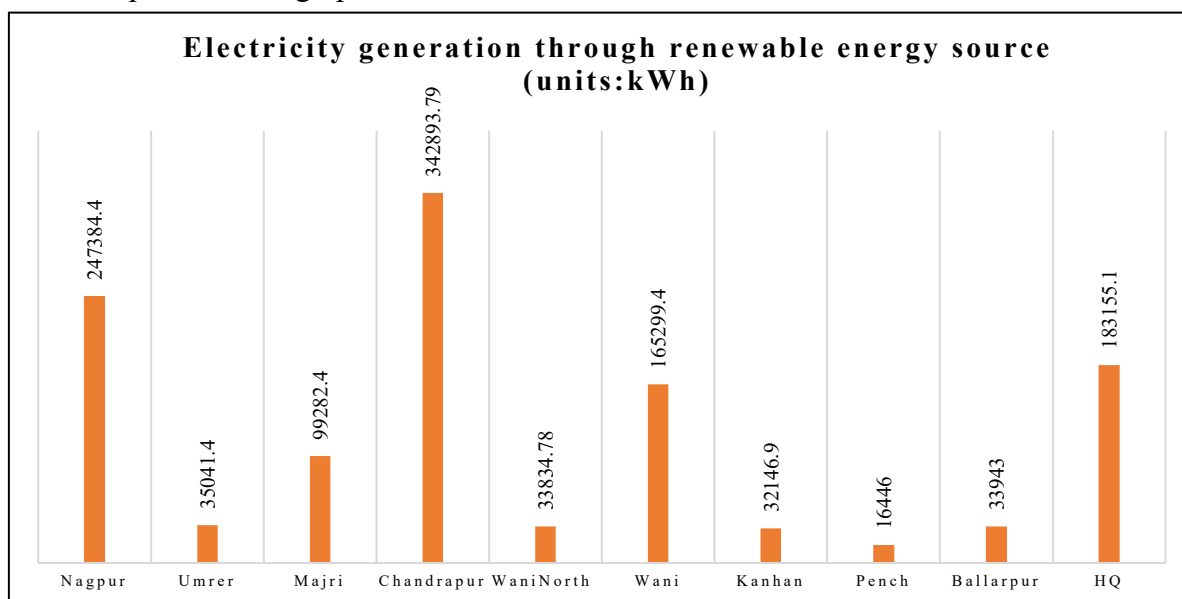
^[302-1] We measure and assess our specific metric i.e. coal production in Tonne. During this reporting year, the electricity energy consumption through fuels i.e non-renewable energy sources and through renewable energy resources is 525.047 MKWh and 1189427 KWh respectively. ^[302-2] Our electricity energy consumption outside the organisation is nil.

During this FY, our coal production is 64282877 Tonnes and our energy intensity ratio comes to 8.16 KWh/Tonne of coal^[302-3].

Our total electricity energy consumption = Self generated Renewable electricity energy consumption (solar)+ Non-renewable electricity energy consumption = 1.189 Million KWH+525.047 Million KWH

^[302-4] We at WCL, took several actions to reduce the energy consumption and some of them are as follows.

- We have 25 nos of solar power plants (total capacity=1997 KWp) spreaded over our operational areas (at different locations like office buildings, regional stores, hospitals, Colonies etc) with total electricity generation of 1189427.17KWh in this reporting year. The area wise statistics of the electricity generation through renewable energy source is depicted in the graph below



We are please to inform that, our solar plants contibuted for the reduction of 940 Tonnes Co₂ (The electricity generated* power factor (0.79))during this FY^[305-5].

We are pleased to share that 15MW Solar power plants are under installation at Jamunia mines and Detailed project report is under process for installation of 55 MW Solar Power plants at Ballarpur, Chandrapur, Majri and Wani areas.

- Addition of 20275KVAR Capacitor Bank to improve and maintain of power factor above 0.95

^[302-5] Reduction in energy requirements of products and services.

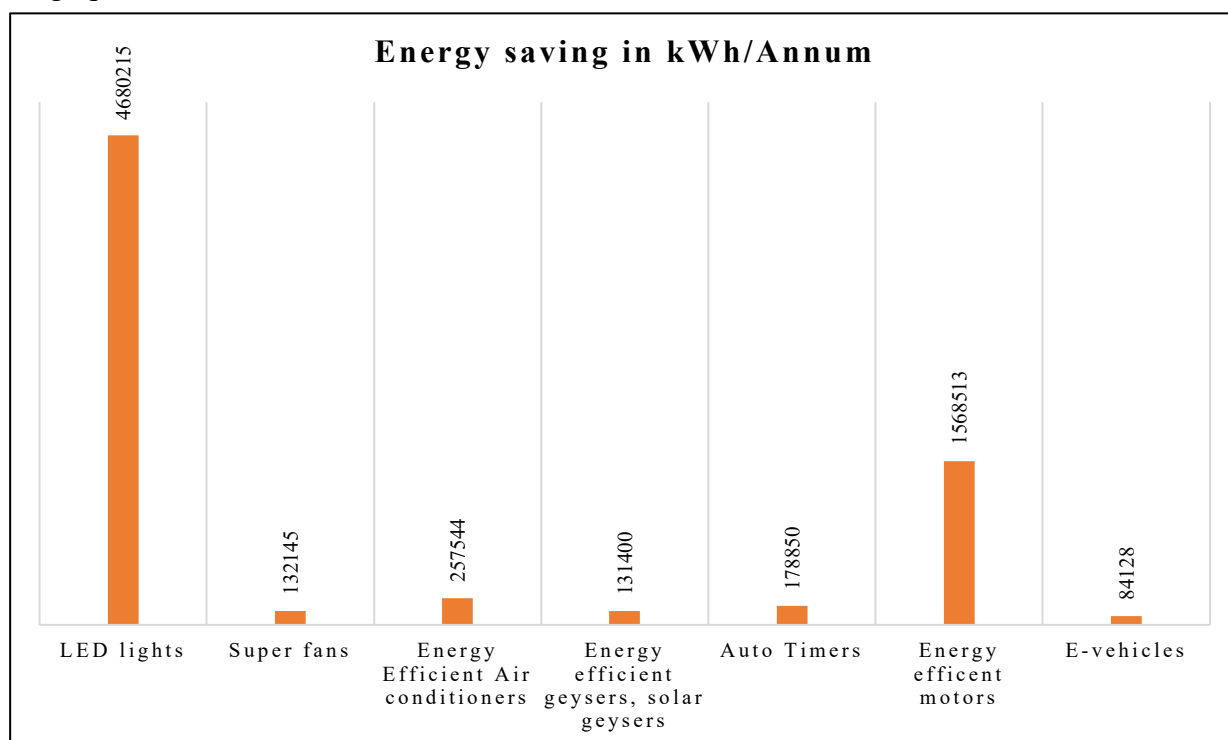
- During this FY 2022-23,
 1. 24150 nos. LED lights has been installed for lighting and energy conservation.
 2. 121 nos. of auto timers of automated street lights has been installed.
 3. 862 nos. of super fans has been installed.
 4. 147 nos. of energy efficient air conditioners has been replaced.
 5. 34 no.s of Energy efficiency motors has been replaced.
 6. 12 nos of E-vehicles has been purchased.

- The estimated energy saving by replacement of energy efficient equipment's is 7032795KWh. (Energy saved/Hour *no.of hours of usage/annum)
- Carbon offset is 5556 Tones of Co₂

Expenditure incurred in replacement of energy efficiency measures implementation is 8.95 Crs.

- During this FY, we have also conducted energy audit for 3 no.of mines

The estimated energy saving by replacing different energy efficient equipment's is depicted in the graph below



Our biological reclamation also estimates in reduction of 10,198.58 Te of CO₂ and 3,99,905.54 Te of CO₂ in this FY and since inspection respectively at the rate of 20 kg per tree per year^[305-5].

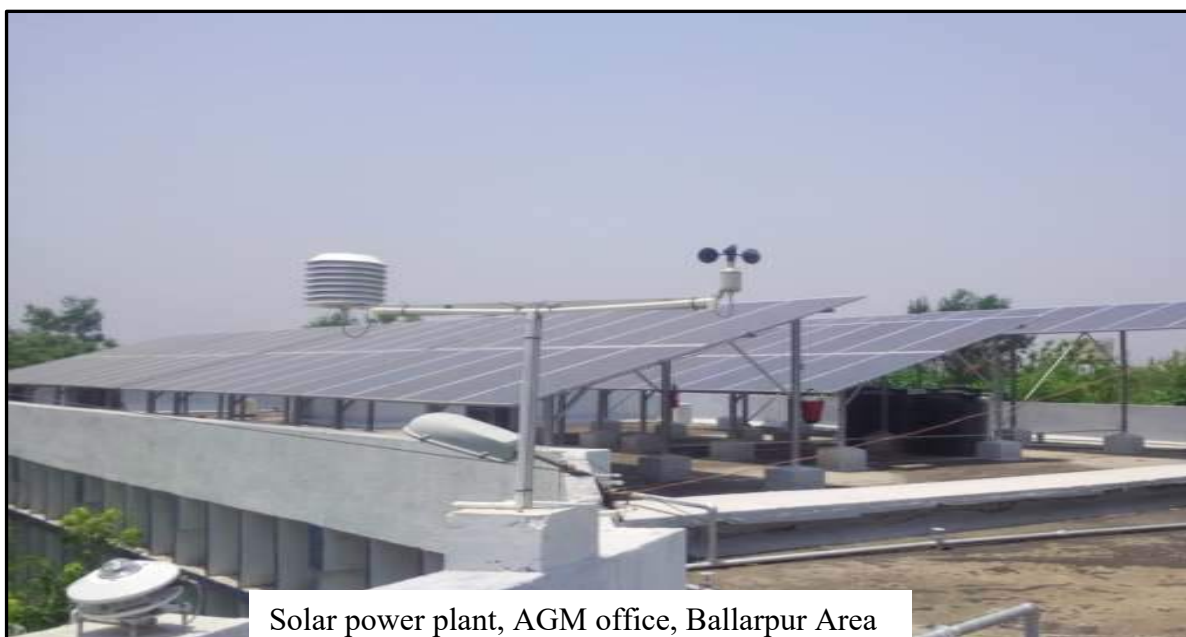
The Energy consumption (Fuel- Diesel,Lubricants) and GHG statistics for the last two years is briefed in the following table –

[302-1][302-2][305-1] [305-2] Energy Consumption and GHG Emission Trend				
Particulars	Energy Consumption (GJ)		TCO ₂ emissions	
	2021-22	2022-23	2021-22	2022-23
Scope 1	2492523.66	2374777.846	183601.65	174718.47
Scope 2	1892800.80	1894451.14	431137.96	431513.87

Scope 1-Departmental Vehicles fuel Consumption (considered only heavy vehicle diesel and lubricant consumption), Scope 2- Electricity consumption.



Solar power plant, AGM office Pench Area



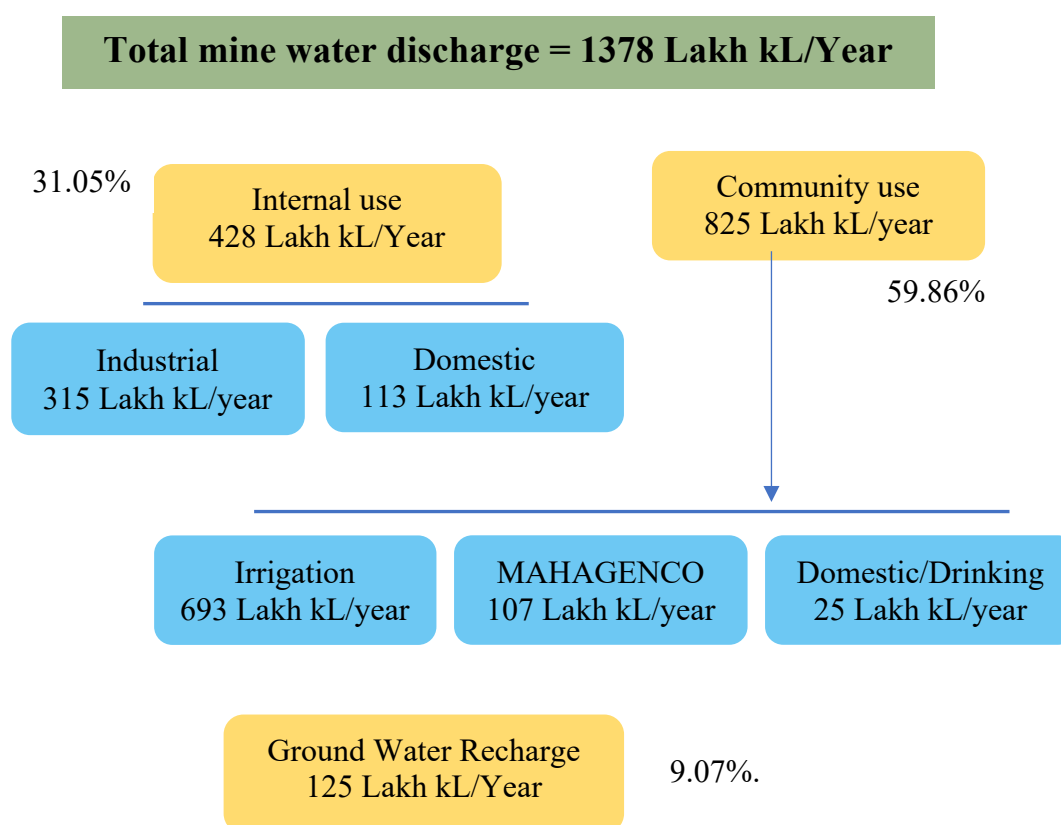
Solar power plant, AGM office, Ballarpur Area

Water Management [303-1,2,3,4,5]

From basic survival for human activities to the most complex and innovative industries, water is a resource whose quantity and quality affects the well-being of society, environment and economy. WCL takes initiative for more sustainable water management in our command areas. We focus on essential factors – Recycling, Reduce and Reuse for sustainable solution in treating mine water, maintaining quality and quantity.

We ensure that all mines have dedicated sumps with water harvesting structures and initial settling tanks. The necessary treatment and proper usage of mine water in line with 3R's are done through Environmental Impact Assessments (EIA) and Environmental Management Plan (EMPs) and deliberated at 306 section. We are pleased to say that there are no water related incidents were reported during this FY 2022-23.

The objective of WCL, is to attempt maximum utilization of treated Mine water discharge for community use. During this FY 2022-23, a total amount of 1378 Lakh kL/year of mine water has been discharged. The statistics of mine water usage is deliberated as follows:



- There are 22 schemes through which water is discharged for irrigational purposes and about 1091 Ha of area is irrigated.
- 2,20,665 nos. of people in 45 villages has been benefited from discharge of mine water for domestic/drinking purposes.



Treated Mine Water for Irrigation from Bhanegaon OC to Bina Village



Augmentation of Ground water recharge-Mansarovar, Mine void of New Sethia OC in an area of 17.50 ha holding 12 Million Gallons of mine water



Abandoned Quarry No. 4 at Durgapur OC Expn. Acting as a Ground Water Recharge Structure



Abandoned Quarry, Nakoda OC

We have taken an initiative in line with the Jal Shakti Abhiyan for water conservation Campaign- facilitating the community with potable mine water after proper treatment. We have installed an RO plant (1,000 litres per hour) at Patasaongi village for treating the Patansaongi UG mine water and catering the drinking water needs of around 1,00,000 local populace.

We are pleased to mention that, we also have a bottling facility in the premises of RO plant through which “COAL NEER” brand of packaged drinking water is being commercially sold to all areas under jurisdiction of WCL and offices of other Government organizations. We distribute water to doorsteps of 14 villages in collaboration with local women Self-Help Groups (SHG).

The bottling plant has a capacity of 15000 bottles/day. The BIS & FSSAI certification was secured for the Packaged Drinking Water.

The water quantity and bottling statistics for the last three financial years is as follows:

Financial Year	No.of Pet Jar+ 500 ml bottles	Total water Quantity (PET jar+500ml bottles) lit/year	Total water quantity (Community use) lit/year
2020-21	7426	11922.5	2135000
2021-22	23098	262670	2135000
2022-23	21339	318945	2135000

RO Plant Patansaongi, Nagpur Area



304: Biodiversity- The foundation of life.

We at WCL, ensure the coexistence between mining and conservation of the ecosystem throughout the life cycle of the project by adopting the air pollution mitigation measures like waster sprinkling, installing fog cannons at railway sidings, coal transportation roads, installing SILOs with Conveyor system from the mines etc., by minimizing the mine water discharge in to nearby streams i.e by recycling the water for using in the dust suppression activities, cleaning/ washing of HEMMs, biological reclamation of the de-coaled voids in the phase-wise manner, top soil preservation, sand stowing in UG mines, providing the resettlement and rehabilitation facilities to the local communities^[304-2]. All our mining owned/leased areas of our command areas in Maharashtra and Madhya Pradesh states doesn't fall under the category of protected area ^[304-1].

We have developed three eco-parks at WCL with different activities for the local community around the command areas like grassing and plantation, amusement activities for children like railway track, coal museum, water activities etc.,

Eco-parks

Mahatma Gandhi Eco- Park, Nagpur Area

- **Year of Creation- 2015 in an area of 6.30 ha**
- **Footfall in FY 2022-23: 1,02,823 nos.**
- **Expenditure- INR 3.75 Cr**

Balgangadhar Tilak, Eco-Park, Pench Area

- **Year of Creation- 2022 in an area of 1.50 ha**
- **Total cumulative Footfall in FY 2022-23: 7,163 nos.**
- **Expenditure- INR 2.55 Cr**

Neem Vatika, Chandrapur Area

- **Year of Creation- 2023 in an area of 3.5 ha**
- **Expenditure- INR 0.88 Cr**

It is worthwhile to mention that, we conduct biodiversity studies of various mines of WCL and take remedial measures for conservation of the environment in and around the operational and closed mines. We are pleased to mention that our mine Pathakhhera-II UG is the first mine of CIL scientifically closed. Final mine closure activities of New-Majri -III UG, Satpura-II UG & Pathakhhera-I UG has been completed and under appraisal at CCO.

We conduct Some quantity of the mine water will be discharged to the nearby streams only with the proper treatment. These mine water and surface ponds creates marine ecosystem with fishes, frogs and variety of plants etc. The water quality will be monitored on monthly/annually/fortnightly basis to know the extent of pollution and take proper measures like any changes in the treatment process etc for sustaining the aquatic life. All the other air pollution measures being taken are deliberated at 305 section.

Land amelioration^[304-3]:

There is steady impetus to the local production of coal for making our nation self-reliant in energy. This paved way for requirement of raw land for excavation and ultimately wasteland masses are increasing further.

We are way forward in taking extensive and intensive amelioration measures for gainful utilisation of these wasteland masses to ensure proper and liveable environment for the communities surrounding our mining areas and as well as the ecosystem. We gradually lay the foundations for reduction in carbon footprint by reclaiming the land with native species of trees, developing public parks, farmlands etc., The process of reclamation of mining land is far from simple. It is not viable to bring back the mined-out land to the original contour level. However, we put efforts to reclaim the land after backfilling the mined-out land in two steps as elaborated below:

Technical Reclamation

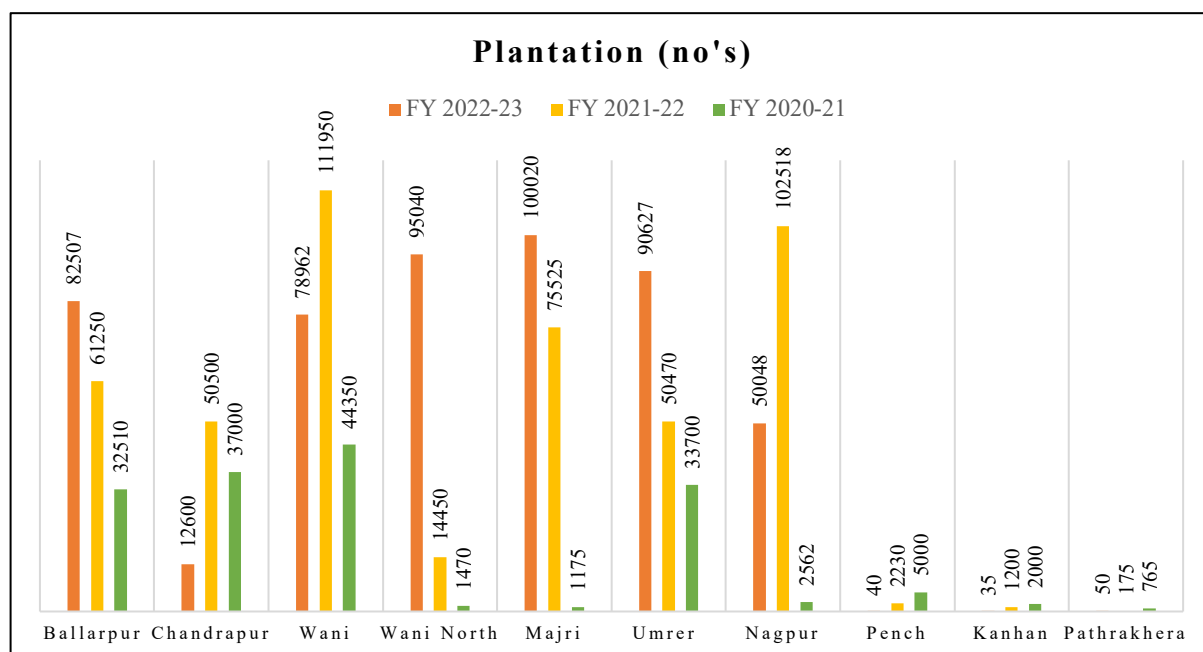
During this phase, we make an effort to backfill the de-coaled voids with the overburden material and spread the topsoil which is conserved during the mining phases on the levelled surface.

Biological Reclamation

This phase is vital, we sow the seeds to increase the productivity of the land. The soil quality, slope stabilization, re-vegetation are the primary elements we work upon for developing the self-sustaining flora and fauna.

We at WCL, celebrate Van Mahotsav festival/ Azadi ka Amrit Mahotsav in the monsoon seasons for increasing the awareness among the employees, local communities etc., to keep the planet alive by spreading green cover for survival.

Prior to nationalisation of the coal mines to 1986, we have planted 16,00,000 nos of plants. Prior to nationalisation till this reporting year, we have planted a total of 1,99,95,277 nos in an area 7310.61 ha in both the command areas covering two states Maharashtra and Madhya Pradesh. The area-wise plantation carried out in the last three financial years is depicted in the graph below:



Progressive Land restoration/ reclamation monitoring of our WCL mines is being carried out by our sister company CMPDI in association with National Remote Sensing Centre in Hyderabad. The main objective is to assess the area of backfilled, plantation, social forestry, active mining area, water bodies and distribution of wasteland, agricultural land and forest land in the leasehold area of the project and take necessary remedial measures required for environmental protection.

The land monitoring of our WCL mines is carried out in two different categories- one for the mines having the production capacity (Coal +OB) more than 5million Cu.m (annually) and another one for the mines having the production capacity (Coal +OB) less than 5 million Cu.m (tri-annually). During this reporting year, the monitoring is done in two categories.

Producing more than 5million Cu.m (Coal +OB)

14 OC mines

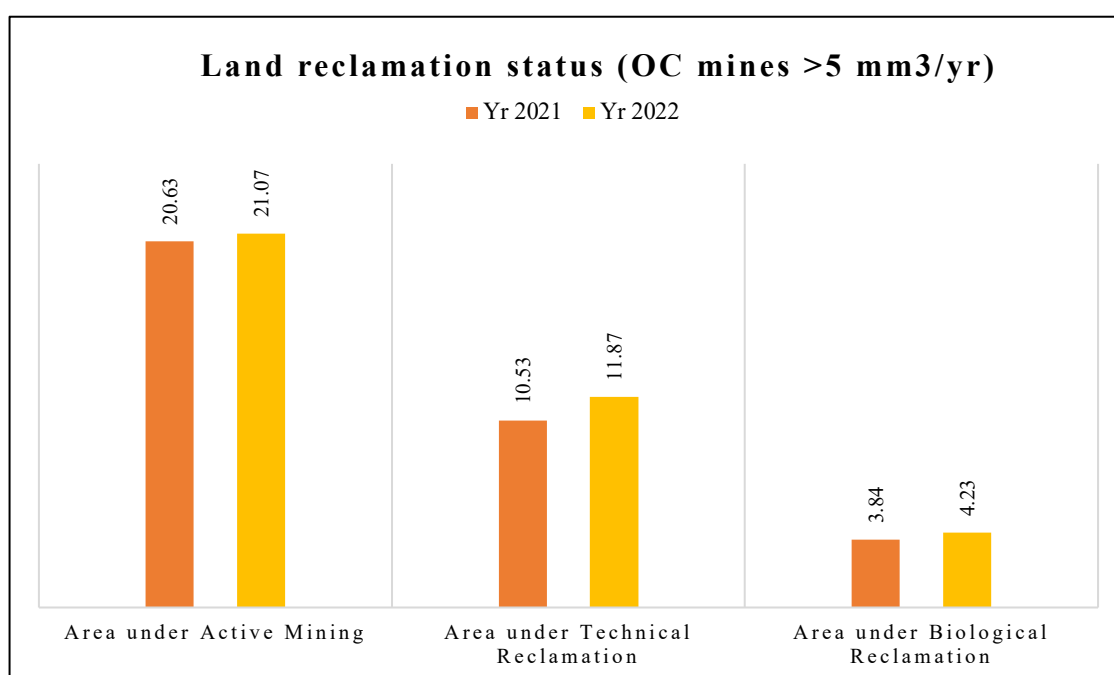
(Total mine lease area-150.99 km²)

- Sasti OC
- Padmapur OC
- Durgapur OC
- Mugoli OC
- Umrer OC
- Ukni OC
- Niljai OC
- New Majri OC
- Makardhokra-III OC
- Penganga OC
- Amal.Yekona-I & II OC
- New Majri UG to OC
- Pauni-II (Expn) OC
- MKD-1 (Expn) OC

43.31% area of the OC has been reclaimed (biological & technical) and balance 56.69% area is under active mining.

• We are pleased to inform that there is increase in 1.73 Km² under reclamation (Biological+ Technical) in this FY with respect to previous FY.

• Sasti OC ranks on top for land reclamation (90.79%) followed by Umrer OC (64.17%) and New Majri OC (47.24%)



Producing less than 5million Cu.m (Coal +OB)

58.69% area of the OC has been reclaimed (biological & technical) and balance 41.32% area is under active mining.

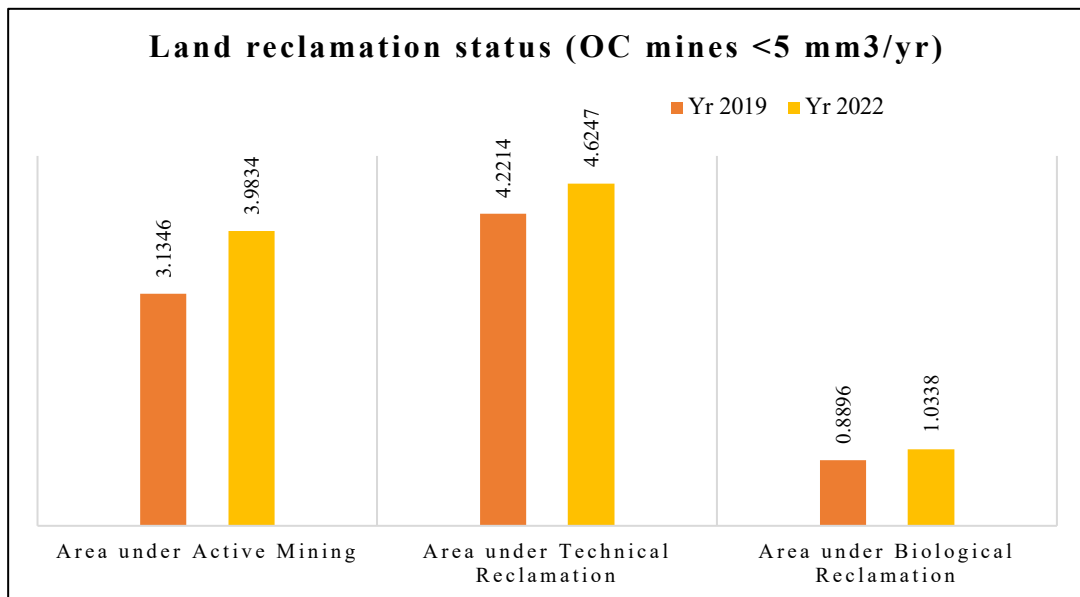
- We are pleased to inform that there is increase in 0.544 Km² under reclamation (Biological + Technical) in this FY with respect to FY 2019.
- Green cover has gone up from 649.91 Ha in FY 2019 to 736.65 Ha in FY 2022.

8 OC mines

Total mine lease area-34.61Km²

- Bhanegaon OC
- Singhori OC
- MKD-II OC
- New Sethia OC
- Ghugus OC
- Pimpalgaon OC
- Datla OC
- Gokul OC

Apart from the monitoring of land reclamation from the above two categories mentioned, the vegetation cover mapping of Kamptee coalfield and Wardha coalfield has been done in this reporting year. For more details, kindly check the land reclamation reports available in our website.



Plantation on reclaimed land, Umrer Area.



On the occasion of VanMahotsav, 2022



Biological reclamation of OB dump, Umrer OC



Plantation and stone pitching of embankment at Penganga OC



Coal transportation Road, Gondagaon OC, Nagpur Area



Mahatma Gandhi Eco Park, Nagpur Area



Coal Museum at Mahatma Gandhi Eco Park, Nagpur Area



Bal Gangadhar tilak eco-park, Pench Area



Neem Vatika, Chandrapur Area.



Avenue Plantation, Wani Area

Air Quality Management^[305]:

We assert for fulfilling the energy need of the country and contributing significantly to the economy of India along with the sustainable mining extraction clapping with proper control measures to reduce the air emissions resulted in to the atmosphere.

From mining to transportation operations, we invest proper air pollution abatement measures for social and environmental well-being. It is well aware that particulate emissions and foreign matter are released in to the atmosphere due to mining related activities like blasting, excavating, transportation through roads, removal of overburden by excavators, loading and unloading at SILO, coal stocks, railway sidings etc.,

Monitoring:

To take appropriate control measures for mitigation of air pollution, we regularly monitor and analyse the air pollutant parameters listed as per coal mining standards (as per MoEF&CC standards,2000) and NAAQS,2009 standards (In residential areas) in both our core and buffer zones as per the statutory rules and regulations of SPCB, MoEF&CC etc., The annual monitoring report for the FY 2022-23 is available in our website. Additionally, we also have 16 nos of Continuous Ambient Air Quality Monitoring stations operational. It is worthwhile to mention that, 19 no's of CAAQMS are under process of procurement.

Air emissions^[305-7] of largest mine of our organisation (other than GHG emissions) is as follows:

Project Name	Location	Air Quality Monitoring in mines (in microgram/m ³)			
		(Annual Average of 24 Hourly sapling value)			
		SO2	NOX	PM2.5	PM ₁₀
Environmental standard vide MoEF&CC, Govt. of India, Gazette Notification No. GSR 742 (E) dt 25.09.2000 for annual average (For core zone-i.e Mining activities)		120	120	*	300
NAAQS, 2009 (for buffer Zone)		80	80	60	100
Penganga OC	Core Zone	5	10	60	145
	Buffer Zone	3	7	28	75

*No standards for PM2.5 in Core/work zone

Control measures:

Due to difficult geo mining conditions of our mines, it is not feasible nor efficient to use surface miners for large amount of coal excavation. However, for contribution of coal production through blast less technology, we have 4 nos of surface miners in place used for extraction/ cutting of coal seam up to -100mm size. This also results in reduction of transportation and crushing through Coal handling plants. With this eco-friendly technology we have reduced 85,00,554.58 Kg of CO₂ emissions in this FY 2022-23^[305-5].

All our Coal handling plants & feeder breakers are covered with proper shed along with mists, fixed sprinklers for suppression of dust. Wet drilling/ dust extractors are in place to minimise the impact on air pollution during extraction/ removal of coal/overburden through blasting. During this reporting year, 53.9% of the total despatch is done through the rail. At present there are 19 no's of railway sidings for dispatch of coal in our operational premises. We are implementing 2 FMC projects at Dinesh Expansion OCP and Mungoli Nirguda Extension Deep OCP. These projects are including coal handling plants (CHP) with SILO having rapid loading systems, which will have benefits like crushing, sizing of coal, quicker and better quality coal loading with advantage of precise pre-weighed quantity of coal being loading. This initiative replaces the existing road transport of coal from pitheads to dispatch points with seamless mechanized transportation system like conveyor belts to decrease the transportation and ensuring the cleaner environment due to reduce in dust and air pollution. There are separate coal transportation corridors existing and under progress bypassing the residential areas, schools etc., Along our coal transportation roads, railway sidings and coal stock yards we have deployed truck mounted fog cannons, mobile water tankers, fixed sprinklers and wheel washing systems at exit points of the mines, wind barriers at railway sidings for curbing the dust pollution.

Control measures	Existing Operational
Truck mounted fog cannons	8 nos.
Trolley mounted Fog cannons	20 nos.
Mechanical Road sweeping machine	5 nos.
Automatic washing system	2 nos.
Mobile water tankers	132 nos.
Fixed sprinklers/ Mist sprayers	1899 nos.
Wind barriers	7 nos



Automatic tire washing system, Umrer OC



28KL Mobile Water Tanker for Haul Roads , Ukni OCM, Wani North Area



Truck mounted Fog cannon in operation, Penganga OC



Tarpaulin Covered Trucks



Concrete road, Mungoli



Fixed sprinklers at Coal stock yar, Umrer OC



Wind barrier EDC Siding, Pench Area



Pipe Conveyor from Bhatadi OC to Chadrapur TPS

[306] Effluents and waste Management:

[306-1,2] Water/ waste discharge by quality and destination:

The significant waste generated from our operations remains the overburden, followed by the mine water, waste water formed after daily operations, process waste, used oil and sludge.

We at WCL, have two sand segregation plants in operation and this processed sand from OB dumps can be one of the best alternative river sand, which in turn reduces the environmental impacts on the river ecosystem and also cheaper than river sand mining. Wastewater treatment is critical for mining applications. The water used for daily operations causes mineral contaminants, acidic and accumulation of other solid particulates. This lead to contaminated mining waste water, for which we at WCL make continuous efforts to reduce the water footprint with consistent and reliable treatment technologies in place.

The accumulated mine water in abandoned/ Running UG mines and OC mines from aquifers as well as the rainwater runoff (in case of OC Mines) are pumped out and being utilized for drinking/irrigation purposes and as well as for our own industrial purposes after proper treatment through settling in sedimentation ponds. The water form mine sump is used in fixed and mobile water sprinklers at sidings, on CT roads for dust suppression and watering of plantation in the mining areas etc and the excess water is also being discharged into the surface water courses nearby with proper treatment. In case of acidic mine water, proper lime treatment is being carried out. [306-5] The surface water discharging bodies are not designated as nationally or internationally protected.

The water used for washing of HEMMs at workshops are treatment by oil and grease tanks and the water is recycled.

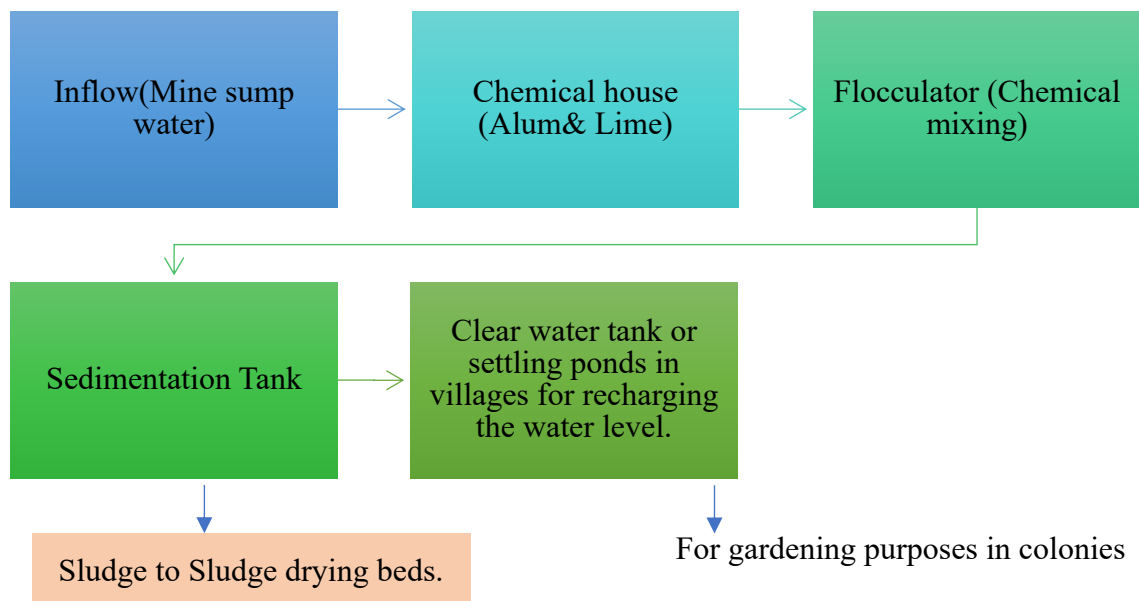
We regularly monitor the quality of drinking water, surface water i.e nearby nallas/rivers, ground water, ETP water through our sister company CMPDI RI-4 by following general statutory conditions and also in compliance to respective EC/CTO and other statutory conditions. We ensure to maintain the quality values within permissible Indian standards.

Mine sumps are very significant as they act as settling medium for the surface runoff water during rainy season. The recycling of large quantity of mine water in rainy season is impracticable, so the stored mine water is being used for recharging the underground water table. We at WCL also have 81nos rainwater harvesting structures to rejuvenate the ground water table. At WCL, we have 34no's of Workshop Effluent treatment plants and 12 no's of Sewage Treatment Plants in operation with a total capacity of 3.25 MLD and 5.68 MLD respectively. The flow chart of treatment process for the respective plants is detailed below:



Sedimentation tank,
Makardhokra-III UG

Sewage Treatment Plant:



STP using Phytotrid technology at Umrer Area

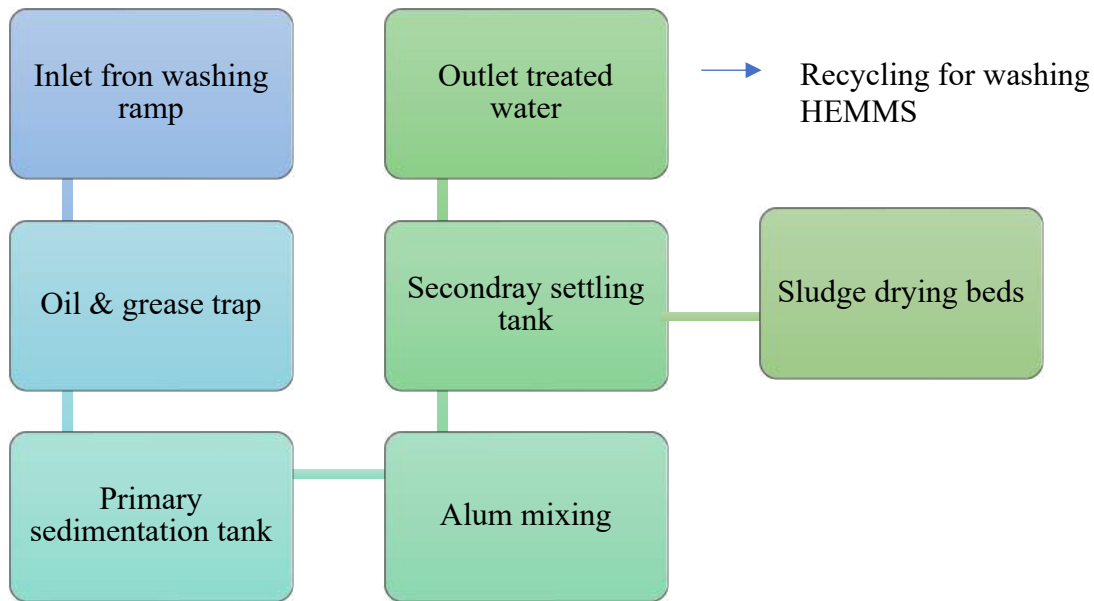


Surface Aerator at Treatment plant, Bhalar Township, Wani North Area



Domestic Treatment plant, Bhatadi OC, Chandrapur Area

Effluent Treatment Plants:



Effluent Treatment plant, Amalgamated Inder-Kamptee OC, Nagpur Area

[306-2] Waste Disposal Statistics:

Waste Category		Quantity disposed off through e-auction		
		FY 2022-23	FY 2021-22	FY 2020-21
Hazardous	Burnt oil (Ltrs)	711260	791700	618960
	Battery (Nos)	2469	295	514
	Caplamb Battery (Nos)	4840	0	5826
	Power cables/Mined cables/ Burnt Copper (MT)	95.6	53.4	32.68
	Miscellaneous Items (Nos)			
	Radiators	127	-	53
	Motors	200	-	-
	Air Conditioners	-	135	-
	Refrigerators	-	4	-
	PC	-	119	-
	UPS	-	186	-
	Water coolers	-	10	-
Non-Hazardous	Drill Bits (Nos)	1333	100	697
	Tyres (Nos)	3727	1820	962
	Iron & Steel (MT)	6042.83	1241	3306
	Empty Drums (Nos)	7541	1535	4250
	Vehicles (Nos)	55	37	3
	HEMM			
	MT	3020	2720	1035
	No.of equipment's	237	179	42
	Miscellaneous Items Plastic canes (Nos)	7300	1920	5600

There is no spillage of oil, fuel, chemicals and wastes on soil or water surfaces in our regional stores/ central stores during this year ^[306-3]. Biomedical and other hazardous waste from the 34 no's of dispensaries and 11 no.of hospitals in our command area are disposed off as per the laid down methods/procedures of Bio-Medical hazardous waste rules,2016.

Mine Closure Activities:

Mine closure planning at WCL is concurrent with the operations throughout the mine life and post closure life. The mine closure plan and Final Mine closure Plan are integral part of Mining plan. The main objective of mine closure planning is to allow a productive and sustainable after use of the site, protect public health and safety, alleviate environmental damage and minimise adverse socio-economic impacts.

All the guidelines for preparation of Mine closure plan issued by MoC are being implemented for proper progressive and final mine closure. We annually deposit corpus in Escrow account as per the provisions of approved Mine Closure plan. The amount is guarantee for executing the mine closure activities and are released by CCO after acceptance of progressive/ final closure claims.

Progressive Mine Closure activities

Backfilling of OB into mine voids, landscaping, Environment management, subsidence management, Entrepreneurship management etc.,

Final Mine Closure activities

Plantation over the backfilled area and area obtained after dismantling, levelling and spreading of top soil over OB dumps, dismantling of industrial structures etc.,

As on 31.03.2023

Total Corpus deposited in escrow accounts	Balance in Escrow account	Reimbursed by CCO for progressive Mine closure Claims of 74 mines of progressive Mine closure Activities.
2053.10 Crs.	2448.14 Crs.	772 Crs.

We are pleased to inform that our Pathakhera-II UG is the first mine of CIL scientifically closed in 2019. An amount of INR 5.03 Crs has been reimbursed by CCO for Final mine closure activities of Pathakhera-II UG. Final mine closure activities of New Majri-III UG, Satpura-II UG & Pathakhera-I UG completed and under appraisal at CCO.

All the **laws and regulations** formulated by Govt. of India are followed meticulously throughout the operations for strengthening enforcement of statutory Environmental Compliances.

Environmental Clearance

As per EIA notification, 2006 & its subsequent amendments (Under the Environmental (protection) Rules Act, 1986). The respective half yearly compliances of all the respective projects for the reporting year are submitted to regional office, MoEF&CC timely.

Consent to Establish and Consent to Operate

CTE/CTO" under Water (Prevention and Control of Pollution) Act, 1974 & Air (Prevention and Control of Pollution Act), 1981 has been obtained from the State Pollution Control Board (SPCB), Govt. of Maharashtra and Madhya Pradesh in this reporting year for all the operating mines of WCL. All the CTE/CTO are obtained according to the project's Environmental clearance capacities.

Forest Clearance

For using the forest land for coal mining purposes, we obtain forest clearances from MoEF&CC as per forest (Conservation) Act, 1980 & its subsequent amendments.

Ground water Clearance

As per the gazette notification, 18.12.2018, under Ministry of Water Resources & GR, CGWA, we obtain No Objection certificate for abstraction of ground water.

Achievements during FY 2022-23

We have secured 4 no's EC's, 1 no. of forest clearance, 7 no's CGWA NoC's and completed 3 no's public hearing successfully.

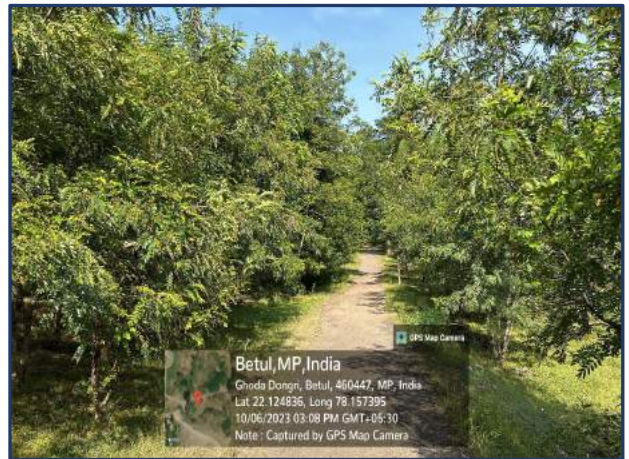
Closure activities of Pathakhera- II UG



Dismantling work



Preparation of ground for plantation

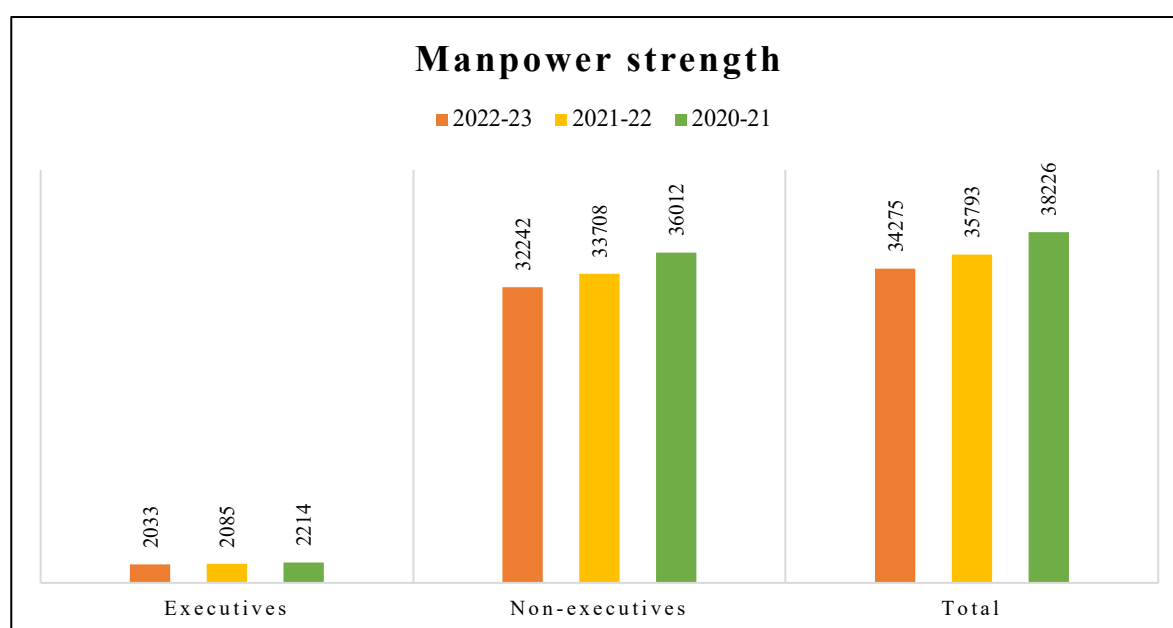


Present day Plantation at Pathakhera- II UG

Biggest resource of our organization- Employees^[401]

Valuing of our employees strength is the ultimate way for reaping success in daily operations. We provide financial, health and wellness benefits, training and development opportunities , performance related pay etc to employees over their salaries and wages to feel the essence of employer satisfaction. We run employee-recognition program named “Ru-ba-ru” every month to give sense of appreciation for their accomplishments. Employee satisfaction is the ultimate goal -which is paving way for increased productivity levels with better outcomes.

Many interactive sessions were held on account of World Environment day, Vigilance awareness week, safety awareness week etc, for creating the positive relationships among the employees by sharing new ideas and technologies. Parental Leave ^[401-3] statistics are not available. The statistics of the manpower strength trend, talent acquisition and attribution profile trend for the last three years are furnished in the tables below-



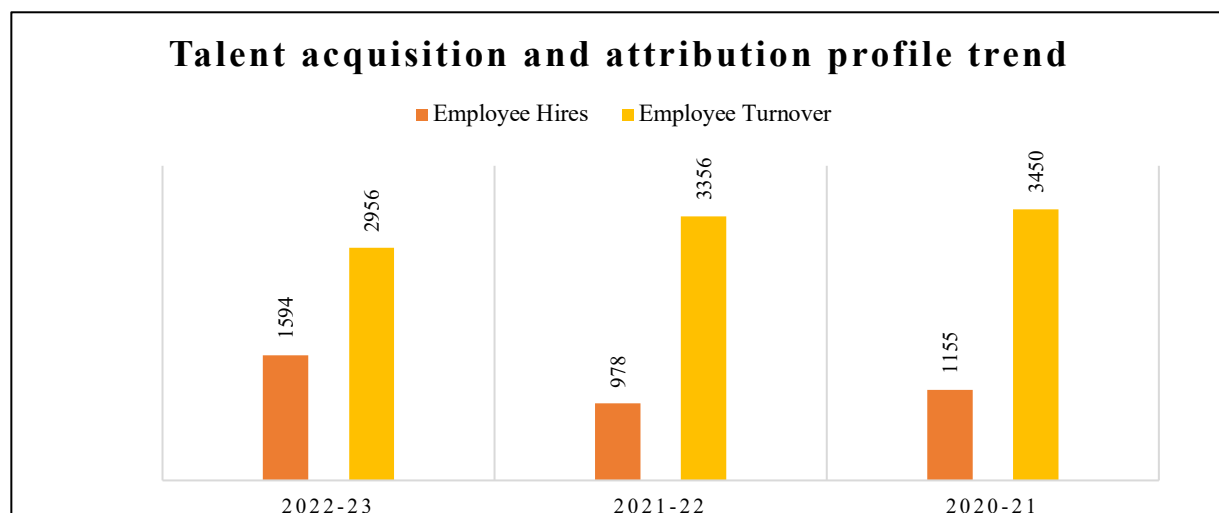
401 Non-Executive -Employee Hires Statistics (Male +Female)			
Employee Hire Category	FY 2022-23	FY 2021-22	FY 2020-21
Appointment under NCWA - 9.3.0 (in case of death)	301	222	166
Appointment under NCWA - 9.4.0 (in case of permanent disability)	0	0	0
Appointment under land oustees	703	454	867
Fresh recruitment	194	1	14
Re-instated	1	2	0
Transfer from other company	48	41	19
Appointment against (SFVRS)	2	0	0
Promotion Non-Executive to Executive	0	0	0
Others (Posting order CAN/CHN)	0	0	0
Total	1249	720	1066

401 Executive -Employee Hire Statistics (Gender wise)									
Employee Hire Category	FY 2022-23			FY 2021-22			FY 2020-21		
	M	F	T	M	F	T	M	F	T
Fresh Recruitment	214	15	229	84	29	113	2	3	5
Transfer in	107	9	116	140	5	145	80	4	84
Total	321	24	345	224	34	258	82	7	89

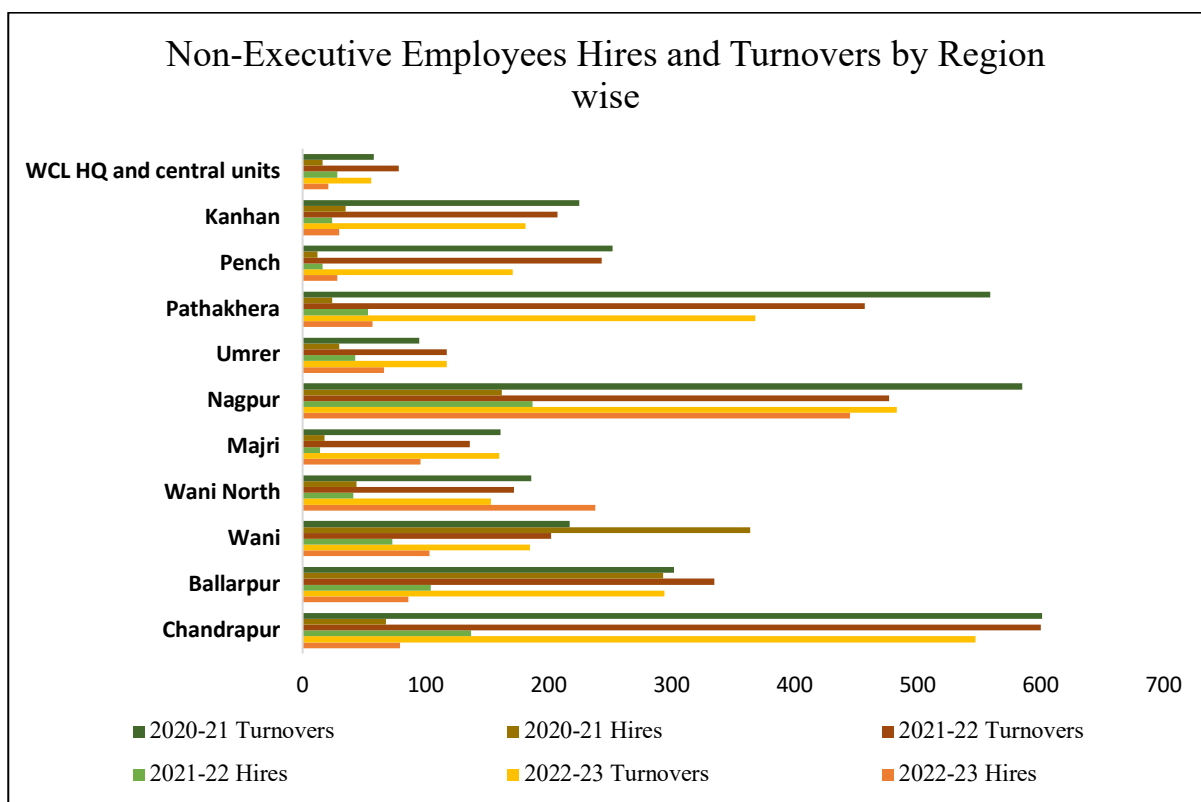
401-1 Non-Executive Employee Turnover Statistics (Male + Female)			
Employee Turnover Category	FY 2022-23	FY 2021-22	FY 2020-21
Death	304	561	390
Termination/Dismissal	47	78	60
Resignation	10	32	42
Retirement/Superannuation	2272	2238	2669
ERBSS/NERBSS / VRS	3	3	0
Medically unfit	0	0	0
Transfer to other company	73	101	76
Promotion Non-Executives to Executives	6	11	2
Others (Posting order CAN/CHN)	0	0	0
Total	2715	3024	3239

401-1 Executive -Employee Turnover Statistics (Gender wise)									
Employee Turnover Category	FY 2022-23			FY 2021-22			FY 2020-21		
	M	F	T	M	F	T	M	F	T
Death	3	0	3	21	2	23	6	0	6
Resignation	19	5	24	5	2	7	17	4	21
Retirement	115	3	118	126	5	131	124	5	129
Removal	18	4	22	9	3	12	13	1	14
ERBSS	2	3	5	6	1	7	5	2	7
Transfer out	62	7	69	149	3	152	33	1	34
Total	219	22	241	316	16	332	198	13	211

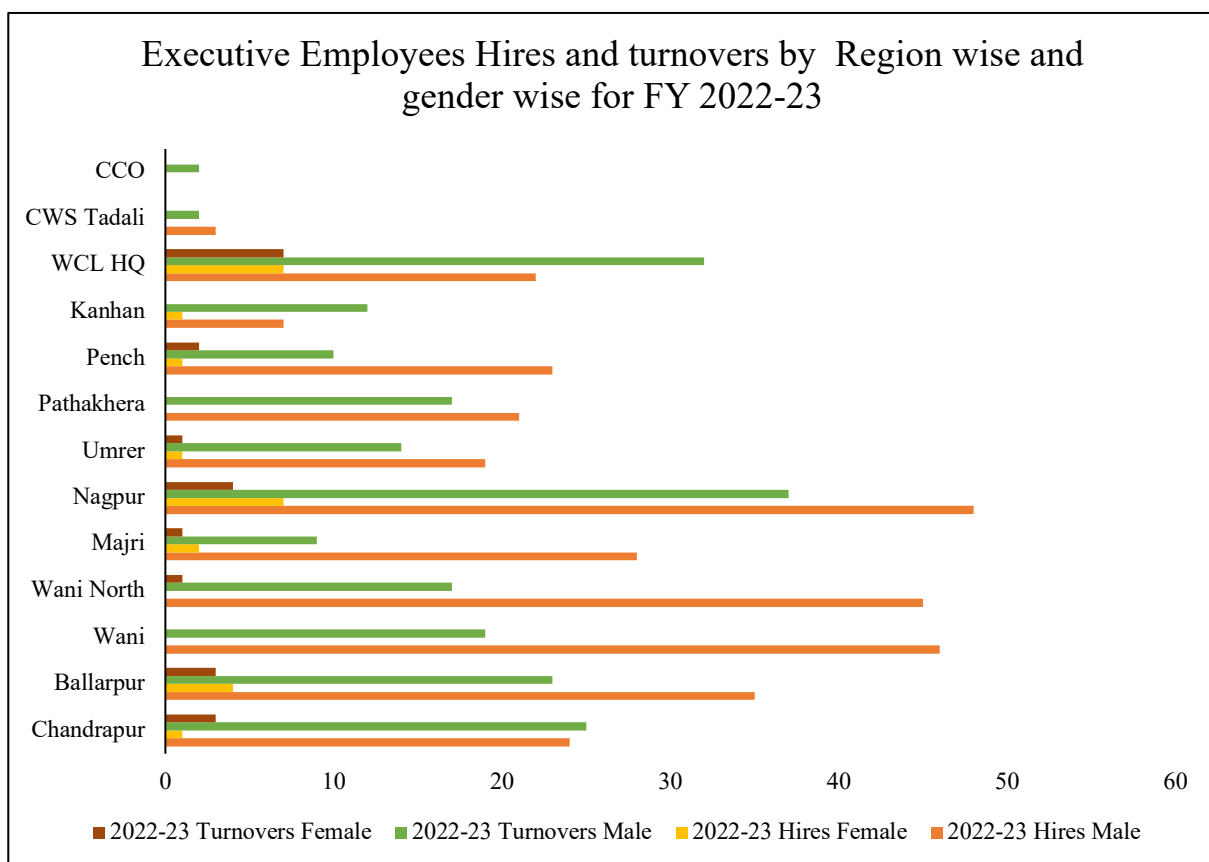
We regret to inform you that the details regarding the gender wise hiring and turnover status of non-executive employees couldn't be furnished and working for improvement in this area. The following graphs depicts the talent acquisition and attribution profile trend of employees, executive and non-executive employees hires and turnovers (Region wise and gender wise) for the last three years-



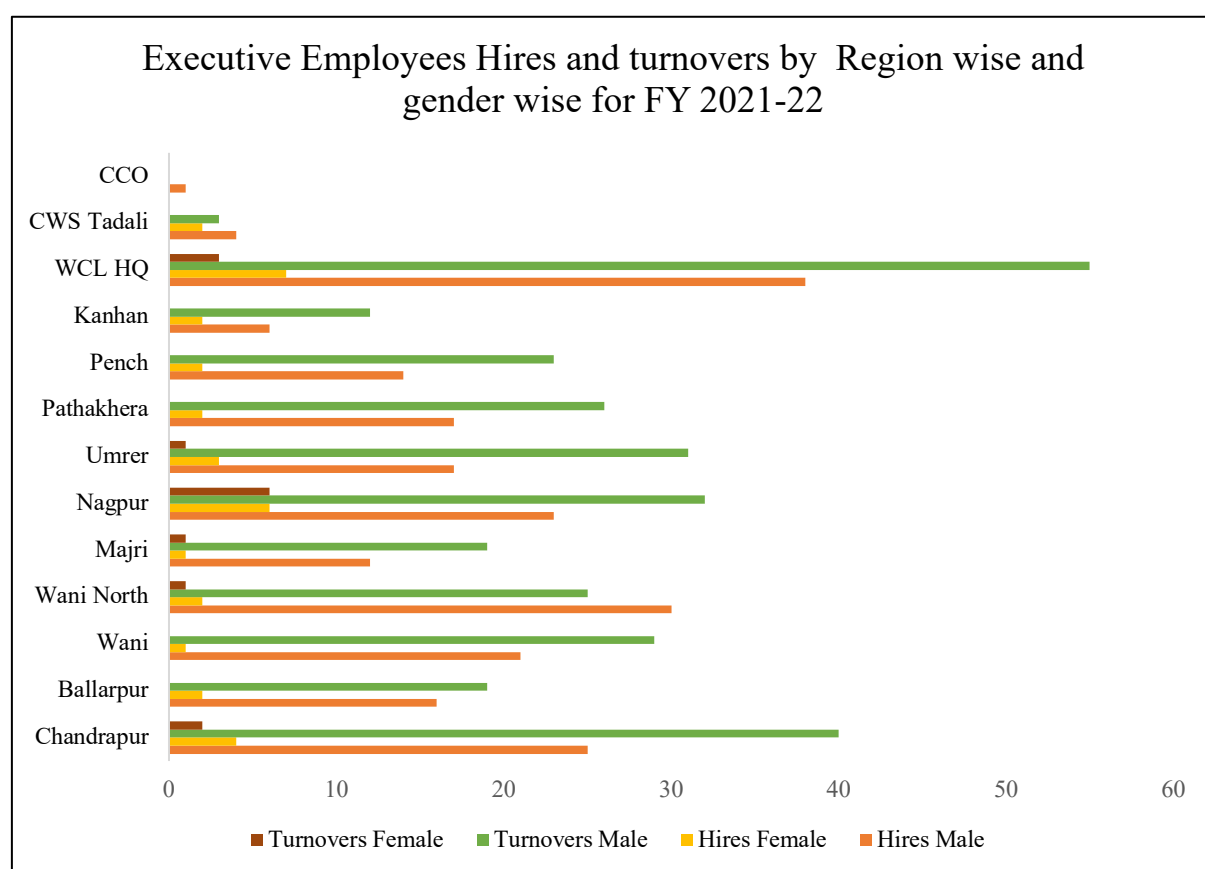
Non-Executive Employees Hires and turnovers by Region wise						
	2022-23		2021-22		2020-21	
	Hires	Turnovers	Hires	Turnovers	Hires	Turnovers
Chandrapur	79	547	137	600	68	601
Ballarpur	86	294	104	335	293	302
Wani	103	185	73	202	364	217
Wani North	238	153	41	172	44	186
Majri	96	160	14	136	18	161
Nagpur	445	483	187	477	162	585
Umrer	66	117	43	117	30	95
Pathakhhera	57	368	53	457	24	559
Pench	28	171	16	243	12	252
Kanhan	30	181	24	207	35	225
WCL HQ and central units	21	56	28	78	16	58
	1249	2715	720	3024	1066	3241



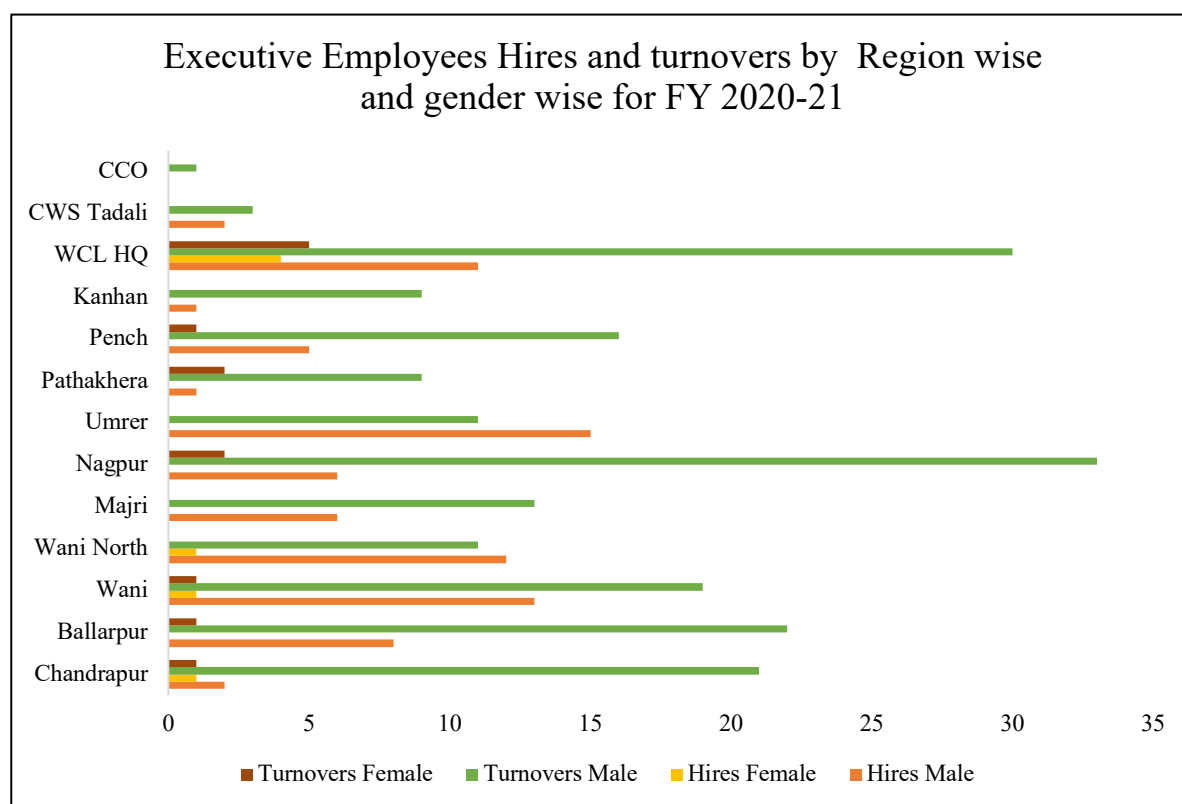
Executive Employees Hires and turnovers by Region wise and gender wise (FY 2022-23)				
	Hires		Turnovers	
	Male	Female	Male	Female
Chandrapur	24	1	25	3
Ballarpur	35	4	23	3
Wani	46	0	19	0
Wani North	45	0	17	1
Majri	28	2	9	1
Nagpur	48	7	37	4
Umrer	19	1	14	1
Pathakhera	21	0	17	0
Pench	23	1	10	2
Kanhan	7	1	12	0
WCL HQ	22	7	32	7
CWS Tadali	3	0	2	0
CCO	0	0	2	0
	321	24	219	22



Executive Employees Hires and turnovers by Region wise and gender wise (FY 2021-22)				
	Hires		Turnovers	
	Male	Female	Male	Female
Chandrapur	25	4	40	2
Ballarpur	16	2	19	0
Wani	21	1	29	0
Wani North	30	2	25	1
Majri	12	1	19	1
Nagpur	23	6	32	6
Umrer	17	3	31	1
Pathakhera	17	2	26	0
Pench	14	2	23	0
Kanhan	6	2	12	0
WCL HQ	38	7	55	3
CWS Tadali	4	2	3	0
CCO	1	0	0	0
	224	34	314	14



Executive Employees Hires and turnovers by Region wise and gender wise (FY 2020-21)				
	Hires		Turnovers	
	Male	Female	Male	Female
Chandrapur	2	1	21	1
Ballarpur	8	0	22	1
Wani	13	1	19	1
Wani North	12	1	11	0
Majri	6	0	13	0
Nagpur	6	0	33	2
Umrer	15	0	11	0
Pathakhhera	1	0	9	2
Pench	5	0	16	1
Kanhan	1	0	9	0
WCL HQ	11	4	30	5
CWS Tadali	2	0	3	0
CCO	0	0	1	0
	82	7	198	13



Occupational Health and Safety ^[403]

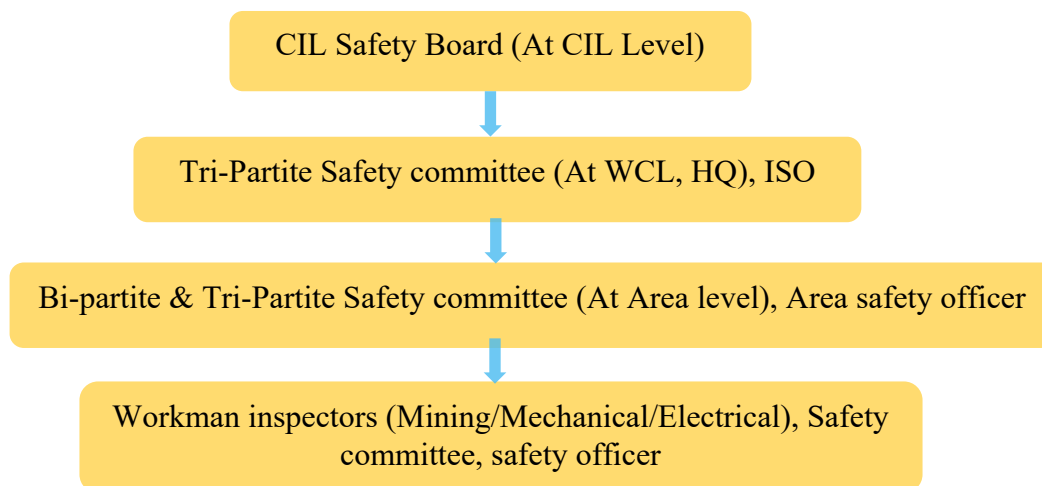
Vital factor associated with the Life cycle of Mining Operations

^[403-1] Our work culture is grounded with the fundamental principle of ensuring well-being of miners in a safer environment with advance technologies, so that they can work in responsible way and efficiently.

To achieve “Zero harm potential” in every mine of WCL, we put great efforts to comply all the statutory provisions incorporated in Mines Act,1952, Mine rules, 1955 and Coal Mine Regulation,2017 and other frameworks in our day-to-day operations. Each mine has a separate “Safety Management Plan” prepared and implemented based on the identified hazards and associated risks. We conduct various programs to increase the safety awareness and pro-active safety culture among the employees at all levels. WCL has already established a multi-disciplinary Internal Safety Organization (ISO) for the implementation of stated Occupational Health and Safety Policy. All the contractual employees deployed in mining & mining related work are covered by safety management plan framed under The Coal Mines Regulation 2017^[403-8].

^[403-2 & 403-4] Risk assessment, worker participation and consultation of workers on occupational health and safety:

WCL has effective safety committees at different levels of operations with clear goals and objectives to identify the risk, investigate the incidents and implement changes to prevent re-occurrence of the accidents. The operational safety committees at different levels are depicted in the flow chart below:



Safety meeting with Corporate Level Tripartite Safety Committee members were conducted successfully on 22.12.2021, 21.07.2022 & 19.04.2023 for joint consultation on safety matters. In addition to the statutory inspections by the Mine officials appointed under the provisions of Coal Mines Regulation 2017, safety standards of the mines are also monitored by Workmen’s Inspectors representative of Trade Unions (appointed under Mine Rule 1955).

Every mine- operational, discontinued or abandoned has a threat perception based on procedural analysis or by assessment of safety committee. Risk assessment exercise is conducted considering all the factors -workforce, Machines and Materials into account, as these are interconnected to perform a task meticulously.

We identify the hazards at (i) the probable location where there is a likelihood of release of unwanted energy or object(s) (ii) medium through which the unwanted energy or object(s) may travel and, (iii) the miner may be in danger of (being contacted by the unwanted energy or object(s)). Most importantly we consider the number of workers who may be exposed to ascertain possible degree of consequences in the event of a mishap.

At project level, a safety officer has been appointed for investigating all types of accidents and assess the root cause for occurring with all the detailed statistics. This exercise paves way to take appropriate remedial measures for creating a safer environment.

403-5 Worker training on occupational health and safety:

We at WCL, believe that health and safety training is important factor to unit employers and employees in the pursuit of a common goal- to create a safe and secure workplace that ensures the safety and success of everyone involved. It's an effective and logical step to ensure good, ethical and productive business standards.

We have imparted safety trainings for all employees, workmen and supervisors at Group Vocational Training Centres and other training institutes established at convenient locations throughout the company and outside the company under Mines Vocational Rules 1966. In addition to training at VTCs, there are three other training centres which impart trainings for skill upgradation and are as follows:



Supervisory Training Institute (STI)- Chhindwara

For imparting training to front line mine officials & sensitization of members of Safety Committee & Workmen Inspector's on regular basis



Worker's Training Institute (WTI)

For E&M discipline employees



HEMM- Training Institute Durgapur, Chandrapur

For Excavation discipline employees

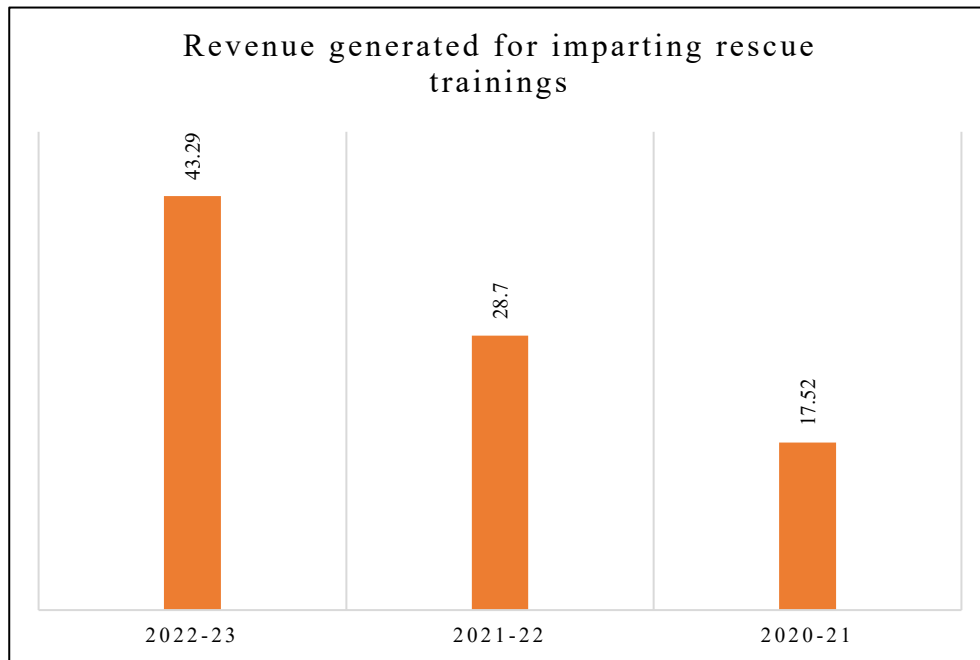
Apart from this, we invite SIMTARS accredited trainers for imparting training on Safety Management Plan in all area of WCL.

S.no	Category	In company	IICM	Out company	Total
1	Executives	2204	324	859	3387
2	Supervisors	2465	0	98	2563
3	Workers	7911	0	47	7958
	Total	1258	324	1004	13908

We regret to inform that in this FY 22-23 we couldn't provide the training statistics separately related to safety, and will put efforts to include in the next report.

Our Mine Rescue Station, Nagpur impart rescue & recovery trainings not only to WCL employees but also to the outside organizations like M/s Sunflag Iron & Steel Company, MOIL

Ltd, Hindustan Copper limited, Hindustan Zinc Ltd., etc and generates revenues to the company. The Revenue generated by imparting training to outside organisations for the last three financial years is depicted the graph below:



[403-3][403-6] [403-7]

Safety Awareness:

- Special safety awareness drives were observed in this FY 2022-23 in all mines & workshop of WCL successfully on themes which are deliberated as follows:

Sl.no	Special Safety Drive dates	Theme
1	09.05.2022 to 26.05.2022	Review of Safety Management Plan
2	19.09.2022 to 28.09.2022	Awareness of Contractor Workers
3	14.11.2022 to 20.11.2022	RMR, Roof Support and Strata Monitoring
4	12.01.2023 to 14.02.2023	Audit of CHP & Bunkers
5	23.01.2023 to 04.02.2023	Lighting and Dust Suppression
6	09.03.2023 to 14.03.2023	Ventilation System and Dust Suppression

- The grand safety awareness programs were observed in view of Annual Safety Fortnight in all mines of WCL from 28.11.2022 to 13.12.2022. During this celebrations, different rescue competitions, slogan competitions, Marathons etc., for increased productivity and satisfaction among personnel for keeping the workplace safe.
- We also conduct pre-shift safety talk by key mine officials in all mines and at contractual camps to increase the risk management in the workplace.
- 42 nos. of short duration Safety Video clips / animation films on recent accidents/incidents, SOP etc. have been prepared & shared in WhatsApp groups in all mines of WCL. Dos & Don'ts related to operation and accident analysis were prepared in WCL and other Subsidiaries of CIL. These presentation materials are widely circulated to impart training at VTCs and other establishments like contractor camps,

canteen and resting areas to enhance safety awareness and to develop the best safety culture at grass root level.

- For safety of the employees working in the underground mines 15 nos of Man riding Systems have been installed in 13 mines of WCL and 3nos are under installation process.
- All the employees are provided with Personal Protective Equipment and safety gadgets for personal safety.
- Lock -out -Tag out (LOTO) system of Electrical shutdown has been implemented in all mines of WCL.

Achievement

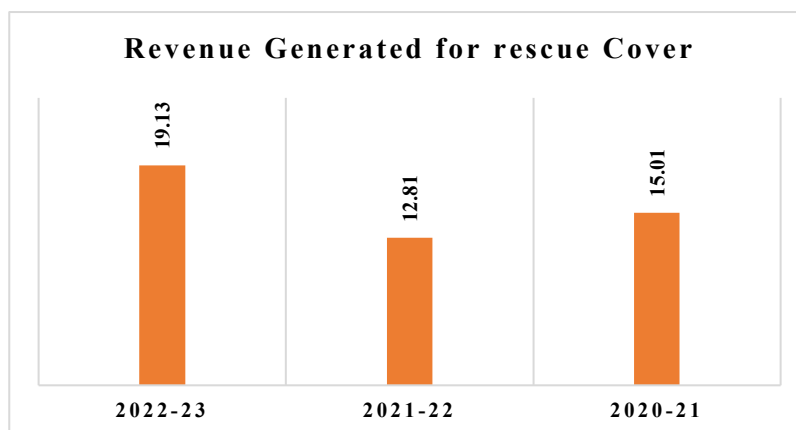
- Our company represented CIL at International Rescue Competition 2022 at USA and won 3rd prize for the first time on Mine Rescue Drill for the Country.
- Our Team was also adjudged Overall 2nd in All India Rescue Competition 2022 at SK Mines of M/s Hindustan Zinc Ltd.

Mine Emergency Response System & Rescue Services:

- WCL has well-equipped Mines Rescue station, Nagpur area and 3 nos of Rescue Room with Refresher Training facilities (RRRTs) and 3 nos of Rescue Rooms in different areas, to cater the needs of emergencies in the mines and also in the nearby private mines.
- Emergency Mock drills in each mine on Principal Hazards are conducted from time to time at regular intervals. The escape routes are demarcated in all the UG mines.
- During this FY 2022-23, rescue cover has been provided for Manna mine, Chandrapur Area and Vishnupuri-II, Pench area due to spontaneous heating in the depillaring section.
- WCL is the only subsidiary company of CIL to acquire in-house expertise for the maintenance and calibration of gas detectors of a different make. A total of 735 nos of instrument were calibrated in FY 22-23.

This strategy helped in skill development of the employees and also reduced the dependency on the external agencies. During this FY 22-23, total amount of Rs.28.95 Lakhs has been saved, which otherwise would have been paid to external agencies.

- We are providing the rescue cover to private mines namely Sial Gogri Coal mine of M/s RCCPL and Belgaon Coal mine of M/s Sunflag Iron and Steel and the revenue generated on account of this for the last three financial years is depicted in the graph above.



[403-9 & 403-10] Work related injuries:

Safety Statistics-For all employees																														
	Ballarpur			Chandrapur			Majri			Nagpur			Umrer			Wani North			Wani			Pench			Kanhan			Pathakhera		
Financial Year	20-21	21-22	22-23	20-21	21-22	22-23	20-21	21-22	22-23	20-21	21-22	22-23	20-21	21-22	22-23	20-21	21-22	22-23	20-21	21-22	22-23	20-21	21-22	22-23	20-21	21-22	22-23	20-21	21-22	22-23
No.of fatalities as a result of work related injury	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1
Fatalities rate as a result of work related injury	0	0	0	0.27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1.42	0	0.78	0.90	0.83
No.of High consequence work related injuries (Excluding fatalities)	2	2	4	4	0	0	0	1	1	0	1	1	0	0	0	0	0	0	1	3	1	0	0	2	0	0	0	0	0	0
No.of recordable work related injuries	2	1	1	1	3	2	0	0	1	2	1	0	1	0	0	9	4	0	3	0	0	0	1	0	5	1	0	12	4	0
Rate of recordable work-related injury	0.30	0.15	0.12	0.27	0.74	0.46	0.0	0.0	0.14	0.29	0.12	0.0	0.1	0	0	2.52	1.24	0.91	0.24	0	0	0.0	0.86	0.0	5.41	1.42	0	9.31	3.62	0

Safety Statistics-For all Workers who are not employees but those work and/or workplace is controlled by the organization.																														
	Ballarpur			Chandrapur			Majri			Nagpur			Umrer			Wani North			Wani			Pench			Kanhana			Pathakhhera		
	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23	FY 20- 21	FY 21- 22	FY 22- 23
No.of fatalities as a result of work related injury	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	1	0	1	1	1	0	0	0	0	0	0	0	0	0	1
Fatalities rate as a result of work related injury	0.15	0.15	0	0	0	0	0	0	0	0	0	0	0.1	0	0	0.28	0	0.23	0.08	0.06	0	0	0	0	0	0	0	0	0	0.83
No.of High consequence work related injuries (Excluding fatalities)	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
No.of recordable work related injuries	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rate of recordable work-related injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Financial Year	Safety Statistics- For all employees (Total WCL)				
	No.of fatalities as a result of work related injury	Fatalities rate as a result of work related injury	No.of High consequence work related injuries (Excluding fatalities)	No.of recordable work related injuries	Rate of recordable work-related injury
2022-23	1	0.02	10	8	0.12
2021-22	2	0.03	7	15	0.26
2020-21	2	0.04	7	35	0.70

Financial Year	Safety Statistics-For all Workers who are not employees but those work and/or workplace is controlled by the organization. (Total WCL)				
	No.of fatalities as a result of work related injury	Fatalities rate as a result of work related injury	No.of High consequence work related injuries (Excluding fatalities)	No.of recordable work related injuries	Rate of recordable work-related injury
2022-23	2	0.03	1	0	0
2021-22	2	0.03	1	0	0
2020-21	4	0.61	1	0	0

Customer Health and Safety^[416]:

We take some of the following reasonable steps to ensure the health and safety of our customers while at our company premises.

- assessing risks to health, safety and the environment associated with our workplace;
- ensuring information, instruction, and training are timely and appropriate;
- Providing suitable facilities for our customers/ employees like periodical examinations by organizing medical camps in and around the mine areas;
- periodically auditing and reviewing methods and procedures to ensure they are still valid;
- re-appraising working practices when circumstances change or new hazards arise

Besides these WCL produce its primary product through Environmental friendly manner and all the necessary control measures are being taken to control the pollution caused by conventional methods of production which helps in giving full backing to the safety culture and positive health. There are no Non-compliance with regulations resulting in a fine or penalty, with regulations resulting in warning and incidents with voluntary codes in this FY 2022-23.



Glimpses of safety week celebration at WCL, HQ



Safety week inspection at Ballarpur Area.



Safety week inspection at Naigoan OC

Productive Training and knowledge sharing ^[404]:

On-the-job training is a tool to enhance the relevant skills of the employees which positively impacts the bottom line of the organizations processes, procedures, and goals. We at WCL offer high quality and comprehensive in-house and external training courses to employees to increase the productivity and work environment. External training includes exposure and skill enhancement by IITs, IIMs, IICM and other institute of national importance.

Our human resources development team plans annual training in advance for all the employees from the starting of their journey as Management trainees till their retirement. It's a way to keep up the exceptional work environment with reduced employee turnover and increased loyalty of our employees towards organisation.

These training sessions are more interactive, which motivates the employees to work as a part of a larger group with better understanding of their purpose. We regularly take feed backs from the employees to run corporation smoothly and uninterrupted by detecting and solving the issues proactively. We conduct gender neutral leadership/ technical trainings for all the employees development, this makes women employees feel empowered and valued.

There are six training Institutes and eleven Group Vocational Training Centres (GVTCs) in WCL for supporting in career progression of our employees.



Average hours of training per year per employee^[404-1]

The employee training trend of our company for the last three financial years is depicted in the following table:

Training Statistics Trend							
Description		FY 2022-23		FY 2021-22		FY 2020-21	
		No.of Participants trained	Training Man-days	No.of Participants trained	Training Man-days	No.of Participants trained	Training Man-days
Executives	M	2943	12403	2718	6918	2533	5778
	F	445	1876	387	985	133	303
	T	3388	14279	3105	7903	2666	6081
Non-Executives	M	16996	124875	15678	112129	12467	91246
	F	1041	7654	632	4525	1039	7610
	T	18037	132529	16310	116654	13506	98856

The calculations for average training hours is reproduced as below:

$$\text{The average training hours per employee} = \frac{\text{Total no.of training hours provided}}{\text{Total no.of employees}} = \frac{880848}{36920} = 23.86$$

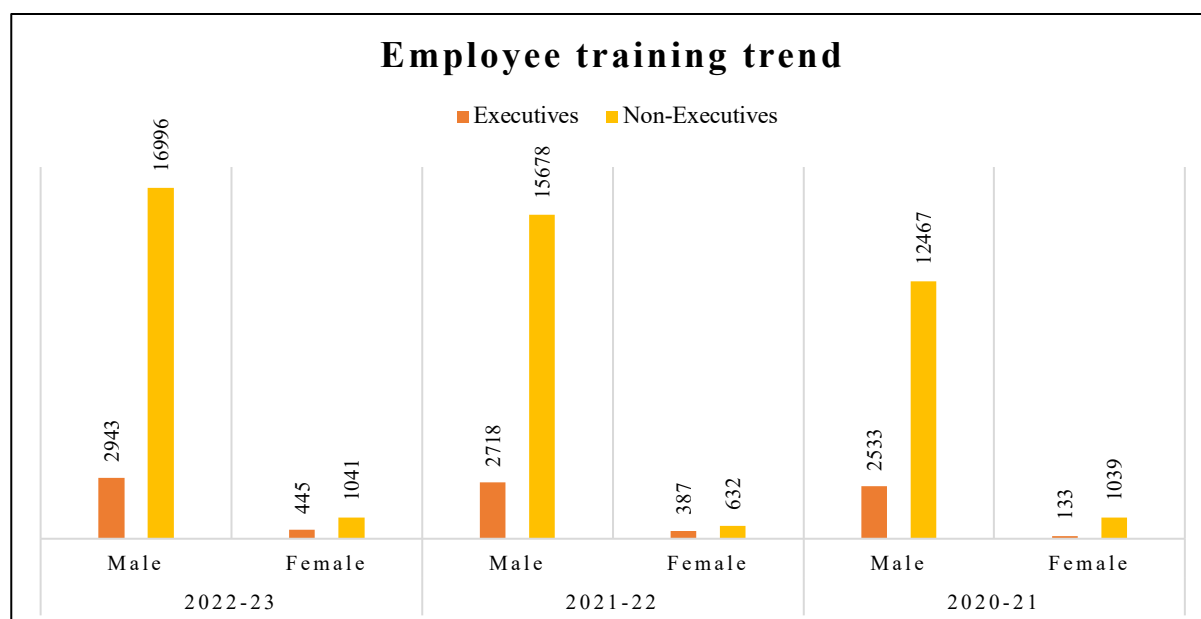
The average training hours per female =

$$\frac{\text{Total no.of training hours provided to female employees}}{\text{Total no.of female employees}} = \frac{57180}{2597} = 22.02$$



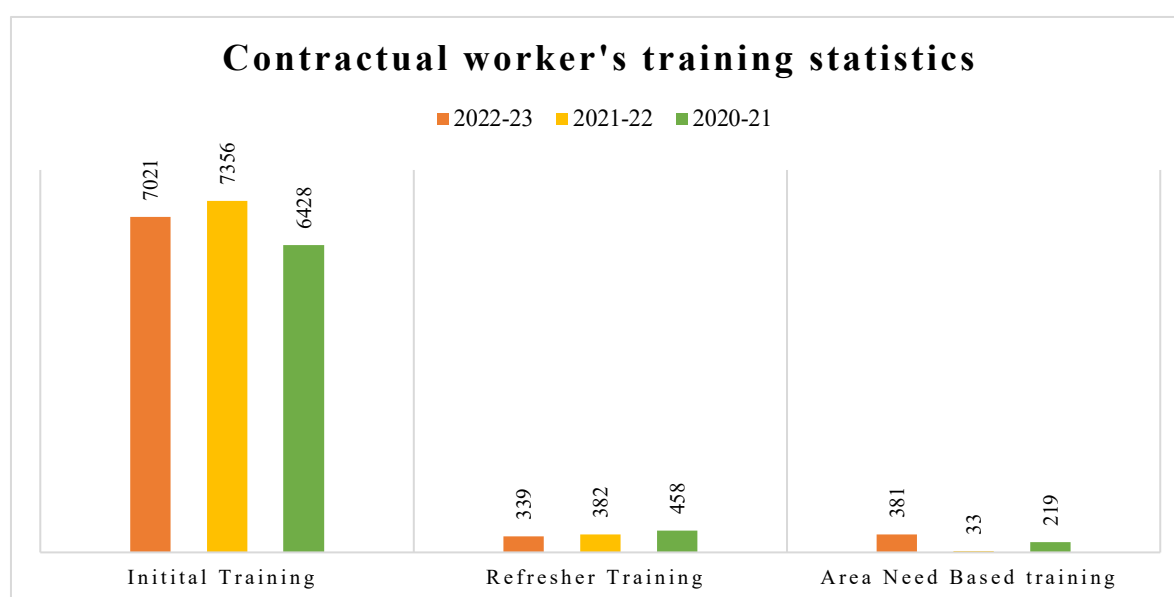
Shri. A.k.Singh, DT(P&P) addressing the Workshop on “Applicability of Drone technology”

As per the below graph, it is evident that the training statistics trend is increasing from past three years. Male and female training statistics has been increased by 8% and 14% respectively with respect to the previous financial year.



Apart from the training sessions provided for executives and non-executive employees, WCL also imparts training for contractual workers at all our vocational training centres and the training statistics for the last three financial years are as follows:

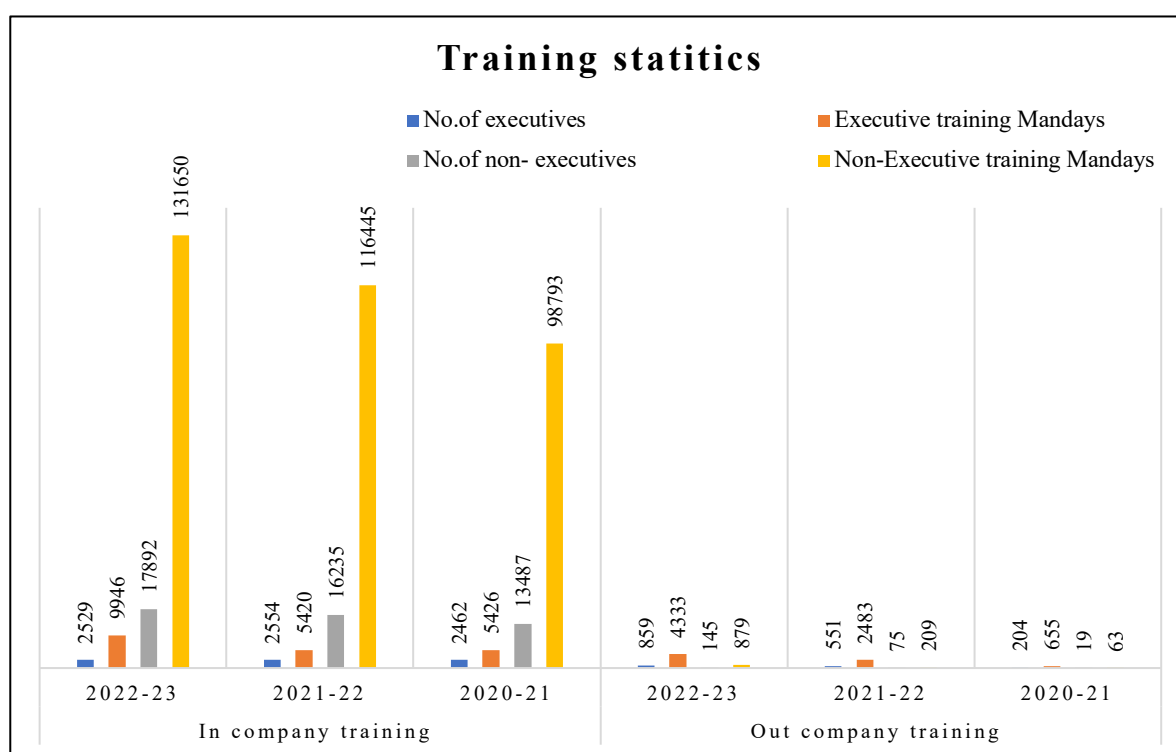
Training Statistics of Contractual workers (Nos)			
	FY 2022-23	FY 2021-22	FY 2020-21
Initial Training	7021	7356	6428
Refresher Training	339	382	458
Area need based Training	381	33	219



Skill Development courses^[404-2]

We at WCL provide different development courses viz., Leadership, Management, Reservation policy, Disciplinary proceedings & CDA Rules, Enterprise resource planning, Preventive health care/awareness, Skill upgradation for all executive cadre (Finance, Mining, E&M, Environment etc.), Skill upgradation courses for workers (electrician, welder, substation attendant, dumper and shovel operating etc.), HEMM training, Security guard training, computer training programs, improvement in quality of coal programs, training on yoga and stress relaxation etc., for our employees under the training and group vocational training centres. At WCL, we provide one year training program for Engineering graduates/ Diploma holders/ Technical & Trade apprentices around our mining areas under Apprentice act,1961.

The in-company training and out company training details of the executives and non-executives from the past three years in company training and out company training is depicted in the graph below-



Performance review statistics^[404-3]

Performance is the value of employee's contributions to the organization over time. We believe that acknowledgment and constructive criticism helps in motivating the employees to put more effort in their performance. As per clause no. 4.3,4.5.2 and 6.1 of Performance Management System chapter in CIL HR manual, executive employees must submit the mid - year Performance Feedback and concerned authorities acknowledge the performance annually through online Performance Management System. There is also annual performance review for non-executives.

Performance review statistics									
	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total no.of employees	1851	182	2033	1920	165	2085	2043	171	2214
Total number of employees receiving regular performance appraisals	NA*	NA*	1915	NA*	NA*	2052	NA*	NA*	2159
Percentage			94.195			98.417			97.515

*We regret to inform that, the details regarding the employees (executive & non-executive) receiving regular performance appraisals gender wise couldn't be furnished and working for improvement in this area.



Training sessions for employees at HRD training center, WCL HQ

Diversity and Equal Opportunity^[405]:

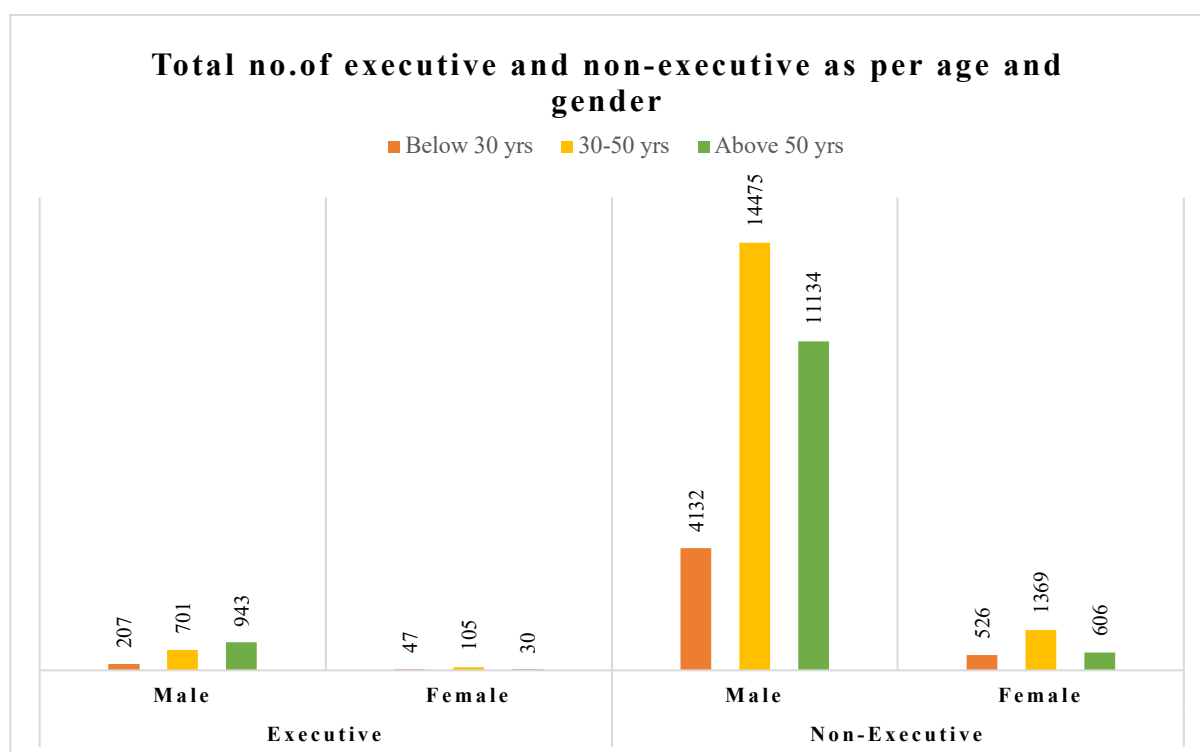
Our diversity efforts are beyond a companywide memorandum. The contributions, presence, and perspective of different group of our employees are valued and integrated in the work environment. This ultimately leads to the road ahead of certain safe future of the company and the stakeholders.

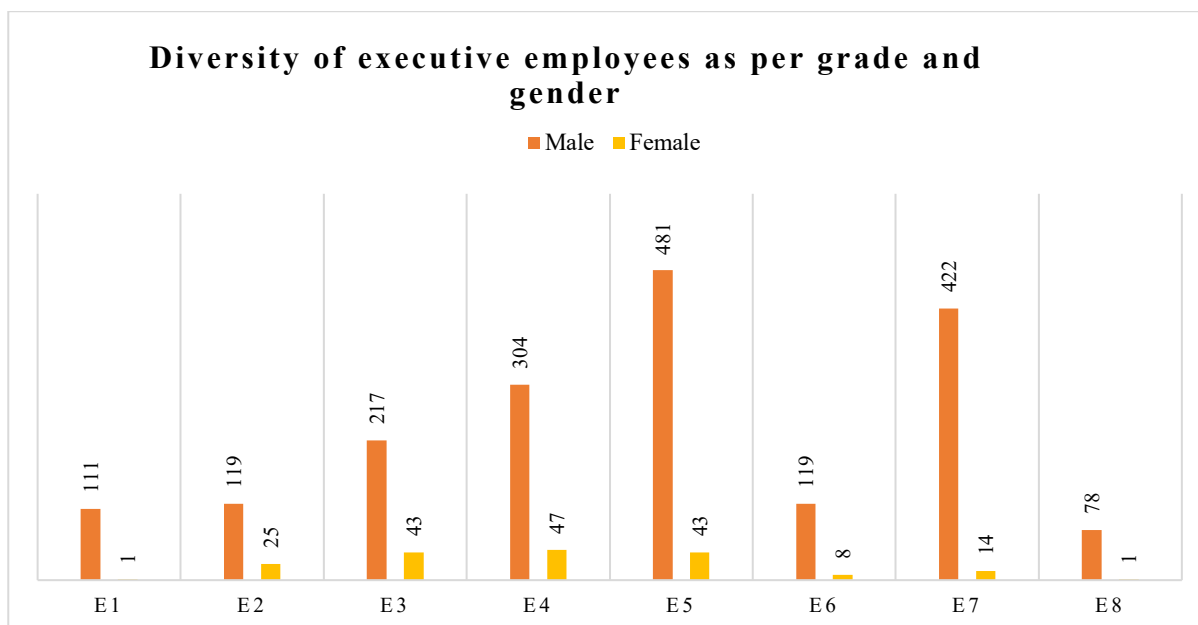
Diversity of Governing bodies and Employees^[405-1]:

The total no.of executives and non-executive in this reporting year with respect to age wise, gender wise are depicted in the following graph and the respective percentages are appended in the table below.

Age	Executives	
	% of male employees	% of female employees
Below 30yrs	11.183	25.82
30-50yrs	37.87	57.69
Above 50yrs	50.94	16.48
	Non-Executives	
	% of male employees	% of female employees
Below 30yrs	13.89	21.03
30-50yrs	48.67	54.74
Above 50yrs	37.44	24.23

No.of executive and non-executive employees in each grade is depicted in the graph below:





Female work force statistics ^[2-7]:

- Female executive workforce has increased by 10.30% with respect to previous year.
- Female Non-executive (Departmental) workforce has increased by 3.56% with respect to previous year.

WCL has 4 Functional Directors and CMD with an age group >50 years.

Equal remunerations^[405-2]:

Our executive employees are paid as per government regulations with the specific pay scales for different cadre and non-executives are paid as per the National Coal Wage Agreement. The ratio of the basic salary for women to men is 1:1 with respect to their cadres at all our mine operations locations and corporate office.

Spirit of Human Rights^{[406][407][408][409]}:

Shielding our employees' dignity and equality in race, sex, color, language, religion, social origin, freedom, respect, and responsibility is the main staple for ensuring social management in our organization. In this reporting year, there is no incidents of discrimination^[406-1].

^[412-3]

All suppliers/contractors/vendors who undertake to provide services enter into a comprehensive formal agreement with WCL, which contains stipulations and conditions requiring them to comply with various applicable labor 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 Labor (Prohibition and Regulation) Act – 1986 and the Contract Labor (Regulation & Abolition) Act-1970. CIL ensures that the contractor's workers are treated relatively per the law. The contractors are advised to pay the wages to their workers through the bank and settle the issues by the law.

As per The Mines Act,1952, the employment of persons below 18 years of age in a mine is prohibited. WCL doesn't encourage any compulsory or child labour directly or through our contractors at project, area and corporate level^{[408-1][409-1]}.

During this FY 2022-23, there is no risk nor violation is involved in the collective bargaining agreement. All our employment-related disputes are resolved cordially, peacefully, and voluntarily by settling between labour unions and management. All our 20,191 non-executive employees are covered under collective bargaining (100%)^{[2-30][407-1]}.

Security practices^[410-1]

WCL has employed the security personal of 2161 no's and 1161 no's departmentally and through contractual agencies respectively. Our third party security agencies are CISF, MSSC & MSSGB and they impart trainings to security personnel. During this FY 2022-23, total 56 no's of PAP's/ Dependents have been trained and deployed at various mines.



Training sessions of security personnel, MTI, HQ

Mapping with UNGC Principles

Principles	Statement	Page No.
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	34,40
Principle 2	Make sure that they are not complicit in human rights abuses	
Labour		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	95,96
Principle 4	The elimination of all forms of forced and compulsory labour	95,96
Principle 5	The effective abolition of child labour	
Principle 6	The elimination of discrimination in respect of employment and occupation	31,90, 92
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges	50-74
Principle 8	Undertake initiatives to promote greater environmental responsibility	
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	45-49

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
Statement of use	WCL has reported in accordance with the GRI standards for the period FY 2022-23			
GRI 2: General Disclosures	The Organization and its reporting practices			
	2-1 <GD-1>	Organizational details	2	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point.	2	
	2-4	Restatements of information	NA	
	2-5	External assurance	NA	
	Activities and Workers			
	2-6	Activities, value chain and other business relationships	8,26	
	2-7 <GD-1>	Employees	7,95	
	2-8	Workers who are not employees	7	
	Governance			
	2-9 <GD-2>	Governance structure and composition	10	
	2-10	Nomination and selection of the highest governance body	10	
	2-11	Chair of the highest governance body	10	
	2-12	Role of the highest governance body in sustainability report	10	
	2-13	Delegation of responsibility for managing impacts	10	
	2-14	Role of the highest governance body in sustainability reporting	10	
	2-15 <GD-1>	Conflicts of interest	10	
	2-16 <GD-1>	Communication of critical concerns	10	
	2-17	Collective knowledge of the highest governance body	10	
	2-18	Evaluation of the performance of the highest governance body	10	
	2-19	Remuneration policies	19	
	2-20	Process to determine remuneration	19	
	2-21	Annual total compensation ratio	20	
	Strategy, Policies and practices			
	2-22	Statement on sustainable development strategy	18	
	<P1/P6/P7/P2>			
	2-23	Policy commitments	1,17,45	
	<P6/P7/P2>			
	2-24	Embedding policy commitments	17	
	2-25	Process to remediate negative impacts	10,17	
	2-26	Mechanisms for seeking advice and raising concerns	10,45	
	2-27	Compliance with laws and regulations	72	
	2-28 <P7>	Membership associations	20	
	Stakeholder engagement			
	2-29	Approach to stakeholder engagement	15	
	<GD-1>,<P4>			
	2-30 <GD-1>	Collective bargaining agreements	96	

<> Blue symbol with number indicates in accordance with principles of (Business Reporting and sustainability Reporting (BRSR) Framework)

<> green symbol with number indicates linkage to UNGC 'Ten Principles',2000.

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 3: Material Topics	3-1	Explanation of the material topic and its Boundary	They are discussed at respective head of GRI standards.	
	3-2	List of material topics		
	3-3	Management of material topics		

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 201 (Economic Performance)	201-1	Direct economic value generated and distributed	26	
	201-2	Financial implications and other risks and opportunities due to climate change	33	
	201-3 <P-3>	Defined benefit plan obligations and other retirement plans	28	
	201-4	Financial assistance received from government	31	
GRI 202 (Market presence)	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	31	
	202-2 <6>	Proportion of senior management hired from the local community	31	
GRI 203 (Indirect Economic Impacts)	203-1	Infrastructures investments and service supported	34	
	203-2	Significant indirect economic impacts	34	
GRI 204 (Procurement Practices)	204-1	Proportion of spending on local suppliers		We are working towards including this clause
GRI 205 (Anti-Corruption)	205-1 <10> <P/1,P/5,P/9>	Operations assessed for risks related to corruption	46	
	205-2 <10>	Communication and training about anti-corruption policies and procedures	47	
	205-3 <10>	Confirmed incidents of corruptions and action taken	48	
GRI 206 (Anti-competitive Behavior)	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	48	
GRI 207 Tax	207-1	Approach to tax		We are working towards including this clause
	207-2	Tax Governance, control and risk management		
	207-3	Stakeholder engagement and management concerns related		
	207-4	Country-by country reporting		

<> Blue symbol with number indicates in accordance with principles of (Business Reporting and sustainability Reporting (BRSR) Framework)
 <> green symbol with number indicates linkage to UNGC 'Ten Principles', 2000.

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 301 (Materials) <P/6>	301-1	Materials used by weight or volume	50	
	301-2	Recycled input materials used	50	
	301-3	Reclaimed products and their packaging materials	50	
GRI 302 (Energy) <P/6>	302-1	Energy consumption within the organization	51,53	
	302-2	Energy consumption outside the organization	51,53	
	302-3 <7,8>	Energy intensity	51	
	302-4	Reduction of energy consumption	51	
	302-5	Reductions in energy requirements of products and services	52	
GRI 303 (Water) <P/6>	303-1 <7,8>	Interactions with water as a shared resources	54	
	303-2	Management of water discharge-related impacts	54	
	303-3	Water withdrawal	54	
	303-4	Water discharge	54	
	303-5	Water consumption	54	
GRI 304 (Biodiversity) <P/6>	304-1	Operations sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	58	
	304-2	Significant impacts of activities, products and services on biodiversity	58	
	304-3	Habitats protected and restored	59	
	304-4	IUCN Red list species and national conservation list species with habitats in areas affected by operations	None	
GRI 305 (Emissions) <P/6>	305-1 <7,8>	Direct (Scope 1) GHG emissions	53	
	305-2 <7,8>	Energy indirect (Scope 2) GHG emissions	53	
	305-3 <7>	Other indirect (Scope 3) GHG emissions		We are working towards including this clause
	305-4	GHG emissions intensity		We are working towards including this clause
	305-5 <8,9>	Reduction of GHG emissions	52,66	
	305-6	Emissions of Ozone- depleting substances		We are working towards including this clause
	305-7 <7,8>	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	65	
GRI 306 (Waste) <P/6, P/1,P/2>	306-1	Waste generation and significance waste related impacts	69	
	306-2	Management of significant waste-related impacts	69	
	306-3	Waste generated	72	
	306-4	Waste diverted from disposal	None	
	306-5	Waste directed to disposal	69	
GRI 308 (Supplier Environment Assessment)	308-1 <7,8,9>	New suppliers that were screened using environmental criteria		We are working towards including this clause
	308-2	Negative environmental impact sin the supply chain and actions taken	None	

<> Blue symbol with number indicates in accordance with principles of (Business Reporting and sustainability Reporting (BRSR) Framework)

<> green symbol with number indicates linkage to UNGC 'Ten Principles',2000.

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 401 (Employment) <P/3>	401-1	New employee hires and employee turnover	76	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	28	
	401-3	Parental leave	75	
GRI 402 (Labor/Management Relations)	402-1	Minimum notice periods regarding operational charges		We are working towards including this clause
GRI 403 (Occupational Health and Safety) <P/3>	403-1	Occupational health and safety management system	81	
	403-2	Hazard identification, risk assessment and incident investigation	81	
	403-3	Occupational health services	83	
	403-4	Worker participation, consultation, and communication on occupational health and safety	81	
	403-5	Worker training on occupational health and safety	82	
	403-6	Promotion of worker health	83	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	83	
	403-8	Workers covered by an occupational health and safety management system	81	
	403-9	Work related injuries	85	
	403-10	Work related ill health	85	
GRI 404 (Training and Education) <P/3>	404-1 <6>	Average hours of training per year per employee	90	
	404-2 <6>	Programs for upgrading employee skills and transition assistance programs	92	
	404-3 <6>	Percentage of employees receiving regular performance and career development reviews.	92	
GRI 405 (Diversity and Equal opportunity) <P/5>	405-1	Diversity of governance bodies and employees	94	
	405-2 <6> <GD-1>	Ratio of basic salary and remuneration of women to men	95	
GRI 406 (Non-Discrimination) <P/5>	406-1 <2>	Incidents of discrimination and corrective actions taken.	95	

<> Blue symbol with number indicates in accordance with principles of (Business Reporting and sustainability Reporting (BRSR) Framework)
 <> green symbol with number indicates linkage to UNGC 'Ten Principles', 2000.

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 407 (Freedom of Association and collective Bargaining)	407-1 <3>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	95,96	
GRI 408 (Child Labor) <P/5>	408-1 <5>	Operations and suppliers at significant risk for incidents of child labor.	95,96	
GRI 409 (Forced and Compulsory Labor) <P/5>	409-1 <4>	Operations and suppliers at significant risk for incidents of forced or compulsory labor	95,96	
GRI 410 (Security Practices)	410-1	Security personnel trained in human rights policies or procedures.	96	
GRI 411 (Rights of Indigenous People)	411-1 <1>	Incidents of violations involving rights of indigenous peoples	40	
GRI 413 (Local Communities) <P/8,P/9>	413-1	Operations with local community engagement, impact assessments, and development programs	34	
	413-2 <1>	Operations with significant actual and potential negative impacts on local communities	34,40	
GRI 414 (Supplier Social Assessment)	414-1	New suppliers that were screened using social criteria		We are working towards including this clause
	414-2	Negative social impacts in the supply chain and actions taken	None	
GRI 415 (Public Policy)	415-1	Political contributions	40	
GRI 416 (Customer Health and Safety)	416-1	Assessment of health and safety impacts of product and service categories.	87	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	87	
GRI 417 (Marketing and Labelling) <P/9>	417-1	Requirements of product and service information and labelling	8	
	417-2	Incidents of non-compliance concerning product and service information and labeling	9	
	417-3	Incidents of non-compliance concerning marketing communications	9	
GRI 418 (Customer Privacy)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	

<> Blue symbol with number indicates in accordance with principles of (Business Reporting and sustainability Reporting (BRSR) Framework)

<> green symbol with number indicates linkage to UNGC 'Ten Principles', 2000.

AR	Absentee Rate
BCCL	Bharat Coking Coal Limited
BRSR	Business Responsibility and Sustainability Report
CAAQMS	Continuous Ambient Air Quality Monitoring stations.
CBA	Coal Bearing Areas
CCDA	Coal Conservation and Development Advisory Committee
CCL	Central Coalfields Limited
CCTV	Closed-circuit Television
CDD	Coal Delay Detonators
CED	Copper Electric Detonator
CHP	Coal Handling plant
CII	Confederation of Indian Industries
CIL	Coal India Limited
CIMFR	Central Institute of Mining and Fuel Research
CISF.	Central Industry Security force
CISTEA	Coal India Schedule Caste/ Scheduled Tribe Employees Association
CMAL	Coal Mines Authority Limited
CMC	Contract Management Cell
CMD	Chairman cum Managing Director
CMPDI	Central Mine Planning and Design Institute
CO ₂	Carbon Dioxide
CPA	Critically Polluted Area
CPCB	Central Pollution Control Board
CPSE	Central Public Sector Enterprise
CPSI	Coal Preparation Society of India
CRO	Chief Risk Officer
CSR	Corporate Social Responsibility
CVO	Chief Vigilance Officer
D.G.	Diesel Generator
DGMS	Director General of Mines Safety
DGPS	Differential Global Positioning System
DPE	Directorate of Public Enterprises
DPR	Detail Project Report
EC	Environmental Clearance
ECL	Eastern Coalfields Limited
E&M	Electrical & Mechanical
ETP	Effluent Treatment Plant
FC	Forest Clearance
FSA	Fuel Supply Agreement
FY	Financial Year

GCV	Gross Calorific Value
GENXT	Generation Next
GHG	Green House Gas
GJ	Giga Joules
GM	General Manager
Govt.	Government
GPS	Global Positioning System
GRC	Grievance Redressal Cell
GRI	Global Reporting Initiative
Ha	Hectare
HEMM	Heavy Earth Moving Machinery
HOD	Head of Department
HPC	High Power Committee
HQ	Head Quarter
HR	Human Resources
HRD	Human Resource Development
HSD	High Speed Diesel
IED	Industrial Engineering & Design
IEM	Independent External Monitors
IIM	Indian Institute of Management
IIT	Indian Institute of Technology
IME	Initial Medical Examination
IMS	Integrated Management System
INR	Indian National Rupee
ISO	International Standards Organisation
JCC	Joint Consultative Committee
KL	Kilolitre
Km	Kilo metre
Km ²	Square Kilometre
KVAR	Kilovolt-Ampere Reactive
kWh	Kilowatt Hour
L	Litres
L&R	Land and Revenue
LDR	Lost Day Rate
LED	Light Emitting Diode
LHD	Load Haul Dumper
Ltd	Limited
m ³	Cubic Metre
M.Cu	Million Cubic Meter
M.Te	Million Tonne
MDTP	Mine Discharge Treatment Plant
MGMI	Mining Geological and Metallurgical Institute of India
mm	Millimetre
M&M	Materials Management

MoC	Ministry of Coal
MOEF	Ministry of Environment & Forest
MoU	Memorandum of Understanding
MP	Madhya Pradesh
MSME	Micro, Small and Medium Enterprises
MSSC	Maharashtra State Security Corporation
MSSGB.	Maharashtra State Security Guards Board
MT	Million Tonne
MTI	Management Training Institute
MTY	Million Tonne per Year
MW	Megawatt
NABL	National Accreditation Board for Testing and Calibration Laboratories
NCDC	National Coal Development Corporation
NCL	Northern Coalfields Limited
NCWA	National Coal Wage Agreement
NGO	Non-Governmental Organisation
NIOS	National Institute of Open Learning
NIT	National Institute of Technology
NoC	No Objection Certificate
NoX	Oxides of Nitrogen
N & R	Nomination and Remuneration
OB	Over Burden
OC	Open Cast
OCP	Open Cast Project
ODR	Occupational Disease Rate
OGT	Oil and Grease Traps
OHSAS	Occupational Health and Safety Assessment Series
OMS	Output per Man shift
PAFs	Project Affected Families
PAP	Project Affected Person
PDPT	Post Diploma Practical Training
PFCC	Power Factor Correction Capacities
PGPT	Post Graduate Practical Training
PIS	Productivity Improvement Scheme
PLRCC	Project Level Rehabilitation and Resettlement Committee
PM	Particulate Matter
PME	Periodic Medical Examination
PMS	Performance Management System
P&P	Project & Planning
PPE	Personal Protective Equipment
PRP	Performance Related Pay
QC	Quality Control
R&D	Research and Development
R&R	Resettlement and Rehabilitation

REC	Renewable Energy Certificate
RFID	Radio Frequency Identification
RLS	Rapid Loading System
RMC	Risk Management Committee
RPDAC	Rehabilitation & Peripheral Development Advisory Committees
SCOPE	Standing Conference of Public Enterprises
SD	Sustainable Development
SDL	Side Discharge Loader
SECL	South-Eastern Coalfields Limited
SIMTARS.	Safety in Mines Testing and Research Station
Sox	Oxides of Sulphur
SPCB	State Pollution Control Board
SPV	Special Purpose Vehicle
S&R	Safety & Rescue
SSI	Small Scale Industries
STP	Sewage Treatment Plant
tco _{2e}	Tonnes of Carbon Dioxide Equivalent
Te	Tonne
UG	Underground
UDM	Universal Drill Machine
UHF	Ultra High Frequency
UNGC	United Nations Global Compact
VRS	Voluntary Retirement Scheme
VTs	Vehicle Tracking System
W	Watt
WCL	Western Coalfields Limited
WETP	Workshop Effluent Treatment Plant
WIPS	Women in Public Sector
WTPs	Water Treatment Plants

Feed Back Form: WCL's SD REPORT 2022-23

We value your feedback as it helps us to improve what we do and how we communicate. Please help us by taking a few minutes to complete this feedback form.

1. Were you able to find the information you needed? YES/NO
2. Do you think the report covered all of the important issues relating to sustainability? YES / NO

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

Please specify.

3. Which sections of our Sustainability Report were you most interested in? (Please tick all that apply)

Our Strategy ☐ Social Performance ☐ Environment Performance ☐
Economic Performance ☐ Any other, please specify ☐

4. Which of the following best describes you?

Employee ☐ Stakeholder ☐ Customer ☐ Industry ☐ Supplier ☐ Student ☐
NGO / Charity Other (please specify)

5. Clarity of information provided in the report.

High ☐ Medium ☐ Low ☐

6. Quality of design and layout of the report:

Excellent ☐ Good ☐ Average ☐ Poor ☐

7. Would you like to tell us anything else about sustainability at WCL?
-

Name: _____

Designation: _____

Organization: _____

Email: _____

You may also mail /email your feedback to this address:

GM (Environment & Forest),
Western Coalfields Ltd
Email:
gmenvironment.wcl@coalindia.in
Ph: 0712-2510151

Western Coalfields Ltd. sincerely thanks you for your valuable feedback.

Our Team,WCL HQ



“When you go into your living room tonight and toggle the switch and the light turns on.... THANK A COAL MINER”

*Corporate Office:
Western Coalfields limited, Coal estate,
Civil lines, Nagpur, Maharashtra*

*Website link:
<http://www.westerncoal.in>*