



# **SUSTAINABILITY REPORT 2012-13**

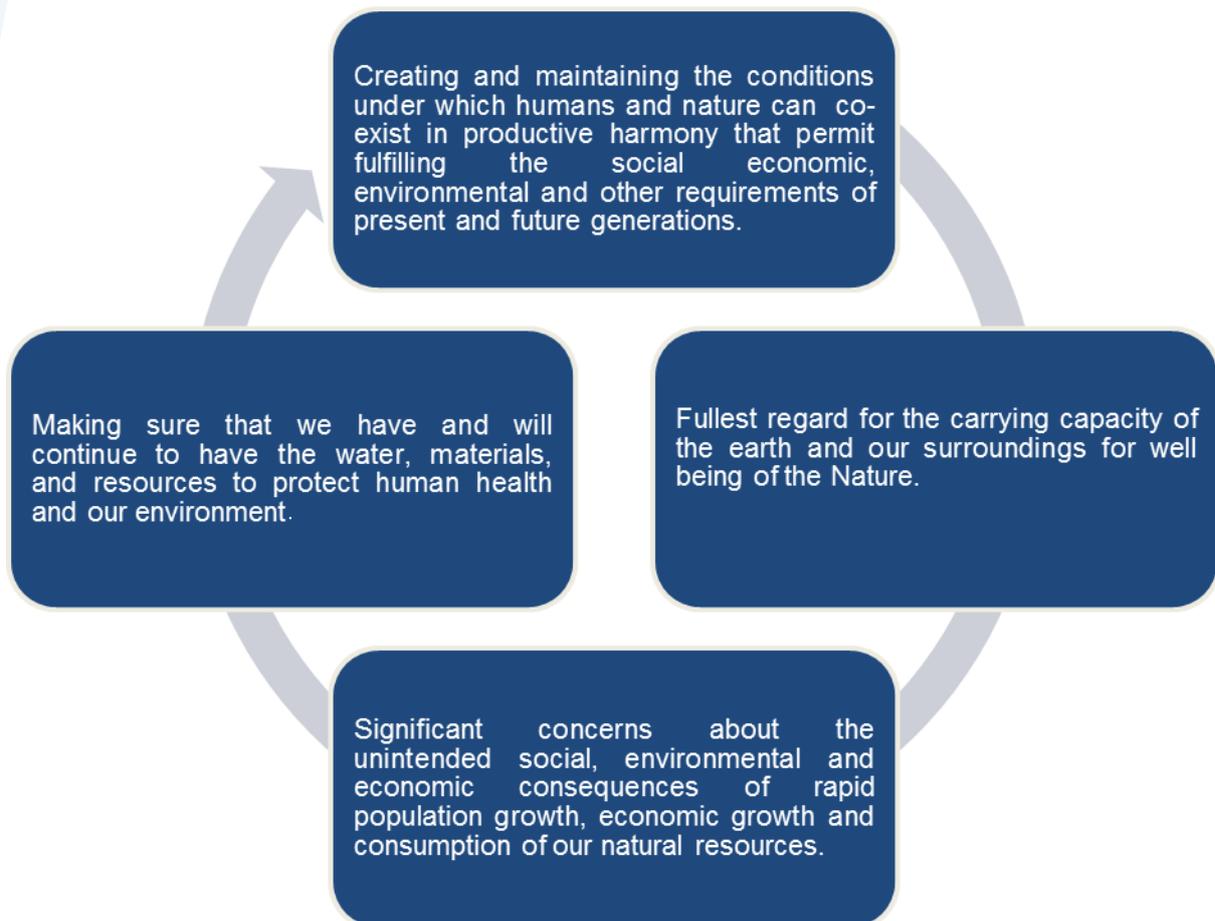
## **BHARAT COKING COAL LIMITED**



## Our Mission

To Produce planned quantity of coal efficiently and economically in an eco-friendly manner with due regard to Safety, Conservation & Quality.

## Our Vision for Sustainability



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## From the desk of Chairman and Managing Director

On behalf of the Board of Directors, Bharat Coking Coal Limited, I am pleased to share our second annual sustainability report for the year 2012-13. Preparation of our sustainability report is a crucial step towards addressing concerns of our stakeholders who are at the heart of our organization.

We firmly believe that sustainable development solutions can be evolved into business model of a company and its stakeholders. At BCCL, we are working hard to evolve such solutions which enable transition to a sustainable and prosperous future, ensuring business continuity and the wellbeing of environment, society and the nation.

The report focuses on our performance on each of the triple bottom line parameters – Economic, Social and Environmental, and highlights our progress made on each of

these three dimensions during the year. Through this formal attempt towards creating a report, we are in the process of maturing in our journey towards sustainability and are inculcating its flavors within our organisation at all levels. As we step into a world with increased commercialization activity, we are steadily bringing a deliberate attempt to discover new paths of sustainable development.

I am glad to let our stakeholders know that our Memorandum of Understanding (MoU) target achievement for the year 2012-13 is “Excellent”. Through tremendous efforts, we have been able to achieve the highest ever turnover of Rs 10177 Crores, which is 18.5% higher compared to that in the previous year. The company has earned a profit of Rs 1498.80 Crores against a profit of Rs 822.36 Crores for the previous year. We have progressively increased our raw coal production and superseded our MoU target for the same this year. We have demonstrated healthy growth in productivity-output per man shift (OMS), overburden removal including re-handling (OBR), wagon loading, coal off-take and supply of washed and direct feed coal.

We have really demonstrated exemplary performance over the past few years, and are recognized with Board for Reconstruction of Public Sector Enterprise (BRPSE) turnaround award in the year 2012-13. By virtue of undertaking a host of strategic measures, we could reduce our cost of production, and also enhance production through use of advanced technology, converting piece rated workers to time rated and their skill development initiatives.

We believe in continual development of the society embedded with foreseen reconstructive and regenerative measures to facilitate the Future Generations to start with the state of zero damages which in true spirit will pave the path to sustainability. We perceive the causes responsible for damages to the environment and society and act in manner to nullify the harmful impacts of human activities with a vision to ensure reconstruction and restoration of the resources in the field of livelihood, education, skill development, female empowerment, sanitation, health & hygiene, safety, conservation of natural resources and a harmonious relationship with the stakeholders for transparency in acts and perceptions.



We care all the sections with a special focus on the poor and downtrodden sections of the society. We have engaged with all our stakeholders since the inception of our organization. We interact with them through various forums and try our best to respond to their concerns. However, in order to further understand the concerns and expectations of our stakeholders we are in the process of establishing a more structured stakeholder engagement process. We believe all these initiatives will help us in integrating our business growth with our sustainability targets and ensure that our activities are in harmony with people and planet aspects of sustainability.

We understand landmass degradation, loss of mine water, mine fire and subsidence and other environmental hazard due to mining, affect our key stakeholders. We have started a commendable work of eco-restoration towards creating a sustainable environment creating "No Go" areas in and around Jharia coalfields. We are implementing a 3-tier plantation system which will attract fauna, birds and other organisms and will be developed into a full-fledged forest ecosystem.

Our company is investing in a big way for creating water bodies in 4.65 hectares of land at Behrakudar and Khonathi under multipurpose water project. More than 25,000 villagers are benefited from these projects, which not only serve the purposes of drinking water and irrigation, but also contribute towards artificial ground water recharging.

BCCL perceive mine fires and subsidence, a critical issue impacting the lives of many people. We feel responsible for this and are committed towards wellness of the community and fulfilling the need of the society at large. Programs are developed to shift the fire and subsidence affected people of Jharia Coal Fields to safe places and necessary arrangement for their rehabilitation and resettlement are being done under Master plan approved by Govt. of India.

We are committed to align our business model with the philosophy of sustainable development. Initiatives in the area of afforestation, recycling of mining and coal washery effluents, rain water harvesting, training and awareness development on sustainability have been undertaken and we will be taking up more such projects to progress towards a sustainable business culture within BCCL.

As we put a strong foothold on this journey towards creating a sustainable business, I thank you again for your support. I believe that we have taken the first important initial step in the right direction for a journey, which is long and evolving. A journey, which is the need of the hour and much, is required to ensure that future generations are not deprived of the natural resources that our planet provides. With our stakeholder's support, I am sure that we will be able to complete this journey by achieving our objectives timely and growing sustainably to become a business best respected in the society.

With best wishes,



T K Lahiry

Chairman & Managing Director

Dated 20<sup>th</sup> February 2014

## About this report

The constant increase in demand of coking grade coal requires increased mining activities and corresponding loss of land masses. Thus in today's scenario of increasing economic activity, it is becoming ever more important for organizations to focus on inclusive growth, encompassing social & environmental factors along with financial parameters.

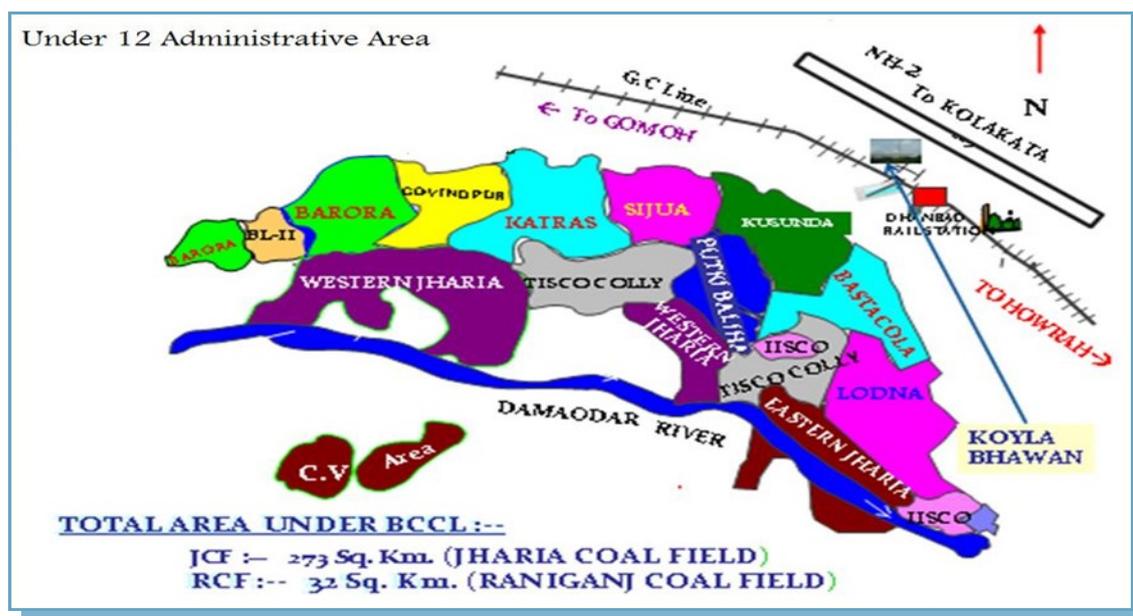
The efforts aligning social and environmental parameters reflect the commitment of an organization to excellent long term business performance through improved social, economic & environmental practices.

To help us consolidate our socio-economic and environmental initiatives, we have prepared our dedicated Annual Sustainability Report based on Global Reporting Initiative's 3.1 Guidelines (GRI-G3.1). The report addresses our triple bottom line i.e. Economic, Environment and Social sustainability performance for the year 2012-13.

In accordance with the DPE (Department of Public Enterprises) Guidelines, we had started our sustainability journey through disclosing our first annual Sustainability Report in the previous year, 2011-12.

This Sustainability Report, 2012-13 provides disclosure of all planned, matured and target-oriented initiatives undertaken, based on the principles of materiality and stakeholder inclusiveness and with respect to Sustainable Development Plan agreed as per MoU, 2012-13 (Memorandum of Understanding) with the Ministry of Coal, Govt. of India.

To help us develop our processes to capture a variety of sustainability parameters, we have reported on 'C' application level which covers 10 indicators. We have included performances across sustainability parameters for previous two financial years to showcase improvement on a year-on-year basis.



12 coal mining areas under the command of BCCL as on 31.03.2013

The report covers sustainability performances of all 12 mining areas under the command of BCCL in Jharia and Raniganj coalfields, 6 coking coal washeries and 2 non-coking coal washeries. We have excluded JVs, other upstream & downstream entities in the supply chain and residential colonies from the scope of the report.

We are in the second year of our sustainability journey for transition to a sustainable and prosperous future. We are in the process of making our systems more robust with full management control in this improvement journey. With every year, we also attempt to increase and improve our scope of communication with our stakeholders regarding our sustainability performances.

We solicit your valuable feedback to improve upon the reporting process in coming years. Any query with respect to this report may be addressed to:

**Dr. Sheo Chandra Prasad**

**Head of Department, (Sustainable Development)**

**Bharat Coking Coal Limited, Dhanbad**

**Telephone No. +919470595136**

## Organisation Profile

Bharat Coking Coal Limited (BCCL) is a Public Sector Undertaking engaged in mining of coal and allied activities. BCCL was incorporated in January, 1972 to operate coking coal mines (214 Nos) operating in the Jharia & Raniganj Coalfields, taken over by the Govt. of India on 16th Oct, 1971 to ensure planned development of the scarce coking coal resources in the country. The company is a subsidiary of Coal India Limited (CIL), a Maharatna Central Public Sector Enterprise. 100% shares of BCCL are held by CIL and its nominees.

BCCL occupies an important place in as much as it produces bulk of the coking coal mined in the country. BCCL meets almost 50% of the total prime coking coal requirement of the integrated steel sector.

Currently, the Company operates 79 coal mines which include 40 underground, 19 opencast & 20 mixed mines. The Company also runs 6 coking coal washeries and 2 non-coking coal washeries. The mines are grouped into 12 areas for administrative convenience.

S.No.	Area	District	State	Mines as on 31.03.2013		
				Under-ground	Opencast	Mixed
1.	BARORA	Dhanbad	Jharkhand	1	2	2
2.	BLOCK II	Dhanbad	Jharkhand	Nil	2	Nil
3.	GOVINDPUR	Dhanbad	Jharkhand	4	Nil	04
4.	KATRAS	Dhanbad	Jharkhand	3	1	1
5.	SIJUA	Dhanbad	Jharkhand	1	3	3
6.	KUSUNDA	Dhanbad	Jharkhand	4	4	1
7.	PB	Dhanbad	Jharkhand	9	Nil	2
8.	WJ	Dhanbad	Jharkhand	4	1	Nil
9.	BASTACOLLA	Dhanbad	Jharkhand	2	2	3
10.	LODNA	Dhanbad	Jharkhand	6	3	Nil
11.	EJ	Dhanbad	Jharkhand	3	Nil	3
12.	CV	Dhanbad	Jharkhand	3	1	1
Total Numbers of Mines – BCCL - 79				40	19	20

## Major Product Types

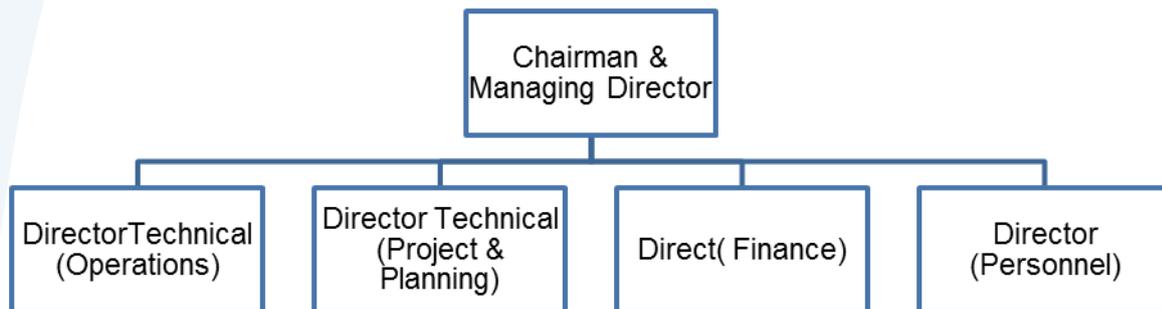
BCCL produces the best variety of coking grade coal in the country. Following are the different varieties of coking coal and washed coal produced in the collieries of BCCL:

Type of coal	Properties
<b>COKING COAL</b>	<p>These coals, when heated in the absence of air, form coherent beads, free from volatiles, with porous mass, called coke.</p> <ul style="list-style-type: none"> <li>• These have coking properties.</li> <li>• Mainly used in steel making and metallurgical industries.</li> </ul> <p>Also used for hard coke manufacturing.</p>
<b>SEMI COKING COAL</b>	<p>These coals, when heated in the absence of air, form coherent beads not enough to be directly fed into the blast furnace. Such coals are blended with coking coal in adequate proportion to make coke.</p> <ul style="list-style-type: none"> <li>• These have comparatively less coking properties than coking coal.</li> <li>• Mainly used as blend-able coal in steel making, merchant coke manufacturing and other metallurgical industries.</li> </ul>
<b>NLW COKING COAL</b>	<p>These coals are having inferior coking properties to the medium coking coal but produce weak coke. They are, however, useful for production of metallurgical coke in blends with matching metallurgical coals.</p>
<b>NON-COKING COAL</b>	<p>These are coals without coking properties.</p> <ul style="list-style-type: none"> <li>• Mainly used as thermal grade coal for power generation.</li> </ul> <p>Also used for cement, fertilizer, glass, ceramic, paper, chemical and brick manufacturing, and for other heating purposes.</p>
<b>HARD COAL</b>	<p>Hard coke is formed from coking / semi-coking coal through the process of carbonization.</p> <ul style="list-style-type: none"> <li>• Mainly used in metallurgical industries.</li> </ul> <p>Also used in industrial plants utilising furnaces.</p>
<b>WASHED AND BENEFICIATED COAL</b>	<p>These coals have undergone the process of coal washing or coal beneficiation, resulting in value addition of coal due to reduction in ash percentage.</p> <ul style="list-style-type: none"> <li>• Used in manufacturing of hard coke for steel making.</li> <li>• Beneficiated and washed non-coking coal is used mainly for power generation.</li> <li>• Beneficiated non-coking coal is used by cement, sponge iron and other industrial plants.</li> </ul>
<b>MIDLINGS</b>	<p>Middlings are by-products of the three stage coal washing / beneficiation process, as a fraction of feed raw coal.</p> <ul style="list-style-type: none"> <li>• Used for power generation.</li> </ul> <p>Also used by domestic fuel plants, brick manufacturing units, cement plants, industrial plants, etc.</p>
<b>REJECTS</b>	<p>Rejects are the products of coal beneficiation process after separation of clean and / or middlings, as a fraction of feed raw coal.</p> <ul style="list-style-type: none"> <li>• Used for Fluidized Bed Combustion (FBC) Boilers for power generation, road repairs, briquette (domestic fuel) making, land filling, etc.</li> </ul>

## Operational Structure

BCCL is a Central Public Sector Enterprise and is governed by Coal Ministry. The President of India and his nominees owns 100% equity share in our company through Coal India Limited (CIL).

The company is primarily operated through Chairman Cum Managing Director, along with four Functional Directors namely Director Technical (Operations), Director Technical (Project and Planning), Director (Personnel) and Director (Finance).



The company is headquartered at Koyla Bhawan, Koyla Nagar, Dhanbad 826005.



Koyla Bhawan, Dhanbad, Head Quarter, BCCL

## Markets Served

BCCL caters to coal demand primarily in the states of Jharkhand and West Bengal across industry sectors namely Power and Steel. It also supplies coal to priority fertilizer companies in Punjab and Haryana.

## Awards and Accolades

- We were honoured with Board for Reconstruction of Public Sector Enterprise (BRPSE) turnaround award in the year 2012-13.



BRPSE turnaround award for 2012-13

- CMD-BCCL was awarded with VISHWAKARMA award for outstanding contribution to Public Sector Company.



- BCCL was honoured with prestigious VISHWAKARMA award for outstanding performance in Health, Safety and Environment.
- BCCL was honoured with Corporate Award by Coal India Limited.

- BCCL was recognized for exemplary performance amongst Public Sector Units in India through an award provided by Bureaucracy Today.



# Corporate Governance

BCCL is committed to observe Corporate Governance at different level for ensuing values, ethical behavior, conduct transparency, disclosure as per laws rules and guidelines. The company's philosophy of Corporate Governance is based on the principles of honesty, integrity, accountability, adequate, disclosures and legal compliances. We strive for transparency in decision making to avoid conflict of interest. We also accord due importance to adhere to the adopted corporate values and objectives and discharging social responsibilities as a corporate citizen. In keeping with our professional approach, the company is implementing the precepts of Corporate Governance in letter and spirit.

## Composition of Board of Directors

The company signs MoU with the Ministry of Coal each year. It functions as per the guidelines of the memorandum. Decision-making and regulatory powers in BCCL remain with the Board of Directors. The President of India nominates/appoints all the members of the board.

As per Articles of Association of BCCL, the number of Directors of the Company shall not be less than three and not more than fifteen. These directors may be either whole time Functional Directors or part time Directors.

The Board of Directors of the company as on 31 March 2013 consisted of Chairman Cum Managing Director (CMD), four functional directors, two non-executive directors and five independent Directors. In addition, there are 2 permanent invitees in the Board.

### Whole Time Directors

1	Shri T K Lahiri	Chairman Cum Managing Director
2	Shri P E Kachhap	Director (Personnel)
3	Shri D C Jha	Director Technical (Operations)
4	Shri Ashok Sarkar	Director Technical (Project & Planning)
5	Shri Amitava Saha	Director (Finance)

### Non Executive Directors

1	Shri P Soma Sekhar Reddy
2	Shri N Kumar

## Independent Directors

1	Shri Paul Joseph
2	Shri B Ramesh Kumar
3	Shri S B Ghosh Dastidar
4	Shri P R Mandal
5	Dr B B Biswal

The permanent Special Invitees on the Board of BCCL as on 31 March 2013 are:

1	Shri G.K.Mohanty	Permanent Special Invitee
2	Sri S.K.Barnwal	Permanent Special Invitee

## Sub Committees of Board of Directors

The company has formed various sub-committees of board of directors to handle specific tasks. These sub committees take care of many important functions of the organisation and provide their governance to the board.

Committee	Responsibility	Chairman
<b>Audit Committee</b>	Audit Reviews.	Shri Paul Joseph
<b>Sustainable Development Committee</b>	Oversee SD activities and implement revised DPE guidelines for them.	Shri B. Ramesh Kumar, Independent Director, BCCL

## Other Sub Committees and Boards at Corporate Level

The company has formed various sub-committees and boards at corporate level to handle specific tasks. These sub committees take care of many important functions of the organisation and provide their governance to the board.

Committee	Responsibility	Chairman
Grievance Cell	Address grievance of the employees.	There is no permanent Chairman for this cell but the grievances are addressed at corporate level, at Area level and at Unit level and head of the Personnel department becomes Chairman of the Cell for a particular day.
Safety Board	Matters related to safe operation of mines.	Chaired by CMD
Vigilance Department	Investigate incidents of corrupt practices in mining business.	There is a vigilance department headed by Director level executive and is designated as Chief Vigilance Officer.
CSR Committee	Oversee CSR activities and implement revised DPE guidelines for them.	Director (Personnel) of BCCL
Welfare Board	Oversee welfare activities for the employees.	Director (Personnel) of BCCL

## Committee on Sustainable Development

We realise that Sustainable Development is a topic that needs dedicated attention in order to create an impact. Realising this and also per guidelines of DPE for CPSEs, a Board Level Designated Committee on Sustainable Development has been constituted and the committee has been approved in the **285<sup>th</sup> Meeting of the Board of Directors of BCCL** held on dated 21.04.2012 at Koyla Bhawan Dhanbad. The names of the Honorable Members of the Board Level Designated Committee are:

Shri R.M.Prasad, GM (welfare) has been nominated as the Nodal Officer of Sustainable Development Committee, BCCL.

1	Shri B Ramesh Kumar	Chairman
2	Shri P E Kachhap	Member
3	Shri Ashok Sarkar	Member

Meetings of Board level SD Committee on Sustainable development activities which held at our Corporate Office Koyla Bhawan:

Meeting details	Date & Venue	Attended by	Key decisions
<b>1<sup>st</sup> SD Meeting</b>	2 <sup>nd</sup> July'2012	Chairman and Committee members, Director (Finance) & DT (OP) as special invitees, General Managers & other executives.	1. Constitution of Area Level SD Committees for mass awareness & dissemination of information on sustainable development activities and sustainability issues among stakeholders for long term economic, social and environmental sustainability.
<b>2<sup>nd</sup> SD Meeting</b>	4 <sup>th</sup> Jan'2013	Chairman & Committee members, CMD & DT(OP) as special invitees, General Managers and other executives.	<ol style="list-style-type: none"> <li>SD Reporting for 2011-12 is to be prepared internally and the report shall be vetted by CMPDI, Dhanbad for meeting 2012-13 MoU Target. Meanwhile tenders received for appointment of consultant for formulation of Road map of sustainable development activities and SD reporting of BCCL for the year 2011-12 are to be finalized.</li> <li>EOI called for installation of STP at Koyla Nagar is to be finalized before 31<sup>st</sup>, January 2013.</li> <li>Work of installation of Rain water Harvesting is to be completed before March,2013.</li> </ol>

### Area Level Sustainable Development Committee at BCCL

Following Area level Sustainable Development Committees have been constituted for effective monitoring and implementation of the ongoing Sustainable development activities in BCCL:

Name of the Area	SD Committee members	Reference of office order
<b>Barora Area</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager- Chairman</li> <li>ii. Area Manager( Planning) - Member</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Personnel)- Member</li> <li>v. Area Manager (E&amp;M)- Member</li> <li>vi. Area Manager (Finance)- Member</li> <li>vii. Area Manager (Survey)- Member</li> </ul>	GM/AREA-I/SR.ES/F-14/4127/2012 dt.10/11.12.2012
<b>Block-II</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager- Chairman</li> <li>ii. Area Manager( Planning) - Member</li> <li>iii. Area Manager (Excavation)- Member</li> <li>iv. Manager (Personnel)/IC (Adm)- Member</li> <li>v. Project Officer, MCW/Representative- Member</li> <li>vi. Area Manager (Finance)- Member</li> <li>vii. Area Manager (Survey)- Member</li> </ul>	GM/B-II/12-13/2537 dt.11.12.12
<b>Govindpur Area</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager- Chairman</li> <li>ii. Area Manager( Planning) - Member</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Survey)- Member</li> </ul>	BCCL/GM/ Ar.III/2013/27676-84 dt.07/08.01.2013
<b>Katras</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager- Chairman</li> <li>ii. Area Manager( Planning) - Member</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Personnel)- Member</li> <li>v. Area Manager (E&amp;M)- Member</li> <li>vi. Area Manager (Finance)- Member</li> <li>vii. Area Manager (Survey)- Member</li> <li>viii. Area Nodal Officer (Environment)- Member</li> </ul>	BCCL/GM/KA/ Env/2013/A-2/672 dt.07.01.2013
<b>Sijua Area</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager- Chairman</li> <li>ii. Area Manager( Planning) - Member</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Safety)- Member</li> <li>v. Area Manager (Finance)- Member</li> <li>vi. Area Manager (Survey)- Member</li> <li>vii. Area Nodal Officer (Environment)- Member</li> </ul>	GM/V/SPA/19/13/06 dt.09.01.2013
<b>Kusunda Area</b>	<ul style="list-style-type: none"> <li>i. General Manager- Chairman</li> <li>ii. Area Manager (Env.) – Member Secretary</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Survey)- Member</li> </ul>	BCCL/KA/Sr.Mgr. (Sectt)/2012/363 dt.13.12.2012
<b>P.B. Area</b>	<ul style="list-style-type: none"> <li>i. General Manager- Chairman</li> <li>ii. Addl. General Manager- Secretary</li> <li>iii. Area Manager (Env.)- Member</li> <li>iv. Area Manager (Civil)- Member</li> <li>v. Area Manager (Fin.)- Member</li> </ul>	GM(PBA)/F33/2012/03 dt.07.01.2013

Name of the Area	SD Committee members	Reference of office order
<b>Bastacolla Area</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager/GM (Min.)- Chairman</li> <li>ii. Area Manager( Env.)- Member</li> <li>iii. Area Manager (Planning)- Member</li> <li>iv. Area Manager (Fin.)- Member</li> <li>v. Area Manager (Civil)- Member</li> </ul>	BCCL/IX/GM/OO/13/351 dt 07.01.2013
<b>Lodna Area</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager/GM (Min.)- Chairman</li> <li>ii. Area Manager( Planning) - Member</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Safety)- Member</li> <li>v. Area Manager (Finance)- Member</li> <li>vi. Area Peers)- Member</li> <li>vii. Area Nodal Officer (Environment)- Member</li> </ul>	BCCL/GM/LA/12/07 dt.07.01.2013
<b>EJ Area</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager- Chairman</li> <li>ii. Area Manager( Planning) - Member</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Finance)- Member</li> <li>v. Area Manager (Survey)- Member</li> </ul>	BCCL/GM/EJA/ENV/13/73 dt 05.01.2013
<b>WJ Area</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager- Chairman</li> <li>ii. Area Manager( E&amp;M) - Member</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Env.)- Member</li> </ul>	WJA/MND/GM/SECY/F-41/2012/6546 dt.11/12.12.2012
<b>CV Area</b>	<ul style="list-style-type: none"> <li>i. Addl. General Manager- Chairman</li> <li>ii. Area Manager( E&amp;M) - Member</li> <li>iii. Area Manager (Civil)- Member</li> <li>iv. Area Manager (Estate)- Member</li> <li>v. Area Manager (Purchase)- Member</li> <li>vi. AFM/Rep. of AFM</li> </ul>	BCCL/GM/CV/12/758 dt. 09/11.01.13
<b>EWZ</b>	<ul style="list-style-type: none"> <li>i. General Manager (EWZ)- Chairman</li> <li>ii. CM( CP) - Member</li> <li>iii. PO,SCW- Member</li> <li>iv. PO,BCW- Member</li> <li>v. PO, PCW- Member</li> <li>vi. CM (Civil)- Member</li> <li>vii. Sr. Manager (F)- Member</li> <li>viii. Dy. Manager (P)- Member</li> </ul>	BCCL/WD/CGM/(Ws)/2013-520 dt.07.01.2013
<b>WWZ</b>	<ul style="list-style-type: none"> <li>i. General Manager (WWZ)- Chairman</li> <li>ii. CM( CP) - Member</li> <li>iii. PO,Mohuda CW- Member</li> <li>iv. PO,MCW- Member</li> <li>v. PO, DCW- Member</li> <li>vi. CM(P)- Member</li> <li>vii. Dy. Manager (F)- Member</li> <li>viii. Vii AE(C)- Member</li> </ul>	BCCL/WD/CGM/(Ws)/2013-521 dt.07.01.2013

## Audit Committee

Audit Committee of BCCL consists of five independent Directors, one Functional Directors and one Government Nominee Director. One of the independent Directors is the Chairman of the Committee. As on 31st March 2013, the Audit Committee (a sub-committee of BCCL Board of Directors) composed of the following members:

1	Shri Paul Joshep	Chairman
2	Shri P.Soma Shekhar Reddy	Member
3	Shri D.C. Jha	Member
4	Shri B.Ramesh Kumar	Member
5	Dr.B.B. Biswal	Member
6	Shri S.B. Ghosh Dastidar	Member
7	Shri P.R. Mandal	Member

Director (Finance) and Head of Internal Audit and the Statutory Auditors are invited to the Audit Committee Meeting for interacting with members of the Committee. Senior Financial Executives are also invited as and when required to provide necessary information to the Committee.

### Scope of Audit Committee

- i) Review of financial statement before submission to the Board.
- ii) Periodical review of internal control system.
- iii) Review of Govt. Audit and Statutory Auditors' Report.
- iv) Review of operational performance vis-à-vis standard parameters including that of subsidiaries.
- v) Review of Projects and other capital schemes including that of Subsidiaries.
- vi) Review of internal audit findings/observations including that of Subsidiaries.
- vii) Development of a commensurate and effective internal audit function.
- viii) Special studies /investigation of any matter including issues referred by Board.

### Gender Neutrality

BCCL is protective about gender neutrality in the organization. The Forum for Women in Public Sectors exercises their authority to address the problems related with our women employees. At present there is no separate committee on gender neutrality or sexual harassment.

## Anti Corruption

Vigilance Department is an integral part of management which helps the organization by playing an important and vital role in the growth of the organization by promoting ethics and probity which goes a long way in achieving a good public image of the organization. In order to promote the goal of the company, Vigilance Department of BCCL under the broad guidelines of Central Vigilance Commission has adopted a three-pronged strategy to combat/prevent corruption/irregularities which have been detailed below:

### **Preventive: -**

Plugging of loopholes by issuing guidelines for system improvement whenever required, educating and counseling the officials of the organization.

### **Punitive: -**

Initiation of disciplinary action against the officials/employees of the company who indulges in corrupt practices and found guilty of omission and/ or commission.

### **Surveillance: -**

Help in minimizing the scope of corruption.

Brief description of activities undertaken by the Vigilance Department of BCCL within the scope of above areas during the financial year 2012-13 is elaborated below:

## **1. Preventive Vigilance:**

### **a. Surprise/test checks**

During the financial year 2012-13, Vigilance Department conducted 16 surprise checks. The main thrust area of surprise checks/inspections are as under:

- i. Irregularities in Civil tendering/repairing job.
- ii. Weigh Bridges.
- iii. Finance Department.
- iv. CSR Activities.
- v. Equipment repair.
- vi. Purchase of materials.

Certain irregularities were observed in such checks and 03 regular cases were registered for investigation. While 04 cases are still in investigation stage, in the 03 other case, CMD, BCCL ordered for minor PP against six Executives and warning against 04 officials.

### **b. Intensive Examination:**

Chief Technical Examiner (CTE) type intensive examination of various civil work/procurement of materials is yet another area in which documents are scrutinized to check irregularities. During the financial year 2012-13, six numbers of CTE type intensive examinations were carried out in which minor penalty was awarded to two officials.

### **c. Observance of Vigilance Week for creating awareness:**

In pursuance of CVC's order no. 16/08/12 dated 28.09.2012, Vigilance Awareness Week-2012 was observed in BCCL from 29.10.2012 to 03.11.2012.

During the Vigilance Awareness Week-2012 a number of activities were organized starting from pledge taking ceremony to holding seminars on Vigilance Awareness, Inter school debate, essay writing and slogan writing/painting competitions etc.

In the pledge taking ceremony on 29.10.2012, Shri TK Lahiry, CMD, BCCL, administered the pledge to all officers and staffs of HQ. Functional Directors, namely Shri Ashok Sarkar, Director (T) P&P, Shri PE Kachhap, Director (Personnel) were present. Similar pledge taking ceremony was organized in all the Areas, hospitals and units.

In the programme organized at HQ after administering of pledge by CMD, BCCL, the house was addressed by Shri PK Sinha, Chief Vigilance Officer, BCCL. He gave brief background on the observance of Vigilance Awareness Week as per the directive of the Central Vigilance Commission. He stated that this year the theme of Vigilance Awareness Week was "Transparency in Public Procurement".

He also announced about the publication of compendium of circulars and guidelines issued by CVC, CIL and BCCL during the year 2012 and the magazine of the Vigilance "CHETNA". He expressed thanks to CMD, FDs for being receptive to the suggestions/advice of Vigilance in bringing more system improvement measures.



Dignitaries on the dais during inaugural session of the Workshop on 25.09.2012 – Sri PK Sinha, CVO BCCL, Sri A Sarkar, D(T)P&P BCCL, Sri TK Lahiry, CMD BCCL, Sri DC Jha D(T) OP BCCL and Sri K Bhattacharjee, Dy GM IICM. (from right to left).

## 2. System Improvement

Based on the recommendation of Vigilance Department, a circular was issued by Director (Tech.) P&P, BCCL for stopping pilferage of coal during transportation. The salient points of the orders are as follows:-

1. Vehicle engaged for siding and Washery transportation should not be allowed to change Area / Mine.
2. One vehicle operating in one Area will not be allowed for transportation work in other Area.
3. All the vehicles involved in inter Colliery transportation of coal should be fitted with RFID / GPRS system.
4. Major weigh bridges weighing 30 or more trips a day should be fitted with web camera system connected with weigh bridge computer.
5. All the check posts and receiving points should be connected with wireless LAN system.
6. The contractors should obtain police verification of their drivers & helpers engaged in transportation.
7. All staff and executive engaged in weigh bridge and siding will not be allowed to work for more than three years at the same place.



Sri TK Lahiry, CMD BCCL addressing the participants during the Workshop on Vigilance Awareness.

### 3. Implementation of Integrity Pact:

Integrity pact has been implemented in BCCL. An MOU was signed with Transparency International Ltd., Delhi on 4th March 2009 at Dhanbad to implement the integrity pact.

As per FDs decision held on 31.01.2011 and 01.02.2011 Integrity Pact coverage have been extended for the tenders awarded with the approval of Director. Integrity Pact also cover all tenders finalized by GM(MM) and GM(CMC) of the Company. It was previously applicable in all tenders which attract the approval of CMD, as the case may be or of higher level.

### 4. Illegal Mining

Illegal mining is a menace mostly in our abandoned and isolated mines. There is a three-tier security system to keep a close watch on illegal mining activities in our abandoned and isolated mines.

- **CISF:** The Central Industrial Security Force is an independent security body deputed by the Central Government at BCCL mining premises. The CISF deploys both Static and Mobile Security System in the mines under the command area of BCCL. Static security personnel are deployed at the Open cast mines and workshops. Mobile security is deployed in the form of QRT Patrolling alongside abandoned and isolated mines.
- **Departmental Security:** 2000 numbers of security personnel for keeping watch in designated areas in the mines.
- **State Government:** The local state government machinery keep a watch on pilferage activities in abandoned and isolated mines.

### 5. Adoption of Millennium Development Goals

BCCL pursues the Millennium Development Goal guidelines by undertaking various developmental works for socio-economic, educational, health care and cultural upliftment of the rural masses and people with SC/ST population in particular in and around our collieries.

# Sustainability Strategy

At BCCL, we believe that unless there is inclusive growth across all stakeholders, it is not possible to sustain the continuous progress of the company. A comprehensive and well-defined “Corporate Environmental Policy-2012” has been framed and issued by CIL, which has been adopted as Corporate Policy by all subsidiary companies including BCCL. The Policy Statement says, “Coal India Limited affirms its commitment for environment friendly mining with right mitigation of pollution, reclamation of the degraded land, preservation of biodiversity and proper disposal of waste following the best practices including judicious use of the non – renewable energy on the path of continual improvement.”

Together with this, the CSR Policy has dedicated focus on taking up projects in the social sector. All these policies are in line with our commitment with DPE on sustainable development and CSR. Our policies enable us to follow a holistic approach towards our stakeholders which aim for the inclusive growth of the stakeholders along with our company.

## Corporate Environmental Policy 2012

- Conduct mining and associated operation in an environmentally responsible manner to comply with applicable laws and other requirements related to environmental aspects. Design projects with due consideration of Sustainable development.
- Prevent pollution of surrounding habitation by continuous monitoring and adopting suitable measures for environment protection.
- Ensure compliance of all applicable EC conditions, FC conditions and other statutory conditions issued by regulatory agencies.
- Implement EMPs in all our mines effectively to mitigate pollutions on air, water and noise, reclamation of degraded land and proper disposal of waste.
- Strive to conserve bio – diversity.
- Conserve natural resources through recycling of wastes on the principle of REDUCE, RECYCLE and REUSE. Put special thrusts on efficient energy utilization as a measure to reduce carbon footprint.
- Strive for continual improvement in our environmental performances by setting targets, measuring progress and taking corrective action.

## CSR Policy

- Welfare measures for the community at large including employees and their families, so as to ensure poorer section of the society derived the maximum benefit.
- Proper rehabilitation of the land oustees/ displaced persons based on R & R policy separately formulated and the expenditure on R & R issues would be included in the Project Cost.
- Contribution to the society at large by way of social & cultural development, imparting education, training & social awareness especially with regard to the backward class and generation of income to avoid any liability of employment.
- Protection and safeguard of environment and maintaining ecological balance.

## Stakeholder Engagement

Stakeholders are entities or individuals that are expected to be significantly affected by our organization's activities or may significantly affect organization's activities. Our stakeholders belong to multiple strata of economic and social dimensions. Stakeholder Engagement is an essential tool to make our business participatory and receive feedback from the members of the society with whom we share a mutual relationship.

We engage with our internal stakeholders through multiple mechanisms such as bilateral dialogues, 3-tier grievance handling system. We also have formed Welfare and Safety Board at corporate level to understand various issues affecting our employees and design strategies to address them. We have formed a CSR committee to oversee matters relating to health and well-being of the local community. By formally conducting such Stakeholder Engagement exercises, we are able to engage with our stakeholders in an effort to align their mutual interests, to reduce risk and advance the company's performance in terms of people, planet and profit (the 'triple bottom line').

Apart from this we conduct meetings with our external stakeholders namely customers through customers' meet, suppliers through suppliers' meet and with various kinds of contractors for better and transparent work scenario.

We arrange regular meetings with regulatory authority like DGMS, State Pollution Board authorities and its regional officers, Police Department. We conduct important meetings with District Authorities on various developmental issues like Dhanbad Action Plan and other important administrative issues. We receive feedback from BCCL Project Schools and other schools of Dhanbad District for educational betterment of the stake holders of peripheral community.

A big chunk of CSR fund is spent on various development avenues like community development, adoption of villages, repairing of roads and transports systems, poverty eradication, self-employment generation through skill development etc. based on the outcomes of the meetings with the elected representatives of peripheral districts like MLAs, MPs and other public representatives. Utmost importance is given by us to the feedbacks, suggestions and written requests of the Public Representatives in Public domain for social welfare and ensuring social sustainability of the society at large.

During the sustainability reporting exercise, we also conducted a formal exercise amongst our middle and senior management employees, executive and non-executive workforce to help us identify various stakeholders.

Internal Stakeholders	External Stakeholders	
Employees	Local Community	Contractors
Contract Workers – Operations, Security	State Government	Regulatory bodies
	Customers	Industry Associations
	Project Affected People (PAP)	

After identification of various stakeholder groups, an exercise was conducted to identify the key stakeholders who influence BCCL's socio-economic and environmental performance as well as get influenced. The outcome of the exercise clearly indicates the top priority stakeholder groups for BCCL. The following table provides description on how the company engages with its priority stakeholder groups.

Stakeholders of priority to BCCL
Employees
Local Community
Contract Workers – Operations, Security
Project Affected People
State Government
Director General Mines Safety
BCCL projects Schools and other Peripheral schools

Stakeholder	Engagement Type	Forum	Frequency and Agenda
Employees	Communication / Dialogue	Grievance handling system	Agenda: 3-tier grievance handling system at the Corporate, Area and Unit level. Meetings with management representatives take place once in a quarter. Grievances are registered with the committee. The committee through the discussion with the aggrieved party tries to resolve the issues. The discussion for grievance redressal takes place as and when need for the same arises.
		Performance Reviews	Agenda: For executives, Performance Management System is present and the review is conducted bi-annually. In case of staff, periodic performance appraisal is done annually.
		Trainings	Yearly training programme is conducted on a planned basis and candidates are nominated by the concerned General Managers of each mining area.
		Employee Welfare	Management of BCCL considers it very important to improve the quality of life of employees at workplace as well as at living place. Undertakes welfare activities in the housing colonies as and when required. Conducts welfare Board meeting annually.

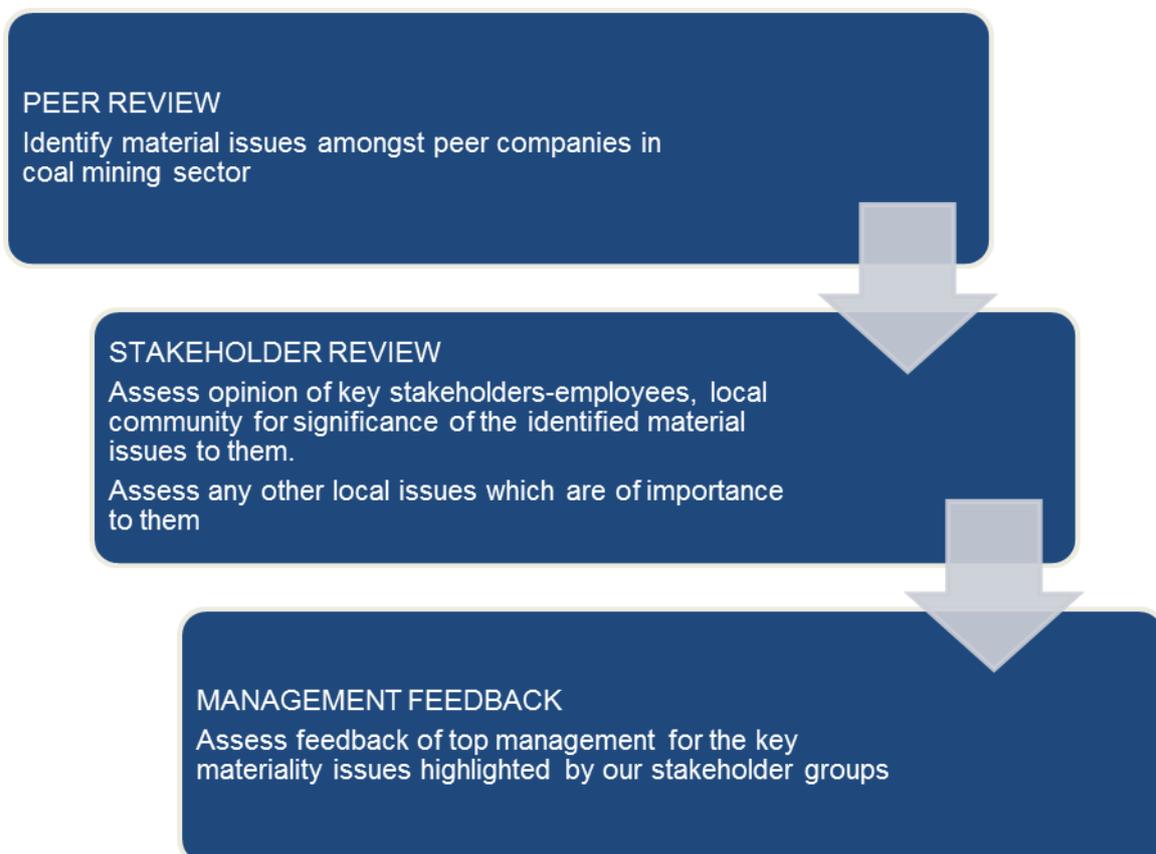
Stakeholder	Engagement Type	Forum	Frequency and Agenda
Contract Workers- Operations	Consultation	Grievance handling system	3-tier grievance handling system at Corporate, Area and Unit levels. There are six Trade Unions whose representatives engage in quarterly discussion with BCCL management relating to grievances of contract workers and Industrial Relations purposes. These Unions namely: RCMS, AITUC, BMS, HMS, BCKU and KIMP get engaged on 3-tier structured Committee meetings at the Corporate Level(CCC), Area level (JCC) and Unit level (Unit JCC). The CCC meeting has agenda relating to policy matters and IR issues. The JCC meeting focuses on day-to-day matters while the Unit JCC meeting deals in local issues. Besides there are other bodies namely INMOSA, DGMS, CMEWA, which look into matters relating to payment of wages to contract workers and housing facilities.
		Trainings	Trainings related to health and safety are provided as and when required.
Project Affected People	Meeting	Activity in co-ordination with CIDC	In coordination with CIDC, BCCL management identifies Project Affected People in order to provide them training for income generation.
		Co-operative society/Jharia Rehabilitation and Development Authority	BCCL management engages with PAPs through co-operative societies with the agenda of providing of 20% coal transport jobs to them.
Local Community	Meeting	Need Assessment activity	BCCL management engages with local community through activities namely 'Need Assessment' to identify the pressing needs of the local people and their expectations from BCCL. The Corporate Social Responsibility projects are identified based on need assessment conducted at area level.
State Government	Consultation	Seminar/ Workshop	BCCL Management engages with the district administration at seminar for Dhanbad Action Plan for discussing health, safety issues of local people, financial contribution from BCCL for several community initiatives.

## Material Issues

Material Issues are those issues, which are of utmost importance to our stakeholders and have a high impact to our sustainability performance. Materiality Analysis is performed to assess such issues. A materiality exercise is essential for a company since it highlights various facets that our key stakeholders want us to address. This exercise is used to identify both positive and negative aspects of our business that our key stakeholders consider important and helps a company direct its efforts in the correct direction to address these.

Our various on-going mechanisms help bring out various issues that our stakeholders want us to address. Grievance mechanism and other committees are some of the exercises that help us uncover such issues. For this year's sustainability reporting, we conducted a formal exercise with our most important stakeholder groups – our employees and local community to understand the key issues that are of greatest interest to them, and have the potential to affect their perception. We believe our employees and the local community are the main drivers for all of our sustainability initiatives and hence it is of utmost importance to understand the issues that matter to them the most.

We have undertaken several capacity building sessions in different mining areas to help our employees at various levels understand the context of sustainable development. During this second year journey of reporting on our sustainability performances, employees and local community have been considered for this exercise and as we move in our journey of sustainability, we plan to engage our other valued key stakeholders for materiality assessment. Once the entire list of issues were identified, they were assessed and ranked based on key criteria that we consider important for our growth – Planned Production in Eco Friendly manner, Restoration of biodiversity, Utmost importance for employee health and safety, minimum impact on local community. This criterion is consistent with our yearly performance goals and targets. We have identified our key impact areas on business sustainability for the year 2012-13 through the following structured mechanism.



Our key material issues and their responses are listed below:

### **Degradation of Land Mass**

Mining activity entails exploitation of natural landmass. The most important ingredient of land is top soil, which gets disturbed due to mining operations. Top soil is the sole substrate of natural flora and is the means of livelihood of the local community. This vital resource has to be protected for sustaining our economy and continue our operations undisturbed.

BCCL has evolved several strategies for protection of landmass through reclamation of the lost top soil. Programs are designed to preserve the top soil and reclaim land after mining has been completed in that piece of land. Outsourcing companies, who have been handed over the work of unearthing, have been also provided with strict clauses for preserving topsoil. Ecological restoration activity like plantation has been initiated to help rebuild the land mass.

### **Loss of Mine Water**

Ground water issuing out of underground mines were subjected to get wasted. It not only depleted the ground water table of the area and created stress of water for the local people, but also contaminated the surface water bodies due to run-off.

BCCL has strategized to tap the mine water which is pure in form and channelize it from mine pits to artificially created water bodies like the water bodies created at *Behrakudar* and *Khonathi*. These water bodies have helped restore biodiversity and created livelihood opportunity for the local community and also served the purpose of their domestic water use. BCCL is taking all the necessary steps for becoming a water positive company in true spirit. It has been envisaged that not a single drop of water pumped out from Underground mines would be wasted but it would be converted to wealth. Water so accumulated in the artificially created water body would be utilized for peripheral community usages like potable water after filtration, and for agricultural purposes. Certainly the efforts would naturally help in underground water table and aquifer recharging. The water body will smooth the local climate and environment, too.

### **Environmental Hazards Due to Mining Operations**

Dust generated from mining activities affects the health and quality of life of the mining workers and local people staying in the vicinity of the collieries.

BCCL has adopted prudent operational practices which are being adopted to control dust generation at source. Wet drilling is done to avoid dust generation at source. In order to reduce density of dust due to mining operations intensive water sprinkling in and around our working places and on transportation roads is done to avoid dust spread. Centralised mobile water sprinkler system installation is under plan in the future.

### **Mine Fire and Subsidence Affecting Local People**

Mine fire and land subsidence is a natural impact out of mining activity. This has led to deteriorate the life of people living in the vicinity of mining areas and requires resettlement and rehabilitation of the affected people.

BCCL perceive this issue an imperative need for sustenance of the organization for meeting the commitment towards wellness of the community and fulfilling the need of the society at large. Programs are developed to shift the fire and subsidence affected people of Jharia Coal Fields to safe places and necessary arrangement for their rehabilitation and resettlement are being done under Master plan approved by Govt. of India.

## Responsibility Towards Project Affected People (PAP)

The acquisitions of land for mining activities may lead to many people lose their land and their source of livelihood. BCCL management has been proactive to sort out this issue in its command area. PAPs have been imparted training at the Human Resource Department with the support of the scientists and forestry experts of Forest Research Institute, Dehradun for mass awareness and capacity building of the PAPs for livelihood generation through self-employment programmes. Schemes for Fisheries and duckeries are being developed in local ponds and water bodies under CSR activities in this regard.

We closely analysed each of our materiality issue and thus developed our '**10-point Sustainability Strategy**' as follows:

1. Upholding United Nations Global Compact principles; assimilating with company's business policy and honouring the core ideas of Triple Bottom Line for making it a sustainable development company.
2. Gainfully utilize our well sensitized team of enthusiastic executives and workforce in wide spectrum of various niches of activities for integrating the three basic elements of sustainable development.
3. Gainful utilization of surplus mine water for converting the waste into wealth on fixed timeline.
4. Adopting eco-friendly business operations with due regard to safety and quality.
5. Fostering a lush green sustainable environment at our work places and surroundings with due economic and social considerations.
6. Developing effective energy management Strategies for reducing power consumption without negotiating with the productivity.
7. Empowering community by injecting shared value addition through various sustainable welfare ventures.
8. Empowering PAPs and community youths by surging opportunity for their committed self-reliance.
9. Formulating Road-map for short Term and long Term Sustainable Development in present business verticals.
10. Implementing frank & extortion free descent life for women in the society through Women Empowerment Avenues.

## Our Economic Presence

BCCL had a good financial year in 2012-13. The raw coal production increased from 30.20 Mt in 2011-12 to 31.21 Mt in 2012-13. Our Overburden removal including re handling achieved also increased from 88.76 million cubic meter in 2011-12 to 96.25 million cubic meter in 2012-13. This is an increase of 8.44% and also exceeds the MoU target of 85.00 million cubic meters. Overall output per man shift (OMS) is 2.50 in 2012-13 as compared to 2.20 tonnes in 2011-12 which is an increase of 13.64%.

### Financial Results

During the year under review, the Company has made a net profit before tax of Rs. 1709.06 Crore as compared to last year's net profit of Rs. 822.36 Crore. Profit before tax for the period 2010-11 was Rs 1093.69 Crores and there was no tax paid to the government as the company was under BIFR during that time. Details are as under:

Particulars (INR Crores)	2012-13	2011-12
Revenue	8,937.41	7,834.33
Profit(+)/Loss(-) before Depreciation & impairment, Interest, Tax & Amortisation (EBIDTA).	1938.01	1046.55
Less: Depreciation and Impairment.	209.98	201.35
Profit before Interest, Tax & Amortisation	1728.03	845.20
Less : Interest	18.97	22.84
Profit Before Tax (PBT)	1709.06	822.36
Less : Current provision for Tax	210.26	
Profit After Tax (PAT)	1498.80	822.36

CSR expenditure for 2012-13 was – INR 794.33 lakhs.

### Payment to Exchequer

During the year, the Company paid 1799.65 Crore to the State and Central Governments towards Statutory dues against paid Rs. 1331.45 Crore in the previous year. The details are as follows:

Particulars (INR Crores)	2012-13	2011-12
Royalty on Coal	770.49	567.92
Sales Tax / VAT	303.45	233.74
Stowing Excise Duty	32.31	29.60
Other Cess	3.79	4.11
Clean Energy Cess	171.51	147.10
Central Excise Duty	518.10	348.98
<b>TOTAL</b>	<b>799.65</b>	<b>1331.45</b>

## Employee Benefits

Financial Details of the benefits provided to our employees are:

Employee Benefits	2012-13	2011-12
Salary, Wages, Allowance, Bonus etc.	3006.42	2650.72
Ex- Gratia	182.24	145.39
PRP	69.01	71.33
Contribution to P.F. & other funds	361.60	275.82
Gratuity	344.63	823.35
Leave Encashment	182.36	99.89
Workman Compensation	2.01	2.01
Medical Expenses	100.13	26.80
Grants to school & Institution	2.23	1.06
Sports & Recreation	.34	.41
Canteen & Creche	.26	0.28
Power – Township	105.54	99.89
Hire charges of Bus, Ambulance etc	4.38	4.38
Other Employee Benefits	104.50	168.88
<b>Total</b>	<b>4465.65</b>	<b>4370.21</b>

The coal mines are mostly situated in isolated areas where facilities of modern living are further required. Beside this, the nature of work of the employees engaged in coal industry is difficult and hazardous. Keeping these facts in view, BCCL have been endeavoring to the basic needs and facilities through various welfare measures:

- **Housing Facilities:** To provide suitable shelters is the main thrust area. BCCL has achieved the goal of “Shelters for All” for workers with 100% housing satisfaction thus fulfilling the basic need of the workers. Actions for up gradation of colonies have been undertaken.
- **Water Supply:** One of the major thrust areas in the field of welfare is to provide potable drinking water to employees and their families. In this direction, several short term and long term water supply schemes have been taken up.
- **Sports and Cultural Activities:** Welfare department is running different coaching camps & providing Sports Materials/ Financial assistance to District/ State associations as per need. BCCL has a number of National / International reputed players on roll who have brought laurels for the Company. As long term measure to ensure a sustained growth in this field a yearly calendar for sports activities is followed.
- **Educational Facilities:** BCCL as a part of its welfare activities has given considerable emphasis on providing better educational facilities to the children of its employees/workers as well as those of local populace. The company is providing financial assistance/infra-structural facilities

assistance to 11 agreemental/semi agreemental school, running under MoU with BCCL. In addition, the company is also providing financial assistance to 84 Private Committee Managed Schools functioning under the command area of BCCL.

- CIL Scholarship: The revised CIL Scholarship Scheme 2001 is being implemented in the Company for wards of the permanent employees irrespective of their salary or nature of job. As per the above scheme two types of scholarship have been introduced:
  - ◆ Merit Scholarship.
  - ◆ General Scholarship.

# Our Environmental Performance



**BHARAT COKING COAL LIMITED**  
(A Subsidiary of Coal India Limited – A Maharatna Company)

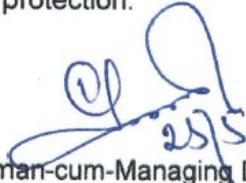
## CORPORATE ENVIRONMENTAL POLICY

Bharat Coking Coal Limited (BCCL), a subsidiary of Coal India Limited, is a Public Sector Undertaking engaged in mining of coal and allied activities. It is the only producer of Prime Coking Coal in India. BCCL was incorporated in 1972 to operate coking coal mines operating in the Jharia and Raniganj Coalfields. Currently, the Company operates 66 coal mines and 8 Coal Washeries.

Our mission is to produce the planned quantity of coal efficiently and economically with due regard to safety, conservation and quality. BCCL affirms its commitment for environment friendly mining with right mitigation of pollution, reclamation of the degraded land, preservation of biodiversity and proper disposal of waste following the best environmental practices including judicious use of the non-renewable energy on the path of continual improvement. Towards this commitment, BCCL shall endeavor to:

- ❖ Conduct mining and associated operations in an environmentally responsible manner to comply with applicable laws and other requirements related to environmental aspects.
- ❖ Design projects with due consideration of Sustainable Development by integrating sound environmental management practices in all our activities.
- ❖ Prevent pollution of surrounding habitation by continuous monitoring and adopting suitable measures for environment protection.
- ❖ Ensure compliance of all applicable Environmental and Forest Clearance conditions and other statutory conditions issued by regulatory agencies.
- ❖ Implement the Environmental Management Plans in all our mines effectively to mitigate pollutions on air, water and noise; proper disposal of wastes and reclamation and ecological restoration of degraded land; and by also dovetailing the Jharia action/ Master Plan for dealing with Fires, Subsidence and Rehabilitation of affected people with the Environmental Management Plans under the Cluster Concept.
- ❖ Strive to conserve Bio-Diversity through Ecological restoration methods.
- ❖ Conserve natural resources through recycling of wastes on the principle of Reduce, Recycle and Reuse. Put special thrusts on efficient energy utilization as a measure to reduce carbon foot-print.
- ❖ Strive for continual improvement in our environmental performances by setting targets, measuring progress and taking corrective action.
- ❖ Create environmental awareness among the employees and the local communities through pro-active communication and training and encourage our business associates to adopt similar approach for environmental protection.

Place: Dhanbad  
Date: 25.5.12

  
Chairman-cum-Managing Director

**Chairman-cum-Mg. Director**  
**BHARAT COKING COAL LIMITED**  
Koyla Bhawan, Dhanbad - 826 005

At BCCL we, we are aware that it is every individual responsibility to reduce the negative business impact on the environment. We recognize that the decisions and actions we take are in the interest of preserving the capability of environment to support human life.

BCCL has been making all efforts to mine the coal resource in a sustainable manner ensuring clean and safe environment in the region. Some of the key areas where we ensure minimal or no impact are:

1. Ensuring compliance with all applicable environmental laws and forestry clearance.
2. Water Management.
3. Air Emissions control.
4. Working on up gradation of soil quality.
5. Noise Abatement.
6. Reclamation of degraded land.
7. Land restoration and rehabilitation.
8. EMP clearance and monitoring.

We have always remained committed towards benchmarking and enhancing our environmental performance. All our divisions focus on complying with Government laws and regulations relating to environment in letter and spirit. We religiously follow the 3 R – Reduce, Reuse and Recycle policy throughout our divisions. We would continue to optimize utilization of the available resources, strive for energy and water conservation and keep the surrounding clean and green.

## Energy

Energy is one of the prime factors which lead to future sustainability. This results in the need to improve efficiency in our operations and design. We use both direct and indirect energy. The direct energy used in our operations include diesel which is used for generation of electricity, running of equipment and in all heavy vehicles used during operation. The electricity purchased from the board forms the indirect energy consumption at BCCL.

Source of energy	Unit	2012-13	2011-12	2010-11
<b>Direct Energy – Diesel Consumed</b>	Litre	33700748	34449559	23298764
<b>Indirect Energy - Electricity Purchased from Grid</b>	M kWh	945.48	949.09	928.74

Our approach is to continuously improve energy efficiency in all our divisions. As a result specific energy consumption for our operations reduced by 3.65% in 2012-13 from 31.44 KWH/T in 2011-12 to 30.29 KWH/T in 2012-13.

## Water

We understand the importance of water and its resource in the local context. Water will be a critical factor for future sustainable growth, especially for a fast developing country like India. Hence, BCCL has taken initiatives to conserve, reduce, recycle and harvest water at several divisions. We recycle and reuse the process water and rain water after treatment at our facilities.

The water requirements at BCCL is primarily met through mine water (95%) followed by municipal supply (MADA) (5%). Our water consumption levels FY 2012-13 was calculated to be 187 million KL.

Source	Unit	2012-13	Source
Mine Water	KL	178852547	Monthly Internal audit report submitted by areas.
Municipal Supply	KL	8290051	Annual Report.
<b>Total</b>	KL	187142598	

BCCL since its inception has felt the importance of water and endeavoured for effective and proper utilization of mine water which has to be taken out necessarily in course of mining processes. For harnessing such water BCCL have taken upon the task of holding the mine water into water bodies by restricting them to flow into the natural drainage courses under NIRMAL NEER scheme. Some of the key initiatives taken for water management at BCCL are mentioned below. More details on these projects are available in Annual report 2012-13.



## 1. Multipurpose utilization of abandoned mine water from Barora/Block-II & Govindpur Areas

- For gainful use of abandoned water being discharged from the mines, a scheme is already under execution at a cost of Rs. 11.70 Cr. by laying out a pipeline network of approximately 45 Kms. With the help of this scheme, approximately 47 million gallon (MG) surplus mine water will be stored in two reservoirs respectively, of storage capacities 16 Million Gallon & 31 Million Gallon.
- Under this scheme of BCCL, the villagers residing nearby and having their cultivation fields in a reasonable proximity will be benefited in carrying out their agriculture works in all seasons which at present is totally dependent on monsoon. This will enhance Socio-Economic status of the area and also result in opportunities availability in secondary & tertiary fields of employment.

## 2. Scheme for domestic/ community usage of Surplus mine water in WJ area

- Under this scheme approximately 2.16 million gallon surplus mine water of WJ Area flowing into natural drainage courses has already been arrested and diverted into various ponds in the peripheral villages through pipelines which remains over flooded even during peak summer.

### **Jhunkunder OCP of CV Area Reclaimed as Water Reservoir**



**3. Mine water supply by BCCL to Drinking Water & Sanitation Division (DWSD) of Jharkhand State in Dhanbad for community water supply**

- BCCL is also providing mine water as raw water feed to altogether 07 nos. of water supply schemes run by DWSD in Jharia Coalfield, at their Sonardih, Chhatabad, Malkera, Bansjora Gareria, Dharmabandh, Barora & Kharkharee installations, for arranging water supply to the community at large.

**4. Mine water treatment plant at PB area**

- Under demonstration scheme, in collaboration with Central Institute of Mining & Fuel Research, Dhanbad, BCCL has installed a water treatment plant against total value of Rs. 219 lakhs in Putki Balihari Area for making the mine water potable after treatment. This water treatment plant has been designed for a rated capacity of 4000 gallon per hour and is functioning.

**5. Water supply in peripheral villages of BCCL command area**

- Water supply facilities have been extended by BCCL in its 109 peripheral villages. In order to supply water in the remotely situated villages of different Areas of BCCL, through water tankers of 3000 liters capacity each.60 tankers are available with the company.

## Biodiversity

Coal mining process involves removing the top earth to dig out the coal. This not only affects the soil quality but also may lead to degradation of the land and environment. However this is the inherent characteristic of the mining process and can only be controlled.

- A. **Forestry Clearances:** We ensure all forestry clearances of the land for mining purposes with the forest department on the basis of cluster concept finalized by MoEF. We aim to follow and meet all regulatory compliances of the area we operate in. The MoEF has granted STAGE-I Clearance for 234.08ha of forest land under Ghanoodih, Bera and Dobari colliery of Bastacol-la Area. In this regard payments against compensatory /penal compensatory Afforestation and NPV have been made and details and data have been submitted to Forest Department Govt. of Jharkhand. The study of soil erosion and its conservation is being carried out by Centre of Mining Environment, Indian School of Mines, Dhanbad. Compliance Report of MoEF Projects can be found on our website.
- B. **Reclamation of degraded Mining land:** Biological reclamation of degraded mining land by way of plantation was the first effort of BCCL towards tackling land degradation. Large-scale afforestation programme was started by BCCL since 1986. In the last 16 years BCCL has re-claimed 3460 hectares of degraded land through biological reclamation. The type wise land reclaimed are:
- Subsided area: 1998 hectares
  - Minefire area: 615 hectares
  - Overburden dumps : 556 hectares
  - Other areas: 291 hectares

Biological reclamation has been carried out mostly by large-scale plantation on subsidized land, surface areas affected by fires and OB dumps, and so also in colonies and along the coalfield roads. BCCL has planted more than 1.40 crores trees till date. The plantation is done departmentally as well as through State Forest Department of Bihar/ Jharkhand, and that of West Bengal.

BCCL has developed a roadmap for undertaking ecological restoration on 226 hectares of degraded mine out area/land which is to be completed in two phases i.e. 2011-16 and 2016-2021. In the year 2011-12, preparatory work for reclamation was done. In the year 2012-13 ecological restoration was done on 7 hectares of degraded/mined out land at Damoda Colliery and 4.5 hectares of land at Sijua Area, BCCL.

Year	2012-13	2011-12	2010-11	Source of data
Number of trees planted	46,916	343500	13215	Environment Department

Tree species: The trees planted depend on the availability of seeds, saplings and the local conditions. Since the areas are mostly difficult areas with low quality of soil and conditions, the species selected are hardy type and based on our earlier experience of plantation in these areas. Fruit plants like guava, jamun, bel sharifa, jackfruit etc. are also preferred wherever the soil conditions are favorable.

BOTANICAL NAME	COMMON NAME
<b>TREES:</b>	
<i>Azadirachta indica</i>	Neem
<i>Bombax ceiba</i>	Semal
<i>Butea monosperma</i>	Palas
<i>Cassia fistula</i>	Amaltas
<i>Ficus glomerata</i>	Shisham
<i>Dalbergia sissoo</i>	Gular
<i>Madhuca indica</i>	Mahua
<i>Melia composita</i>	Bakain
<b>SHRUBS:</b>	
<i>Adhatoda zeylanica</i>	Vasaka
<i>Calotropis procera</i>	Aak
<i>Clerodendrum viscosum</i>	Bhant
<i>Datura stramonium</i>	Datura
<i>Vitex nugundo</i>	Nirgundi
<i>Zizyphus nummularia</i>	Beri
<b>GRASSES:</b>	
<i>Alysicarpus monilifer</i>	Leel
<i>Boerhavia diffusa</i>	Punarva
<i>Cenchrus ciliaris</i>	Anjan grass
<i>Cynodon dactylon</i>	Dub grass
<i>Dicanthium annulatum</i>	Marvel grass
<i>Eragrostis atrovirens</i>	Bhant grass
<i>Eragrostis plumosa</i>	Koli grass
<i>Heteropogon contortus</i>	Pili grass
<i>Indigofera trita</i>	Indigo
<i>Mucuna pruriens</i>	Konch phali
<i>Ocimum canum</i>	Ram Tulsi
<i>Saccharum spontaneum</i>	Kans
<i>Sida acuta</i>	Jharu grass



- C. **Roadmap for Eco restoration of BCCL Mine Areas of Dhanbad, Jharkhand:** Forest Research Institute (FRI) has been commissioned by BCCL to prepare road map for ecological restoration of mines of BCCL in Dhanbad district. Major objectives for this road map are to improve productive capability of degraded lands and enhance the conservation values of landscape through:
- Development and conservation of soil in-situ moisture through ecological restoration interventions.
  - Restoration/Regeneration of degraded lands including forests and adjoining areas on an ecological basis.
  - Intensification of the availability of fuel wood, fodder, grasses and other forest usufructs from the restored areas.
  - Securing people's participation in planning and restoration efforts in the surrounding villages to ensure sustainability.

The total project has to be implemented in two phases over a period of ten years. The major stakeholders in the region are BCCL and Local Communities.

## Environmental Expenditure

	2012-13	2011-12	2010-11
Total Expenditure (INR Lacs)	RS.185.04	Rs.72.47	Rs.55,66



Developing a Model Eco-restoration area along with FRI

## Our Employees

BCCL has a workforce which is energetic, motivated and a perfect blend of youth and experience. As on March 31, 2013, the total employee strength at BCCL was 61,698. The strength of employees reduced to 61,698 as on 31<sup>st</sup> March, 2013 from 64,884 as on 31<sup>st</sup> March 2012. However, number of executive female employees increased from 73 to 90. BCCL is conscious regarding recruitment of people from the vulnerable sections of the society, i.e. people belonging to economically weaker section of SC and ST communities. In 2012-13, amongst the total workforce, there were a total of 15168 employees belonging to SC community and 3914 employees of ST community.

Number of employees as on :	Executive		Non-Executive		Total	
	Male	Female	Male	Female	Male	Female
<b>31.03.2013</b>	2513	90	53406	5689	55919	5779
<b>31.03.2012</b>	2491	73	56357	5963	58848	6036
<b>31.03.2011</b>	2490	62	59197	6185	61687	6247

The principle of 'Equal Remuneration for men and women workers for Work of Equal Value' is being followed at BCCL. We provide equal opportunity to both men and women employees in all the matters, such as, salaries/payments, career growth, social security measures etc. There is no discrimination regarding gender. In addition, special programs are conducted through forums namely Women in Public Sector (WIPS) to encourage women to join BCCL.

## Health and Safety

Ensuring safe working conditions for our workforce is one of most important area for BCCL. We take various measures to achieve this goal. Some of the initiatives are :

1. Safety Audits : 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> Round safety Audits completed for total 160 mines by outside experts and own team of executives.
2. Check Survey : Check survey was completed in 69 mines.
3. Various measures are taken to improve the safety standard of the mines.
4. Before onset of monsoon, the danger of inundation from both surface and underground sources of water is examined in every mine.
5. Risk assessment for all mines has been done and same is reviewed every six months.
6. Escape routes in underground mine plan.
7. Mock rehearsal is being conducted every year.
8. Geo-mechanical properties of rocks are being studied and support systems are being scientifically designed on the basis of RMR and duly approved by DGMS.
9. Greater use of quick setting cement capsules, grouted roof bolts for support in development

workings in underground mines.

10. Steel supports are now replacing the timber support. In long wall face, power supports are provided.
11. Thrust of training and retraining of workmen including contractor's worker, supervisors and executives to increase safety awareness.

There are various other measures taken by BCCL, details of which are mentioned in the Annual Report 2012-13.

Accident Detail	2012-13	2011-12	2010-11
No. Of Fatal Accidents	6	7	8
No. Of Fatalities	6	8	8
No. Of Serious Injuries	21(22)	32(33)	69 (75)

## Training and Development

At BCCL we have sustained life time opportunities for learning and development at all levels - the personal, team, project, business and organizational, through both standard and customized programs. Our training programmes fall broadly under four categories – Management Training, Technical Training, IICM and abroad. Number of training programme has increased by over 4 times since last year.

Type of training Programme	2012-13	2011-12
Management Training	2901	300
Technical Training	2272	448
IICM	388	298
abroad	Nil	03
Total	5561	1049

## Female Literacy at BCCL

In order to ensure maximum literacy among workers of BCCL, a " Female Literacy Drive " was undertaken in BCCL since March, 2010 for illiterate female employees of BCCL.

1. Female Literacy Drive Phase – I & II: - It was inaugurated on 20.3.2010. Details are as under :
  - No. of Female employees nominated. - 600
  - No. of Female employees appeared in Exam. - 414
  - No. of Female employees passed the Exam. - 291

All the successful candidates were issued a “ **Literacy Certificate**” by “ Central Board for workers Education” (Ministry of Labour and Employment), **Govt. Of India**

2. Female Literacy Drive Phase – III : - Is under progress. Registration has been done for 491 candidates.

## Training on Anti Corruption Policy

BCCL conducts various training programmes/ workshops for its workforce across levels. Details and participants of these training sessions are mentioned below:

S.No.	Name of the course	No. of Participants 2012-13	No. of Participants 2011-12
1	Vigilance awareness for Entry Level Executives	64	56
2	Work shop on Vigilance Awareness	56	56
3	Work shop on Vigilance Awareness	55	48
4	Vigilance Awareness Program for senior level executives	25	60
5	Vigilance Awareness for senior level executives	14	68
	Total	214	288

## Ensuring Customer Satisfaction

Our representatives at different levels are in constant interaction with our customers and continuously take feedback from them. This helps us improve our own services and keep our customers happy. We organize various personal meetings throughout the year to understand and address our customers concerns.

We also have a customer feedback form available on our website, which can be easily downloaded by anybody to provide feedback. Feedback is sought on following issues:

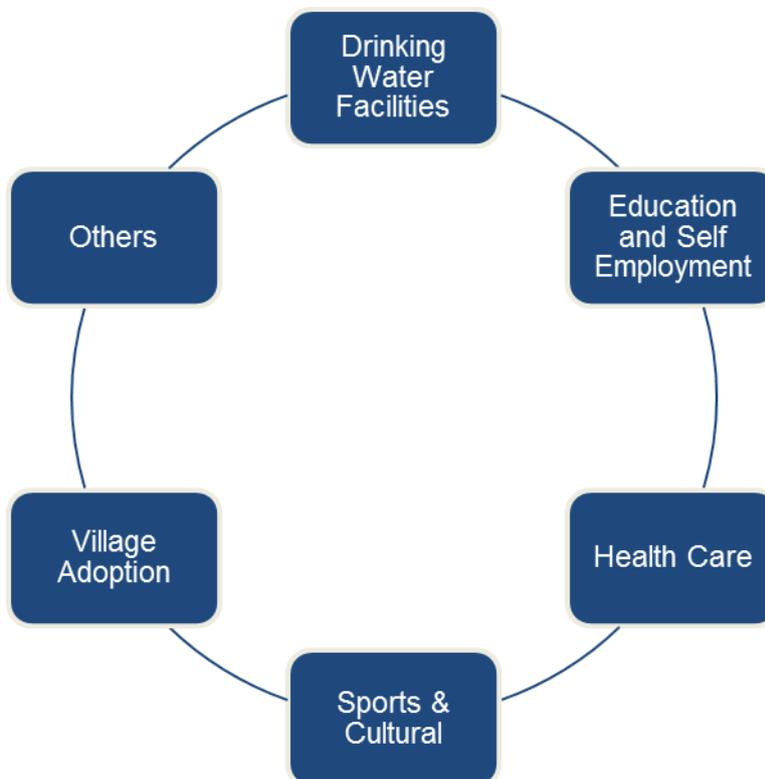
- Did our coal supplies meet their expectations?
- On time supply of our product.
- Satisfaction level during interaction with BCCL.
- Any observation or/and suggestions.

There are various other measures taken to improve quality of our product and customer satisfaction:

- All the major sidings in BCCL supplying coal to Power Houses have Feeder Breakers installed at strategic points. Supplying of 100% sized coal is being ensured.
- Regular inspections of sidings by the official of QC Deptt. , HQ and interactions with colliery officials helps in the improvement of the quality of the dispatched coal.
- BCCL has installed “on line ash analyzer” in three Washeries namely Patherdih, Bhojudih, Dugda indicating results in the PC and Monitor with regard to ash in raw coal as well as in washed coal. This has helped these washeries in keeping check on.
- Further BCCL has installed Auto Sampler in all its washeries for collection of samples through mechanical means, thereby completely eliminating collection of samples manually for building confidence in the consumers.
- For promoting consumers satisfaction HOD(QC) and Area General Managers have been directed to interact with the consumers across the table to know their problems and grievances for redressal.
- Consumers are invited to see the coal at the sidings and all of them have expressed their satisfaction for the quality of coal being loaded.

# Our Social Responsibility

BCCL Corporate Social Programme has been created to maximize benefit to its various stakeholders, specially its peripheral communities. BCCL operates in 12 administrative areas and the area authorities are entrusted with the responsibility to see the welfare activities and other related issues of the communities residing in peripheral villages. Based on the initiatives of the concerned areas, the issues are addressed at corporate level on CSR Committee recommendations. All CSR activities of BCCL can be classified under following categories:



## Drinking Water Facilities

BCCL provides water supply facilities to its 109 peripheral villages. In order to supply water in the remotely situated villages of different Areas of BCCL, through water tankers of 3000 liters capacity each.60 tankers are available with the company. In the peripheral villages under SD/CSR activities more than 800 hand pumps and 125 dug wells have already been installed and established by BCCL. Presently installations of 157 nos. hand pumps in different peripheral villages are under progress.

## Education and Self Employment

1. BCCL as a part of its welfare activities have given considerable emphasis on development of infrastructure in form of buildings/rooms construction, halls construction, lavatories construction and providing desks & benches, computers etc. in existing schools of peripheral villages.
2. Duckery Project for Noonudih Village under the Command area of Lodna Area: Duckery project promotion has been identified as one of the important livelihood interventions for promotion in addressing the livelihood opportunities for the poor villagers. Duckery requires a low investment and gives high returns within a short period. The villagers of Noonudih Village (Ward No. 48) proposed through Lodna Area for establishment of a Duckery Project which

will be operated through a constituted self-help group and will promote self-employment of local villagers.

3. Trade training to unemployment youth: Through Jharia Rehabilitation and Development Authority (JRDA), Dhanbad, training in different trades at ITI at Dhanbad to 62 unemployed PAP youths who have been rehabilitated at Jahria Vihar Belgaria, has been arranged by BCCL.
4. Training on Eco-Restoration through FRI, Dehradun: BCCL in collaboration with Forest Research Institute (FRI), Dehradun has arranged for imparting training to PAPs and local villagers also in the field of eco-restoration through afforestation on the available derelict land in BCCL, by way of which not only the environment of the area will improve but the local employed people will get trained for earning of their livelihood. Till date 124 PAPs have already been imparted the training.
5. CIDC
6. ATDC

## Health Care

### Swasthya rath: (Mobile Medical Van)

- Since yr.2010, 14 (fourteen) nos. A/C Medical Mobile Vans (MMVs) have been pressed into services equipped with doctors, paramedical staff serving different 203 villagers situated in and around the mining areas on working days.

### Muskan: (Wellness Clinic)

- 14 Muskan Clinics are functioning in BCCL in all the hospitals/Regional besides Central Hospital, Dhanbad for counseling the patients for better life style management.

### Sarokar: (CSR Clinic)

- CSR clinics, which are operating at Central Hospital & 14 others Hospitals of BCCL, provide free medical consultation to general public on all working days between 10AM to 11AM.

### Bahujan Hitaya: (Health Camps)

- Health Camps are held regularly in different areas of BCCL. These health camps include Hypertension, Diabetic, Heart disease, Cancer, HIV/AIDS detection, Family welfare, Eye, Dental, Skin, Geriatric camp, Adolescent girl child camp, School health, Well baby show and many more.

### Mamta: (Family & Child Welfare Camps)

- Family welfare and baby health care programme are organized in BCCL through camps in various villages.

### Jyoti Abhiyan: (Eye Camps)

- Eye camps are organized under this scheme in which eye surgery with IOL (Intra Ocular Lense) implantation are done. Generally the beneficiaries are non-BCCL and BPL card holders persons.

## Sports & Cultural Activities

Various programme are organized by BCCL to inculcate spirit and cultural activities among the peripheral villagers by providing them with Sports/Games items and other musical instruments of their use such as Dhol, Jhal, Nagara. BCCL provides financial assistance to various Sports & Athletics Organisation of Dhanbad district for encouragement and promotion in the field of Games & Sports in the area. Activities organized in the peripheral village to promote sports and cultural activity includes:

State championship of Table Tennis under the aegis of District Table Tennis Association.

T-20 East Zone Cricket Tournament at Jealgora Stadium under the aegis of Dhanbad Cricket Association.

Sports for Handicapped & Blind Children's on CIL foundation Day.

Financial Assistance to different Cultural Associations in and around Dhanbad.

## Village Adoption

- BCCL is primarily adopting villages predominantly inhabited by the weaker sections of the society viz. SC/ST, OBC in order to provide for their socio economic development.
- For ensuring holistic and integrated development of villages through capacity building and participation of local people and institutions, BCCL has adopted one SC/ST village namely LAHBERA where, activities like creation of Community Centre/ Masala Cakki Centre/Health Sub-Centre / Primary School/Multi-Purpose Hall/Public Toilets/Children Park/ PCC Roads &Drains etc. have been done.

## Others

Major Activities of PAPs:

- Provisions have been made in the tendering process of Civil Engineering related works, under the command area of BCCL covering 14 operational Areas under control of respective General Managers, for engagements of minimum 20% of the required unskilled workers from local Project Affected People (PAP) of nearby villages.
- 20% of the total jobs of coal transport are being offered on SOR rate, directly to the local people through Co-Operative Societies created by them.
- BCCL has made provisions for providing free education to the children of the PAPs residing within 8 kms distance from the project.

# Sustainability Roadmap

At BCCL, we believe ourselves as one of the key players in coal mining industry, we have an important role to play in the economic growth of the country. It is our responsibility to ensure that we extract and deliver coal profitable and in environmentally and socially responsible manner. We act in a responsible manner to prove a responsible business player incorporating best practices from mine to market encompassing a holistic approach to social welfare and social sustainability.

The Sustainability Roadmap of BCCL is beginning to set targets in key sustainability areas. Its objective is to ensure adoption of sustainability across the organization, ensure availability of information at all times, create a management system for sustainability and increases awareness among all stakeholders.

Through the sustainability roadmap, we aim to achieve the following objectives:

- Define the key Sustainability Performance areas for BCCL.
- Highlight the important sustainability issues, challenges & opportunities that will impact the long-term prospects of the organization.
- Establish baselines for identified sustainability issues and parameters at BCCL.

Our Sustainable development focus area for 2012-13 has been on:

- Afforestation /Eco-restoration /Plantation.
- Recycling of sewerages / mine effluents /oil grease trap.
- Training workshop on SD.
- Rain water harvesting.
- Communication to our stakeholders through Sustainability Report.

We realize that we have a long way to go till sustainability is embedded in the DNA of our organizational decision making process. However, by initiating our SD projects we have taken an important step in the direction. We have formed a board level committee on sustainable development and are sure that their inputs will ensure considerable improvement in our performance.

It is a fact that developmental human activities at any part of the planet cast aside some dark shadows on the environment including pollution in various forms, loss of livelihood to a section of societies and similar other consequences which need to be addressed through well planned rehabilitation and resettlement programme and other suitable measures. Engaged in producing coal by excavating the landmass, BCCL is not the exception to this paradigm. Moreover, we take plethora of preventive measures to mitigate the harmful effects of the human activities and to ameliorate the prevalent degraded environment conditions with due considerations of societal value systems.

We believe in restoring the lost natural resources through technology based reconstruction and advanced restoration actions. We have undergone with MoU with Forest Research Institute Dehradun for undertaking programmes long term Ecological restoration on the mined out degraded land of our command area. Water bodies are being created by BCCL to use the pumped out water from underground mines which will help the local community to get potable water and water for irrigation. This will facilitate in ground water recharging artificially. We care for protection and enrichment of

cultural heritage also. Many more programmes are being undertaken in the field of Public health and hygiene.

In order to foster the core values of Triple Bottom Lines, our sustainability roadmap in future are:

- Neutralize the effect of environment through massive Afforestation and Ecological Restoration in order to restore the damaged one.
- Implementing massive Rain water harvesting (RWH) projects' with data generation for actual benefits to be accrued from these RWH Projects.
- Installation of Sewerage Treatment Plants at suitable locations to lead a path towards water positivity of the company.
- Implementing Integrated Farming systems in the mines out areas which will enrich the environment and help create livelihood opportunities for the community.
- Create Income Generation /Skill Development for Project Affected people and general mass of other peripheral villages for social sustainability.
- Natural Resource conservation by reducing /reusing and recycling.
- Village adoption and need based infrastructure development for community for inclusive growth of the society.
- Skill development through employment oriented training and massive awareness program.
- Self-employment generation for villagers of peripheral villages through various avenues.
- Building a congenial and supportive environment with community for smooth business operations and for reducing the negative gaps.
- Adopting Short term and long term plan for Promoting of tribal culture and cultural heritage.
- Ensure ethical and transparent operations and governance.
- Stakeholder awareness and continued communication through regular Stakeholders' engagement.
- Developing strong feedback channels for actual need assessment of community and society at large.

A well planned study may be undertaken by some professional agency for need base assessment of measures to be taken by the company in future for ensuring better sustainability in public domain.

# GRI Content Index

1. Strategy and Analysis			
Profile Disclosure	Description	Level of reporting	Page No.
1.1	Statement from the most senior decision-maker of the organization.	Fully	4 -5
2. Organizational Profile			
Profile Disclosure	Description	Level of reporting	Page No.
2.1	Name of the organization.	Fully	8
2.2	Primary brands, products, and/or services.	Fully	9
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	8
2.4	Location of organization's headquarters.	Fully	10
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	8
2.6	Nature of ownership and legal form.	Fully	8,10
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	10
2.8	Scale of the reporting organization.	Fully	8-10
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	NA
2.10	Awards received in the reporting period.	Fully	11-12

### 3. Report Parameters

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3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	6-7
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3.3	Reporting cycle (annual, biennial, etc.)	Fully	6-7
3.4	Contact point for questions regarding the report or its contents.	Fully	6-7
3.5	Process for defining report content.	Fully	6-7
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	6-7
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	6-7
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	6-7
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	6-7
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	NA
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	51

#### 4. Governance, Commitments, and Engagement

Profile Disclosure	Description	Level of reporting	Page No.
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	13-17
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	13
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	13
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	20
4.14	List of stakeholder groups engaged by the organization.	Fully	20-21
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	25-27

## 5. Performance Indicators

Performance Indicator	Description	Level of reporting	Page No.
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	31
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	32-33
EN3	Direct energy consumption by primary energy source.	Fully	35
EN4	Indirect energy consumption by primary source.	Fully	35
EN8	Total water withdrawal by source.	Fully	36
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	39-41
EN30	Total environmental protection expenditures and investments by type.	Fully	41
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	42
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Fully	43
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	43
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully	42
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	44
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	45



**BHARAT COKING COAL LIMITED**  
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