



MCL

FY 2020-21



CSR & SUSTAINABILITY REPORT

Resilient Mining

Vision

To be one of the leading energy suppliers in the world, through best practices from the mine to market.

Values

Equity, Justice, Transparency, Accountability

Mission

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

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Message from Chairman's desk

Dear stakeholders,

It gives immense pleasure to present the tenth Sustainability Report of MCL FY 2020-21 with the theme "Resilient Mining" prepared in line with Global reporting initiative standards and also mapped with UNGC and NVG principles.

By balancing the interests of stakeholders in connection with 3P's, during this reporting year our coal production has registered a growth of 5.5% with respect to last year. MCL has been using Green Mining Technology- "Surface Miner" for extraction of about 139MT (94%) of its total coal production, with an estimate reduction of 1.65 lakh Te of CO₂ emissions in this FY 2020-21, which is highest among all subsidiaries of CIL. It has also despatched about 80% of coal through eco-friendly Rail Mode. Learning from the past episodes of risks we move forward with a 'zero accident strategy' for sustaining healthy work force.



Despite the pandemic situation, we have achieved highest ever production, offtake, OB removal, CAPEX, CSR and contributed towards the uninterrupted supply of coal for energy security of the nation and its economic revival. To completely eliminate drilling, blasting and secondary crushing in OB removal we have introduced Vertical Ripper in Hingula mine & Kaniha mine.

We are always a step forward in increasing green cover for environmental sustainability. Since inception, we have planted 61.5 lakhs saplings of mixed indigenous species over external dumps and backfilled internal dumps, and in vacant patches of land and in mines with an estimate reduction of 1.23 lakh Te of CO₂ at the rate of 20 kg per tree per year. We also distributed 37,904 no's of saplings during this FY 2020-21 to nearby villagers, employees.

We have deployed 18 nos. of mobile fog cannon of 40 m throw, 120 nos. of fixed type fog cannons of 100m throw first time in any coal mine, 21nos. of mechanical road sweeper and several mobile water tankers for effective dust suppression in and around our operational locations.

We endeavour in promoting the renewable form of energy. During this FY 2020-21, our 2 MW solar power plant earned 1362 REC's and reduced carbon emissions by 12,26,178 kg of CO₂. We are pleased to share that the proposal for supply, installation & commissioning

of 50Mw solar power plant is under process and it is intended to be commissioned within FY 2022-23.

We have imbibed and maintained the balance of community vs company interface through our CSR initiatives. During this FY 2020-21, MCL is the highest spender on CSR activities with an amount of Rs. 204.34 Cr. We have also numerous piped water supply schemes to nearby villages in its operational districts, aspirational district development programme. We have successfully conducted training programmes like Handyman & implemented a project 'Desi Beej Ghar' for support of cultivation and presevation of indigenous seeds.

We have treated about 17,000 Covid patients through our dedicated Covid hospitals and spent about 219 Crs in its operation and management. MCL has also distributed 6,43,000 masks and 7,556 litres of hand sanitizers to communities in and around of operational locations.

I am hopeful that we will continue to set new benchmarks in promoting green mining and keep an eye on the valuable suggestions and feedback of the stakeholders in enhancing our efforts to maintain a sustainable environment for future generations.

Sd/-
P.K.Sinha
(Chairman cum Managing Director)

I am delighted to present the 10th edition of our Sustainability report with the theme **Resilient Mining**. Going forward this report highlights our sustained endeavours in meeting the energy demand of the nation and containing the spread of COVID-19 pandemic.

The advent of the year 2020 marked the beginning of a challenging market, which was catalysed by the outbreak of a worldwide pandemic. The situation also witnessed shutdown of industrial activity, complex logistical issues, followed by geopolitical disturbances resulting in decline in demand of coal. COVID-19 had a severe impact on the livelihood of a number of people due to disruption in economic activity. Despite all the challenges and turmoil, our coal warriors have excelled in every front to ensure energy security for the nation.



Being one of the major coal-producing subsidiary of Coal India Ltd., we have been committed to align ourselves with the sustainable development goals. We share a common vision to be a premier coal producing company at the same time fulfil our responsibility for development of peripheral community. Catering to the sustainable goals, we have prepared an extensive roadmap for developing greenery across our command areas. To meet the Climate Change targets of the nation for reduction of greenhouse emissions we have been striving to adapt to diversified methodology by implementing energy efficiency measures, installing renewables, greening activities, etc.

I take immense pride and honour to report that MCL has produced a record-breaking amount of coal amounting to 148.01 MT thereby posting a growth of 5.5 %. MCL has always been the pioneer for implementation of surface miner for its operations resulting to which, 139 MT was produced through eco-friendly surface miners, which is 94% of the total production, which is highest among all subsidiaries of Coal India Ltd. The total offtake during FY 2020-21 was 146.01 MT.

To aid our commitment for delivering superior value added product within the shortest time to our customers we have adopted to eco-friendly despatch modes such as rail, MGR, conveyor belts. This has assisted us in improving the environmental conditions of mining areas by dust reduction and controlling vehicular movement. We are on the verge of completing 20.99 Km of dedicated coal corridor in TCF. The work for 17.03 Km road in IBCF is under progress. The successful installation of 2MW solar power plant has contributed to 1,08,77,805 Kgs of CO₂ carbon reduction till date. Further, promoting our sustainable commitment we are in process of installing 1.21 MWp rooftop solar plant which will cement our roadmap towards sustainability. Since inception, we have planted 61.51 lakh saplings over 2555 Ha in and around the MCL command areas which will reduce around 1,28,158 Te of CO₂ at the rate 50.16 Te per hectare per year. Supplementing the plantation activity, we have also distributed around 37,904 nos. of saplings to nearby community, schools and colleges on the occasion of Van Mahotsav 2020.

We have been seeing huge potential for implementation of sustainable practices in our operation and in view of the COVID-19 adoption new technologies in operation. I would like to thank our entire workforce and the complete MCL family who have shown great resilience and agility in these times. They are our biggest asset in our sustainability journey.

Sd/-
O.P.Singh
(Director(T/Operation))

It is a matter of immense pleasure to witness untiring efforts of Env't. & Forest department in bringing out the tenth sustainability report of Mahanadi Coalfields Limited.

As a responsible corporate citizen, Mahanadi Coalfields Limited, is a firm believer towards sustainable practices with its core operation of ensuring energy security to the nation and is always committed to achieve triple bottom line.

We make conscious efforts towards native environment by adopting various measures.

MCL is pioneer among all the subsidiaries of Coal India Limited in embracing modern technology in its endeavour to sustainable environmental practices. In this reporting year, our investments towards the environmental protection measures have registered a substantial growth. The amount spent on MCL's continuous commitment towards social wellbeing has also registered a substantial growth.

I take this opportunity to appreciate the efforts of one and all who have contributed to make this report a reality and in showcasing the activities of the company to all stakeholders.



Sd/-
K.R.Vasudevan
Director(Finance)

It gives me immense pleasure to present the 10th sustainability report of Mahanadi coalfields limited to its esteemed stakeholders.

MCL aspires to be a leading energy supplier through best practices from mine to market. It is devoted 24x7 to meet the energy requirements of the nation. The company has achieved excellent results with the remarkable support of the stakeholders.

MCL has left no stone unturned to take care of COVID-19 situation in Odisha. With the guidance of the State Government, MCL provided all the assistance to combat COVID-19 situation. MCL has spent Rs. 205 crore for CSR activities last year on healthcare, education, water supply, rural community development, sanitation etc.

As a responsible Miner, MCL is working to reduce the adverse effects of mining. It consistently focused on improving operations by adopting more and more environmentally friendly technologies. Organization development coupled with employee welfare and community development remains its key focus area. It has taken good care of project-affected persons. During 20-21, 626 numbers of project-affected people were given employment, annuity etc. besides, 592 families were provided resettlement benefits.

MCL looks forward to serving the community and creating a sustainable future. I express my appreciation for all the efforts in preparation of this report. Wish the very best to all stakeholders.



**Sd/-
Keshav Rao
Director (Personnel)**



It gives me immense pleasure to present the tenth edition of the GRI-based Sustainability Report for FY 2020-21. The report is a testimony of the triple bottom line principles of the social, economic, and environmental performance of our company in an unbiased manner.

Considering the changing perspectives to reduce emissions from carbon-intensive fuels, MCL has top-notched its efforts in eco-friendly coal production through surface miners (attached with water sprinkling system) with an increase of 7.74% concerning last FY. During this FY 2020-21, we have progressed in the construction of a washery, to provide the washed coal to suppliers which also helps in curbing pollution at the initial level.

During the current year, MCL has obtained 5 Environmental Clearances, 1 Forest clearance from MoEF&cc, and 11 CGWA clearances from CGWB of projects and continuous efforts are in place for compliance with the conditions.

Effective dust suppression activities in place- fixed sprinklers at railway sidings, heavy-duty truck-mounted vacuum-operated mechanical road sweepers, wheel washing system, instant shower system at the endpoint of mines, fog cannons, mobile water tankers, and most importantly our green belts between the residential areas and mining areas. Since inception, we have planted 61.51 Lakh saplings which in return paved the way to reduce carbon emissions by 1,23,020 Te of CO₂ at the rate of 20 kg per tree per year.

We are continuously recycling treated effluents and decreasing the consumption of freshwater. For enduring the proper closure of mines, two eco-parks are under progress. A MoU has been signed with Gram Sameidhi trust for implementing the project 'Desi beej ghar'- benefiting from growing local-based indigenous seeds and saplings among the farming communities.

We are firmly moving forward to nurture MCL with the effective implementation of goal-oriented initiatives of sustainability. We welcome stakeholder feedback and valuable suggestions towards our road map to sustainability.

Sd/-
Baban Singh
Director (Technical/Project & planning)

Mahanadi Coalfields Limited has always been in the forefront of Coal producing companies to cater the energy need of the Country. The mining operations of MCL, using the latest technological advances, aligned with its mission for producing coal through eco-friendly techniques has made it a sustainable energy provider to the nation.



Every Organisation has to implement and adopt good practices and procedures by strictly abiding to the Rules and Regulations for sustainable development of the Organisation. The Vigilance Department of MCL not only takes proactive measures to spread awareness among the stake holders against the ill effects of corruption but also carries out extensive monitoring through surprise inspections and investigations. E-initiatives like GPS/GPRS based Vehicle Tracking System, Electronic Surveillance by CCTV, Boom Barriers/Reader, RFID Tags, 3-D TLS for measurement of Coal Stock, Road and Rail Electronic Weigh Bridges with Wide Area Network etc., have ensured transparency in the activities. We are trying to bring a work culture where everyone can contribute to the development of the Company in a positive way.

I thank all the employees and stakeholders for making efforts for achieving new heights and also creating a sustainable and disciplined work environment in the Company.

Sd/-
P.K.Patel
CVO,MCL



I'm pleased to be a part of the Annual Sustainability Report FY 20-21: **Resilient Mining**, the tenth report in the series "in accordance" with core criteria of GRI guidelines also mapped with NVG and UNGC principles. This report entails our efforts in making profits socially, environmentally and economically. The reported data has been reviewed for completeness and accuracy at the operations level.

MCL group is working united as one to reduce environmental impact, starting from production of coal by eco-friendly surface miner to safe and stable mine closure with continuity of community livelihood. There is an estimated reduction of 1,65,420.06 Te of CO₂ with the use of surface miner in this reporting year. Our investments in solar energy has also reduced our carbon footprint by 12,26,178 Kgs. We are in process of conserving energy with LED lights by replacing the conventional lights, procurement of 5 star rated Air conditioners, installation of energy meters in our colonies etc.,

We strive to restore the mining site back to its original state after exhaustion of coal. We take utmost care in preserving the top soil and use it later during reclamation activities. Since inception, 61.51 lakh saplings were planted in both our coalfields and Govt. lands with an estimated reduction of 1,23,020 Te of CO₂ at the rate of 20 kg per tree per year.

We are taking effective dust suppression measures in all our mines through mobile & fixed sprinklers, mobile water tankers, truck mounted fog cannons at railway sidings, haul roads, CT roads and coal stocks, instant shower systems at CHPs and CT roads etc.,

Our focus is always towards sustainable use of water by following the policy of 3R's i.e. reduce water consumption, recycle the used water by appropriate treatment methods and reusing the treated water for industrial purposes. The mine sump water is used for dust suppression activities, firefighting and for domestic purposes of both community and in colonies after necessary treatment. We have established STPs in our colonies where the treated effluent is used for gardening purposes. The ETP water are recycled for vehicle washing. We ensure compliance of all the environmental and Forest clearance conditions for overall growth of the business.

We need the support of all our stakeholders in our journey towards sustainable development and would value your suggestions and feedback for improvements in time ahead.

Sd/-
PP Gupta
General Manager (Envt & Forest)

About this Report

This 10th Annual sustainability report looks into the context and state of sustainability practices at Mahanadi Coalfields Limited ^[102-1], a subsidiary of Coal India Limited. MCL is bringing out a Sustainability report since 2011 in line with the GRI reporting framework. The Sustainability report is being prepared in-house since 2016.

^[102-54] ^[102-55] Reporting framework:

This report has been prepared “In accordance” with core criteria GRI guidelines along with technical protocols of the mining and metals sector supplement. The report is also mapped with UNGC principles and National Voluntary Guidelines. The respective location of the GRI disclosure list is enclosed at Pg no 92 to 96.

- 19 Mining units
- Corporate Office

Report Boundary ^[102-46]

- 2 Workshop units
- 2 Central Workshops

^[102-50] Reporting Period: 1st April-2020 to March-2021

^[102-51] Data of most recent report: FY 2019-20, Published in our website in Dec,2020

^[102-52] Reporting cycle: Annual (Financial year)

Contact Desk ^[102-53]:

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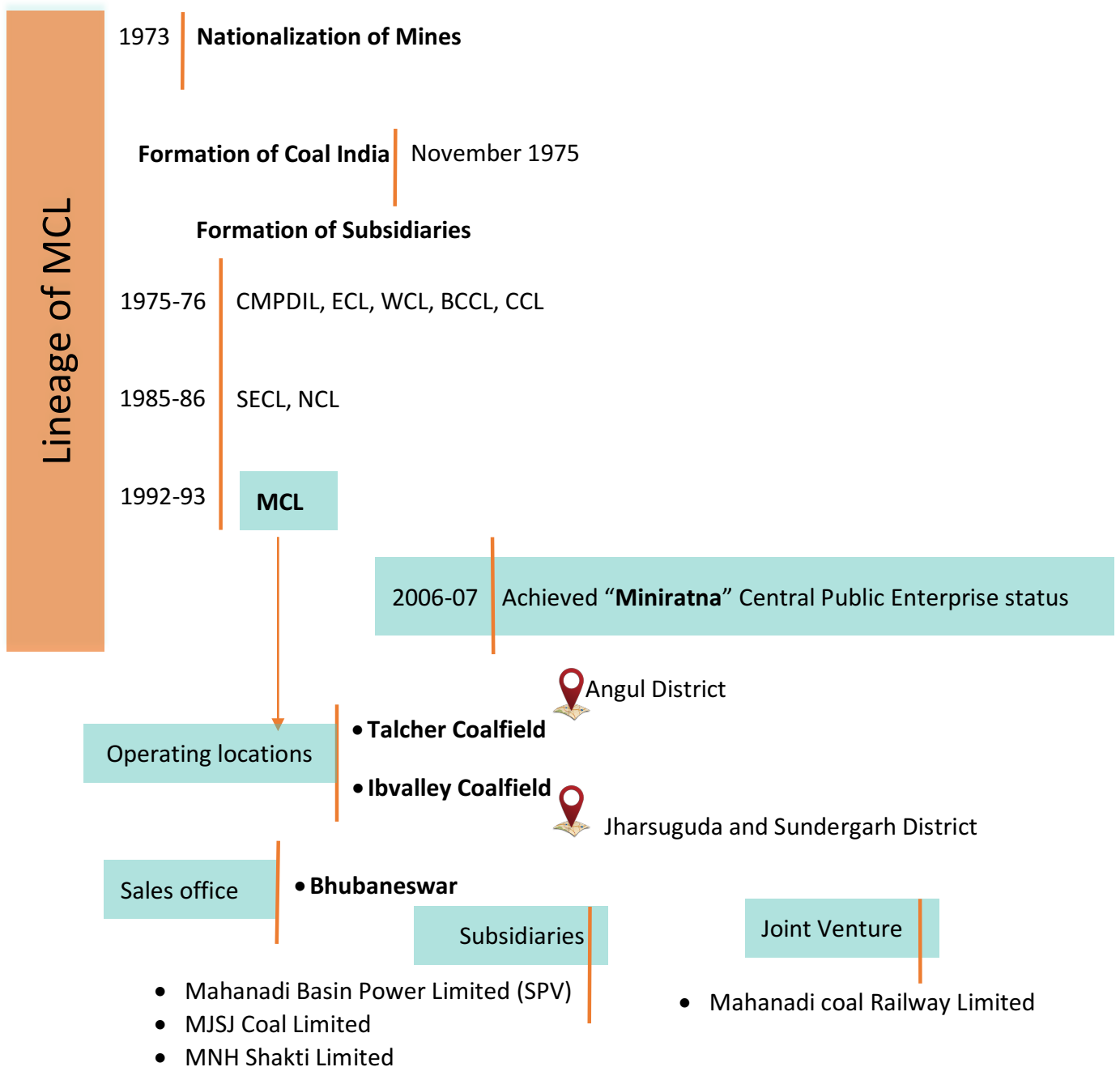
- sustainability.mcl@gmail.com
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Some significant changes in terms of acquisition from the previous reporting period are addressed with a red identification mark at respective data ^[102-48].

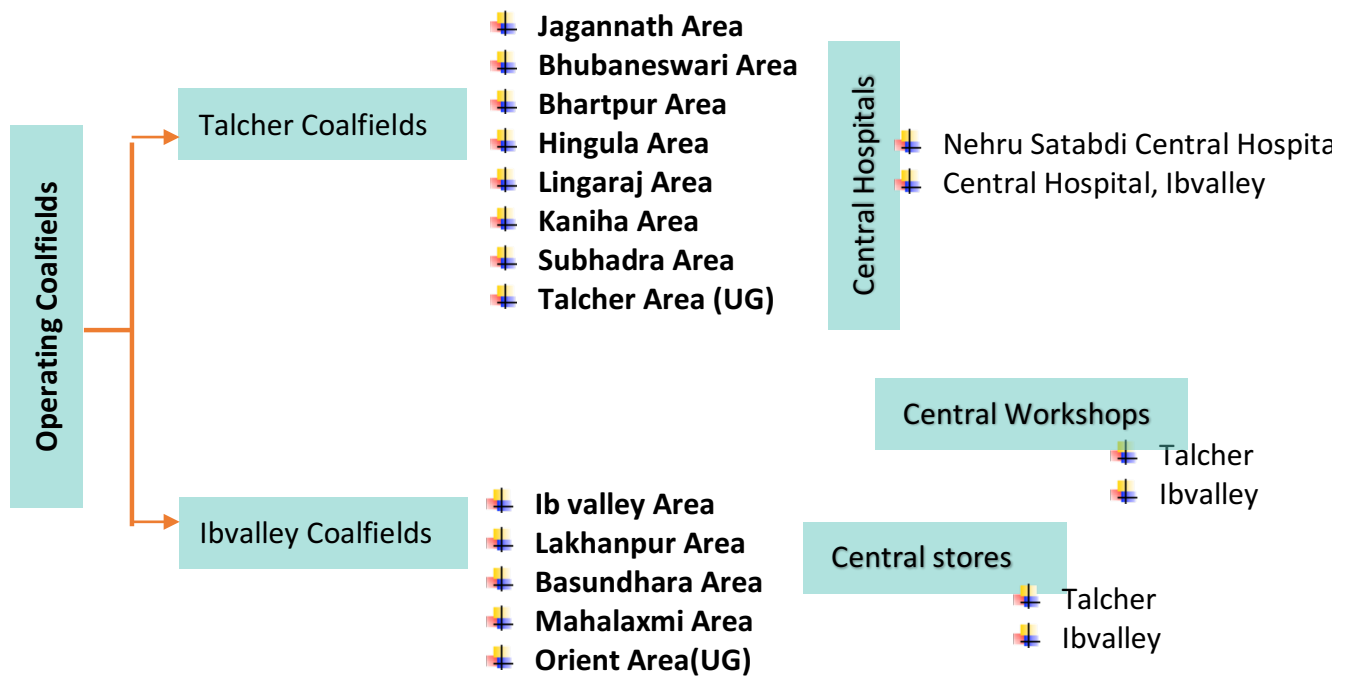
Company's Portfolio:

Born in 1992 as the youngest subsidiary of Coal India Limited (A Govt. of India public sector undertaking ^[102-5] to accelerate the coal production to meet the energy demands of our nation ^[102-2] with an optimistic future of balancing the resources.

Our corporate office is headquartered at Sambalpur ^[102-3] with 19 (15 Opencast & 4 Underground) operating coal mines at Talcher and Ib valley coalfields ^[102-4] in the state of Odisha.

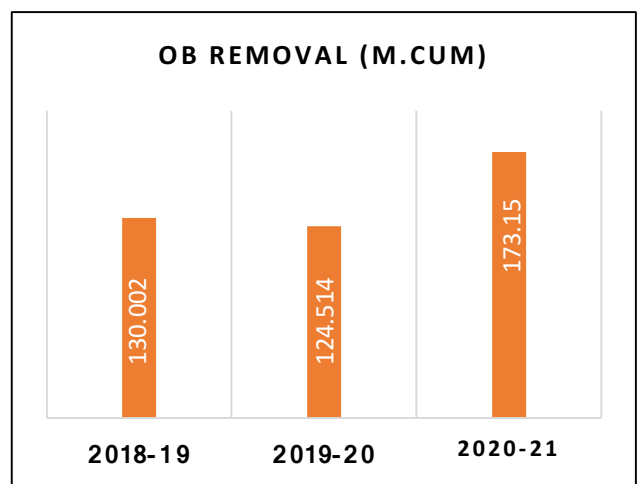
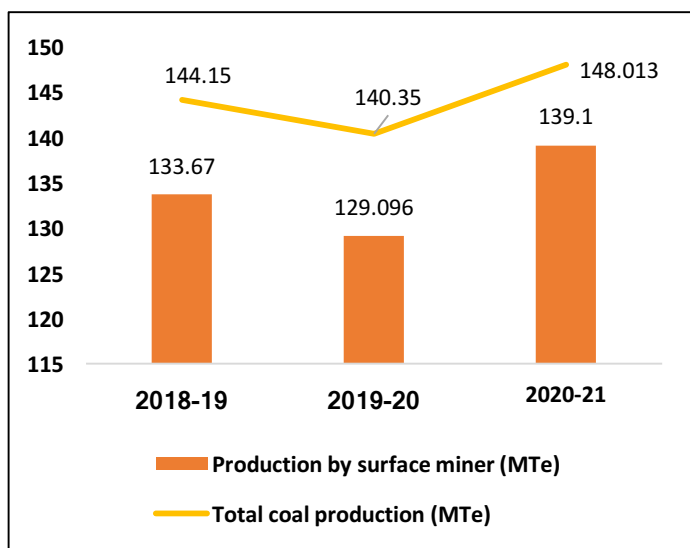


Organizational Magnitude ^[102-7]:

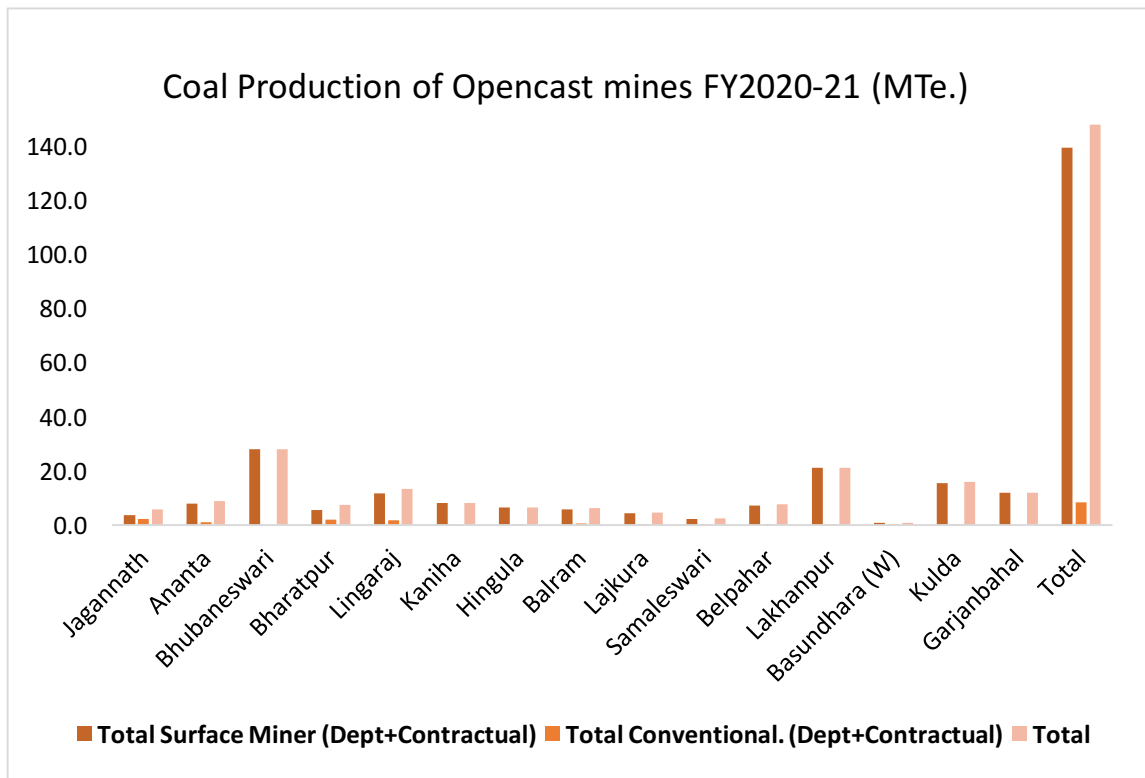


Coal and OB production statistics:

Despite COVID-19 lockdown, blasting restriction, bandh due to nearby villages for employment demands and enhanced compensation, shifting of villagers, illegal constructions be are lagers, claims of illegal employment, etc., at different OCPs of MCL, we are well pleased to inform that during this FY 2020-21 our coal production is 5.45% more than previous FY 2019-20. Our OB removal has also been increased by 39.06% to the previous year. The production through eco-friendly surface miners is given the utmost importance. The following graphs depict Coal production and OB removal statistics.



The below graph depicts the coal production statistics of open cast mines through surface miner and conventional method in FY 2020-21.



Transportation of coal from core excavation area



Internal OB management at Lakhanpur OCP

Activities, Brands, Products and Services, Markets served and Labelling

[417-1] MCL produces non-coking coal of grades ranging from G8 to G15. These are coals without coking properties which are mainly used as thermal grade coal for power generation and doesn't require sourcing of any components. Besides the coal production and OB removal departmentally, we also outsource through contractors and sub-contractors. We have in-house machineries and equipment like surface miner. Excavators, dozers etc., purchased by following proper govt. guidelines for mining related activities.

Our product meets the requirements of various customers i.e. State Gencos, Central Gencos, Joint Ventures of State & Central Gencos, Private Power Utilities/IPPs, Captive Power Plants (CPP), Manufacturing Units of Steel, Sponge Iron, Cement, Fertilizer, Paper, etc. Customers/ Traders also source their coal requirement under relevant schemes viz. Long Term Linkages granted by SLC (LT), Bridge Linkage, Linkages under SHAKTI Policy, Linkages under Non-Regulated Sector Linkage Auction, Special Forward e-Auctions, Spot e-Auctions, etc. During this FY 2020-21, MCL has signed 33 numbers of FSAs/MoUs with consumer for coal supply. MCL has offered 167.0MTe under spot and other special type of e-auctions against this 51 MTe was booked by different bidders registering a premium of Rs.213.94 Cr over notified price.

Environmental measures taken during despatch of coal to consumers:

- Handling the by-products of coal like smoke or ash comes under the purview of the end user. Our power plant industries customers' needs to be adhered to Govt. guidelines for the disposal of ash by use of smoke precipitators. Covering of coal trucks with tarpaulin sheets also comes under the scope of the buyer.
- The dispatch of coal is done through environmental friendly modes- 66% of coal is dispatched through rail mode in FY 20-21 compared to 57% during previous Financial year.
- MCL has undertaken construction of 5 silos (65 Mty capacity) and 4 Rapid loading systems in First Mile Connectivity projects. LoA of Rapid loadings systems to agency's have been issued in this FY 20-21.
One of our Silo at Lingaraj area has been commissioned in March'2020.
- To supply washed coal to suppliers Lakhanpur washery is under construction and likely to be completed in March'22.
- Two pipe conveyor belts are under construction at Hingula/Subhadra area to JSPL at Angul, Odisha and another from kulda/Siarmal/Garjhanbahal area to JPL plant at Tamnar, Chhattisgarh for transportation of coal directly from mine face to end user and are likely to be operational in coming 2 years.
- Further, in connection to the recent Gazette Notification of MoEF&CC dt:21-045-2020, MCL has conveyed to the power plants, who were taking coal through their nominated washery operators but now they have switched to Rail mode for compliance.
- In view of pandemic situation, we have introduced electronic transfer of road delivery orders directly to consumers in order to minimize human contact.

- We have dedicated coal corridors in TCF and IBVCF for transportation of coal through road, this helps to curb the pollution in the villages adjacent to the mining areas. the status of coal corridors as on 31.03.2021 is as follows and likely to be completed in Dec'2021.

S.no	Project under TCF	Phase-I (Water mix macadam)	Phase-II (Concrete pavement/ bituminous surfacing)
1	Balram OCP	88%	87%
2	Bharatpur OCP	100%	100%
3	Jagananth OCP	100%	100%
4	Ananta OCP	100%	100%
5	Bhuabneswari OCP	100%	-
6	Lingaraj OCP	100%	58%
	Project under IBVCF		
7	Orient area	100%	100%
8	Samleswari OCP	25%	-
9	Lajkura	25%	-

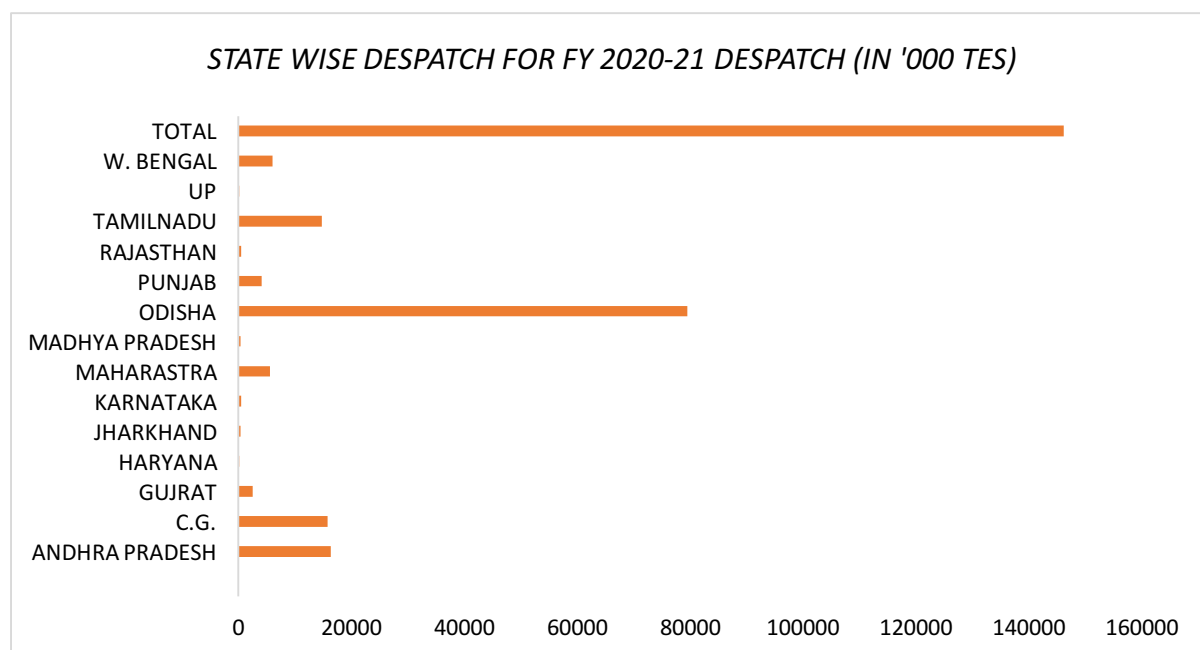
In FY 2020-21, MCL has achieved an off-take of 146.01MTe against the target of 160MTe which comes to 91.26% of the total target. The sector-wise coal dispatch is appended in the table below.

Sector (Fig in MTe)	2020-21			2019-20 Actual	2018-19 Actual
	Target	Actual	% Achieved		
Power	108.34	98.20	90.64	92.675	102.527
Cement	0.20	0.17	85.86	0.206	0.221
CPP & Others	51.46	47.64	92.58	41.133	39.555
Coll. Consumption	0.00	0.00	-	0.002	0.003
Total	160.00	146.01	91.26	134.016	142.306

The coal from Odisha Coal and Power Limited has been sold by MCL which includes 1.799 MTe of coal in the total offtake of MCL. Besides this, from Talabira Mine 0.70 MTe of coal has been despatched and billed in the Ib valley area but not included in the total offtake of MCL. The actual offtake achieved is less due to the following reasons-

1. Lockdown due to Covid-19 pandemic and less demand by consumers, especially in the first two quarters.
2. The production in mines of Bharatpur, Ananta, Kaniha, and Samleswari has been reduced with the consequent reduction in offtake.
3. Road evacuation was affected due to road blockage by Taparia villagers in the Basundhara area from 19th Jan'21 to 24th March'21.
4. Less dispatch due to restriction imposed by State Govt during summer season from 11.00 AM to 3.30 PM.
5. Less dispatch due to agitations/strikes at both the Coalfields.

Our coal despatch to different states in India is depicted in the graph below-



The coal will be dispatched to the end users in different modes with the product information regarding grade, size and quantity. It is unable to pack and label our bulk quantity of coal, no other labelling concept as in consumer goods is applicable in this case. There are no incidents of non-compliance concerning product and service information and labelling in this reporting year [\[417-2\]](#). There is a module in place for marketing functions, which is used for generation of Road delivery orders at HQ, preparation of Rail and Road sale bills by areas and maintenance of Debtors accounts on central coal net server at HQ. We conduct consumer meetings, visits to coal consumer plants, sales presentation to stakeholders etc., for maintaining long lasting and ever-present relationship with our customers by providing the necessary products and it ultimately drives the increase in sales. It is not a one-time fix, it is an ongoing strategy that helps our business flourish. We are pleased to share that there are no incidents of non-compliances regarding marketing communications in this reporting year [\[417-3\]](#) and we don't participate in the sale of banned and disputed products.

We frequently deal with the customer issues by interacting, maintain records of complaints at sidings and getting feedback from them for timely and relevant evolution of our systems. We have appointed nodal officers of QC department who continuously monitor the railway sidings during coal loading. When a customer lifts beyond the trigger level, they pay an incentive to MCL. When the supply is below trigger level, MCL pays compensation to the customer. Due to these in-built mechanisms in our selling schemes, penalties for non-compliance with laws and regulations concerning the provision of use of product and services, do not apply to MCL [\[419-1\]](#).



Covering coal trucks with tarpaulin sheets for Controlling dust.

Production through surface miner and loading for dispatch at Lakhanpur and Bharatur OCP's



COAL QUALITY IMPROVEMENT: MCL has taken several measures to supply sized and quality coal to different Power Houses as well as other consumers to fulfill the consumer satisfaction.

The measures taken during this Financial year are as follows:

- Surface miners helped to maintain grade conformity to the level of 78% (provisional).
- The grade verification of 14 no's of mine seams, sidings, dispatch points of MCL has been verified by coal controller organization, kolkata on the directives of MoC.
- We encourage our consumers for checking and supervising personally the coal loading system arrangement at Sidings, this helps in building trust. We also 6 no's of qualified departmental technical inspectors for supervising at loading point of MCL. the frequent inspections by quality department are also made at workings, sidings and coal analysis laboratory for quality of coal.
- We have carried out 3rd party sampling of coal despatches of power and non-power consumers by CIMFR and QCI for transparency and consumer satisfaction.
- As an innovative measure, a "Quality Module" has been developed in MCL Coalnet for entry of the results of 3rd Party Sampling and issuance of Debit/ Credit notes on account of grade variation w.e.f. 1st April, 2020. This has streamlined the entire process of data management of 3rd Party Sampling and timely issuance of Debit/ Credit notes to the consumers resulting in consumers' satisfaction.
- Our chemists had undergone online training on 'Laboratory Quality Management System & Internal Audit as per ISO/ IEC' at Electronics Regional Test Laboratory (East), Centre for Electronics Test Engineering (CETE), Kolkata from 19.01.21 to 22.01.
- There are total Nine coal analysis laboratories in different Areas, i.e. Ib Valley, Lakhanpur, Orient, Basundhara, Jagannath, Lingaraj, Bharatpur, Hingula and Kaniha Area. Seven coal analysis laboratories of Ib Valley, Bharatpur, Jagannath, Hingula, Kaniha, Lakhanpur & Lingaraj Areas have been NABL accredited. Applications for NABL accreditation of coal analysis laboratory of Basundhara Area & Orient Area have been submitted to NABL, which is going to conduct Audit very soon.
- Quality Weeks were celebrated in all the Areas, Projects, Mines, Railway Sidings etc., from 27.04.20 to 02.05.20 & from 30.11.20 to 05.12.20 in order to spread awareness on 'Quality of Coal' among the employees involved in production and dispatch of coal.
- Sensitization meetings on Coal Quality were regularly conducted in all the Areas by involving grass root level employees, such as Departmental / Contractual Pay Loader operators, Surface Miner Operators, Coal face Supervisors, Coal loading Supervisors, Coal face Overmen & Mining Sirdar's, Coal In-charges, Despatch In-charges, Siding In-charges, Shift In-charges looking after coal production of Project and Area and Consumers' representatives to spread awareness amongst all the personnel involved in production and despatches of coal.

Personnel ^{[102-8][102-7]}:

Permanent Employees: Category-wise and Gender-wise									
Employee Category	FY 2020-21			FY 2019-20			FY 2018-19		
	M	F	Total	M	F	Total	M	F	Total
Executives	1617	94	1711	1661	98	1759	1728	91	1816
Non-executives (Technical)	12698	312	13010	12622	304	12926	3721	290	4011
Non-executives (non-technical)	5288	1893	7181	5545	1761	7306	14818	1704	16522
Total	19603	2299	21902	19828	2163	21991	20267	2085	22352
Permanent Employees: Region-wise and Gender-wise									
Region	FY 2020-21			FY 2019-20			FY 2018-19		
	M	F	Total	M	F	Total	M	F	Total
Ib Valley Coalfield	6866	654	7520	7070	593	7663	7418	589	8007
Talcher Coalfield	12017	1545	13562	12029	1471	13500	12093	1403	13496
Corporate	720	100	820	729	99	828	756	93	849
Total	19603	2299	21902	19828	2163	21991	20267	2085	22352
Contractual Employees: Region-wise and Gender wise									
Region	FY 2020-21			FY 2019-20			FY 2018-19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Talcher Coalfield	10262	43	10305	9612	52	9664	9341	54	9395
Ib Valley Coalfield	9404	40	9444	8449	36	8485	7564	51	7615
Corporate HQ/BBSR	543	38	581	538	42	580	460	41	501
Total	20209	121	20330	18599	130	18729	17365	146	17511

Supply Chain Management ^[102-9]:

Supply chain management is the lifeline of our organization. We at MCL, maintain the balance between the demand and supply of coal and involve the activities right from procurement of materials and utilizing them to produce a finished good ensuring the delivery to the end-consumer at the right time.

We have implemented the web-based software solution- e-procurement system in 2009, for entailing better transparency and convenience in the tender management process. Till date, more than 22000 tenders have been finalized in this mode. We have the policy to go for e-tendering for tenders having an estimated value of more than 2.00 lakhs and is open to all including MSEs provided they meet the eligibility criteria.

We engage with the suppliers irrespective of their geographical location of operation. The bidder's data is also updated in the e-procurement portal for interaction with stakeholders. We organize a pre-bid meeting with the vendors from time to time for awareness of the system as the vendors of equipment in demand such as HEMM, explosive and OTR tires, etc.,

Our NIT documents are formulated accordingly with the implementation of the public procurement policy of MSME order'2012. Procurement of 358 items which are identified by Govt. of India has been reserved for exclusive purchase by them.

In this reporting year, MCL has participated in "Odisha MSME Trade Fair - 2020" at Bhubaneswar organized by Govt. of Odisha from 5th March to 9th March 2021. In this event, MCL has been felicitated by the "Certificate of Excellence" as a PSU for the contribution to the upliftment of MSMEs.

Some of the supply chain vendors of MCL are as follows

S.no	Vendor	Type of work/material
1.	BCML	Transportation of coal and Over-Burden removal
2.	BEML, Subernrekha	Equipment's and spares
3.	International Conveyors	Conveyor Beltings
4.	Fenner, Forech	Beltings
5.	SAIL	Iron and steel materials
6.	Liebherr, L&T	Hydraulic Machines
7.	Godrej and Boyce, Intech India,	Air conditioners
8.	Jindal India	Steel pipes
9.	Other large sector enterprises and SSIs	Safety canvas boots for miners, Stationary, Saplings, etc.,

In the bill tracking system module of coal net application software, the bills received from the contractors/vendors are captured by the respective user departments and their status is available on our website on a real-time basis for viewing by the concerned parties.

[102-10] In this reporting year, we have formed one area in Talcher coalfield-Bhubaneswari area. No significant changes in the structure of the supply chain with suppliers. If the supplier fails to execute the contract within the stipulated period or as per mutually agreed conditions such bidders/suppliers will be banned for two years and in the case of MSE bidders for a period of a minimum of one year in line with provisions of banning of business.

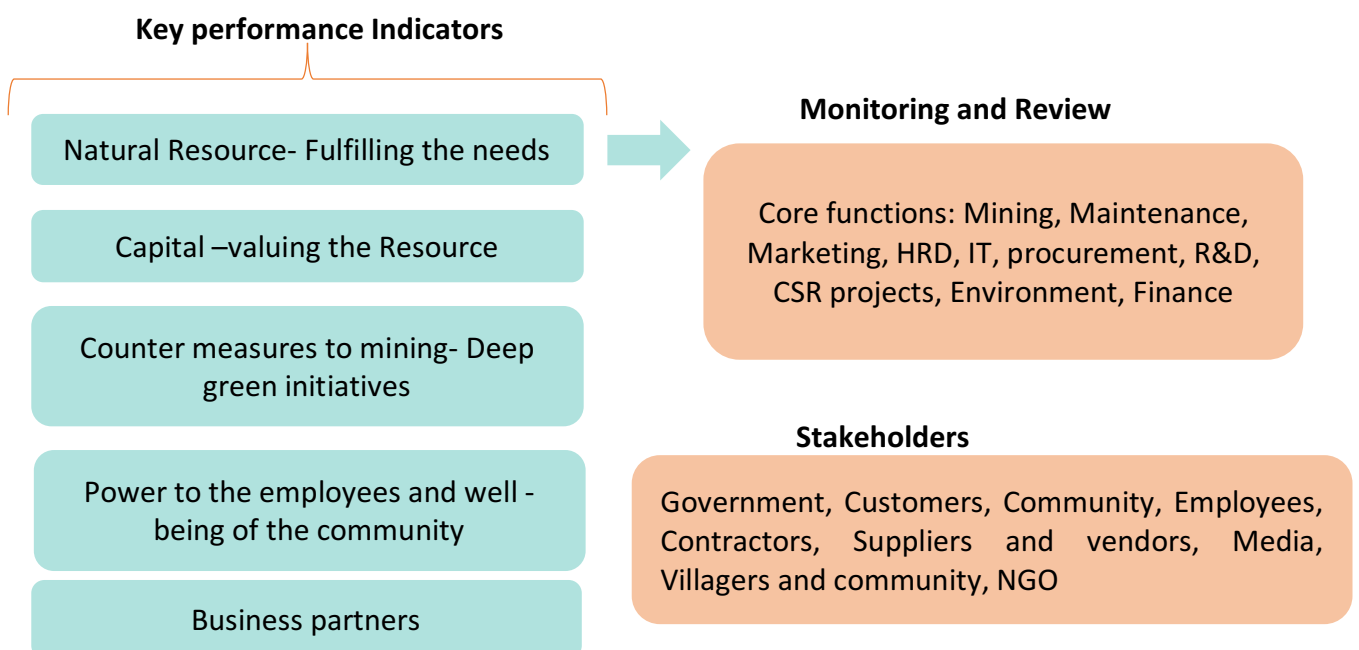
Industry association [102-13]:

Since 1992, MCL has engaged with industrial associations on myriad forums in the sphere of our mining activities to create togetherness and enrich professionally through industry standards of quality, ethics, safety; driving safety, train workforce, etc., This delivered long term success in core values and envisioned future. We are a member of the below-mentioned associations



Our working principle of sustainable mining ^[102-11] ^[102-46]:

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



Alignment UN Sustainable Development Goals:

These goals are designed as a “blueprint to achieve a peaceful and prosperous present and future for the people and the planet. We play an important role in supporting these goals in our everyday operations. We make contribution to 8 SDG’s for our business performance and are as follows.



- Building confidence for employees through effective trainings.
- Helping society members develop skills to secure employment.

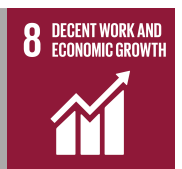


Regular medical examination of workmen and supervisors are conducted for detecting diseases so that they can be treated in time.



- Diversity and Equal opportunity within the organization.
- Empowerment of women’s through trainings and workshops through WIPS.
- Setting up homes and hostels for women and orphans under CSR activities.

- Ensure access to water and sanitation for all colonies of MCL and to some nearby villages by treatment through STPs, MDTPs.
- Reusing the water after treatment from ETPs for washing HEMMs.
- Monthly/ Quarterly/ yearly testing of local water sources to ensure quality standards.



- Compensation to Landholders.
- Providing employments to locals.
- Generating economic growth for local suppliers.



- 2MW photovoltaic Solar Power plant (Captive Power plant) at Anand Vihar.
- FY 2020-21: Solar plant contribution to reduce carbon foot print: 12,26,178 kgs of CO₂ (27.3% more than previous FY).



Gender mix, Females in Management position.

- Responsible supply chain Management.
- Achieved 148.013MT of coal production in this FY 2020-21, registering an increase of 5.45%
- 94.34% of the coal production is through eco-friendly surface miner.



Corporate Governance ^[102-18] :

The board of Directors of MCL directs and monitors the operations under the purview of rules to achieve goals by controlling risks and ensuring compliance to the guidelines on corporate governance of central Government from FY 2010-11.

We build an environment of trust for fostering long-term investment, financial stability, and business integrity by abiding to the principles of corporate governance.

Principles of Good governance

Accountability, Transparency, Consensus Oriented, Effectiveness and efficiency, Equity and Inclusiveness, Participation, Responsiveness, Rule of Law.

Composition of Board of Directors:

The constitution of the Board of directors of MCL includes 5 functional directors (Including Chairman cum Managing director), 2 official part-time directors (1 Govt. Nominee and 1 CIL nominee Director), 4 Independent Directors and 1 permanent Invitee from East coast railway.

However, in this FY 21-22 the company has only one independent director and three posts couldn't be filled up by Govt. of India as on 31.03.2021 and we regret to inform you that this resulted in non-compliance with the DPE guidelines in respect of the composition of the Audit Committee, as two-third of the members of the said committee shall be independent directors.

Functional Directors:



Shri P.K.Sinha

Head of the company and Chief Executive officer ^[102-23]

Chairman Cum Managing Director,
Additional charge



Shri O.P.Singh

Director (Technical/OP)



Shri K. R. Vasudevan

Director (Finance)

Shri Keshav Rao
Director (Personnel)



Shri Baban Singh
Director (Technical/P&P)



Officials part time Directors

Independent Directors



Shri S.N.Tiwary
Director (Marketing), CIL



Shri Nagaraju Maddirala
Joint Secy., MOC



Ms Seema Sharma



Shri S.Mohan

The functional directors are appointed by the Hon'ble President of India ^[102-24] based on the expertise and experience relating to economic, environmental, and social issues. During this reporting year, on superannuation of Shri B.N. Shukla, CMD, Shri P.k. Sinha has taken the additional charge of CMD, MCL. Further, the cessation of Smt Sheema Sharma, Independent director on 05.09.2020 from the post, lead to the vacancy in three posts of independent directors.

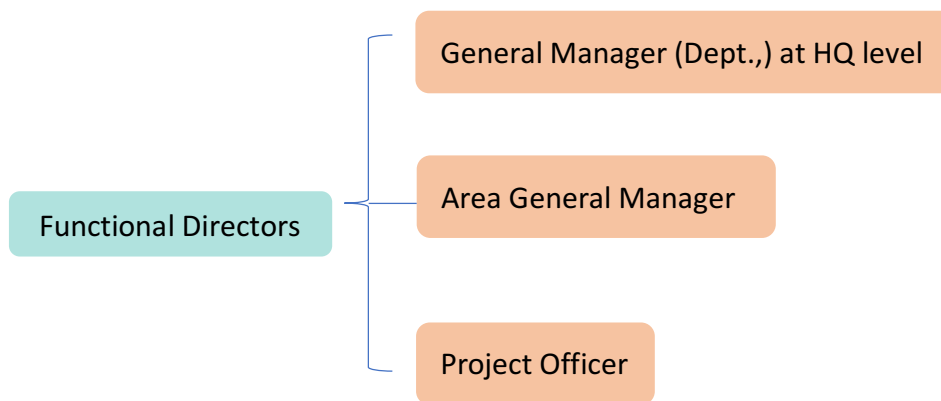
^[102-27] Our board of directors is fully aware of the company's business model and expertise in their respective functional areas. However, there is a suitable training policy for directors in line with DPE guidelines on Corporate Governance. A high-level training of senior executives like Area General Managers, Area Safety Officers, Project Officers, Mine Managers & Safety Officers of all Areas/Projects/ Mines imparted on "Legislative changes in Coal Mines Regulation 2017" through online mode due to COVID-19.

During this reporting year, the highest governance body's meetings (i.e Board meetings) were held nine times ^[102-31] with the attendance of Directors of a minimum of 80% to review ESG topics and their impacts, risks and, opportunities. The annual report of the company along with audited accounts for the financial year is presented by the Directors in the Annual General Meeting (AGM). The proceedings of the AGM, including the suggestions, comments, and feedback from the shareholders are incorporated in our business planning exercise.

After sensitizing the relevant internal and external stakeholders on ESG activities and ensuring the materiality assessment, the sustainability report will be approved formally during the

Board meeting ^[102-32]. Certain items of Governance like the annual accounts, capital expenditure, coal sale contracts, manpower budgets, statutory compliance reports, etc., are reserved for the board’s review and approval. MCL appoints executive-level positions ^[102-20] and there is a process of delegating authority to discharge the responsibility for controlling the company's overall situation, strategy and policy, to maintain excellence and provide impeccable service to internal and external customers by considering economic, social and environmental principles. The performance evaluation of the Highest Governing bodies will be done by the Chairman of Coal India Limited and the Ministry of Coal on yearly basis ^[102-28] based on sustainable activities.

The chart of delegating authority with specific roles and responsibilities of ESG activities is as follows ^{[102-19] [102-26]}.



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

Committees of the Board ^{[102-22] [102-25] [102-29] [102-33]}:

There are six committees through which the MCL board operates and each committee have clear terms of references and they are reviewed by the board at regular intervals to ensure their relevance in managing the Economic, Environmental and Social Impacts of the company. The scope of the work of the committees and the no. of meetings held in this reporting year is as follows-

Audit committee	No. of meetings held- 8
-----------------	-------------------------

Reviews the financial statements, internal control system, Govt. Audit and statutory Auditor’s report, operational performance, capital structure (As per provision of section 177 of the Companies Act,2013 read with the companies (meeting of Board and its Powers) Rules,2014.

In these meetings, Director (Finance), Chief of Internal Audit, and Statutory Auditors are invited to clarify the matters relating to Finance, Accounts, Audit, and Internal Control System.

The following sub-committees were constituted in 2011-12 during 134th and 135th Board meetings for further strengthening of the company's strategic and technical decision-making process, adherence to corporate Governance in true letter and spirit, value addition through HR, and urgency of R&R.

Technical Subcommittee

No. of meetings held-5

Evaluation, appraisal, and recommendation of projects for approval of MCL Board of various departments.

Risk Management Committee

No. of meetings held-1

The scope of the Committee is as per the policy of CIL & provisions of the Companies Act, 2013.

CSR and sustainable Sub-Committee

No. of meetings held-5

As per section 135 of the Companies Act,2013, as per the provisions of DPE guidelines and as decided by the MCL board from time to time.

Sub-Committee for land out sees

No. of meetings held-54

To consider and approve all the cases of employment, cash compensation, etc., as per existing norms of R&R policy being followed by the company.

Nomination and remuneration

No. of meetings held-NIL

As per Section 178 of the Companies Act, 2013 subject to the exemption granted to Govt. Company as per the notification in the Official Gazette.

Empowered Committee of Functional directors

No. of meetings held-33

MCL board in its 216th meeting held on 11.07.19, constituted 'Empowered Committee of functional Directors' (ECFD) in compliance with the revised DOP issued by CIL.

MCL Board has constituted Empowered Committee of Directors (ECD) through circular resolution no. 20(2019-20) dt.2.12.19 in compliance with the revised DOP issued by CIL.

Besides these committees of the board, an apex committee has been constituted at the MoC level to monitor the compliance of EC and FC conditions in coal mines and placed before the board of directors for kind information as per the directive of MoC for scrutiny and necessary actions for strict compliances. All the committees meet to discuss the critical concerns related to ESG activities and put up the draft report to the highest governance for review and approval to eliminate the operational conflicts.

In this reporting year, MCL has achieved an annual score of 91% in Corporate governance for the year 2020-21, which entails ‘Excellent grading’

Remuneration Policy [\[102-35\]](#) [\[102-36\]](#) [\[102-37\]](#).

The appointment, tenure, and remuneration of Directors are decided by Govt. of India as we are a Central Public Sector undertaking. Hence, the board and the remuneration committee do not decide the remuneration of the functional directors. The following are the remunerations (salary, performance-linked incentive scheme, PF contribution, pension, etc.,) of our Functional Directors for the reporting year.

Name	Business relationship with the company	Remuneration(Rs.) (FY 2020-21)
Shri P.K.Sinha	Chairman-cum-Managing Director	0
Shri B.N.Shukla	Chairman-cum-Managing Director	83,64,533.63
Shri K.R.Vasudevan	Director (Finance)	61,78,655.56
Shri O.P.Singh	Director(Tech./OP)	80,37,443.76
Shri Keshav Rao	Director(Personnel)	47,03,102.66
Shri Baban Singh	Director(Tech./P&P)	65,41,476.60

No remuneration is provided to the Official Part-Time Directors. Only a sitting fee is provided to Non-Official Part-Time Directors for attending Board/Committee meetings. The salary and pay scales of the whole-time directors are fixed as per prevailing rules of the Government. The appointment may be terminated by either side on 3 months’ notice or payment of 3 months’ salary in lieu thereof.

Under section 139 of the companies Act,2013, we have appointed four statutory/Branch Auditors namely M/s Singh Ray Mishra & Co., M/s PAMS & associates, M/s SCM associates, and M/s PAMS & Associates for the reporting year. The remuneration is also paid to them which includes reimbursement/payment of out-of-pocket expenses at actual limited to 50% of standalone audit fees. Audit fees of Principal Auditor are inclusive of fees

for review of consolidation of Accounts of MCL, with its four subsidiaries.

Type of Audit	Remuneration(Rs.) (FY 2020-21)
Statutory Audit of the reporting year	(Including GST)
Principal Auditor	27,16,765.00
Branch Auditor	15,24,548.00
Compliance with the conditions of Corporate Governance	12,000.00

All our managerial remunerations are provided as mandated by the provisions of section 197 read with Schedule V to the company's Act, 2013.

Total Annual Compensation Ratio for the organization ^[102-38] ^[102-39]

Year	Median (Excluding Highest paid)		Highest paid		Total Annual Compensation ratio	
	Net	Gross	Net	Gross	Net	Gross
2020-21	555804.27	845322.17	3052298.16	5514711.47	5.49	6.52
2019-20	537326.18	812190.97	2852314.85	4626765.9	5.30	5.69
2018-19	468137.89	755395.73	1846010	4341838.71	3.94	5.74

Percentage increase in the annual total compensation ratio

% Increase of the median annual total compensation from the previous reporting period to the current reporting period (Excluding Highest paid)		% Increase in the highest-paid individual's compensation from the prior period to the reporting period		The ratio of the annual total compensation percentage increase of highest-paid individual to the median annual total compensation percentage increase for all the employees	
Net	Gross	Net	Gross	Net	Gross
3.438	4.07	7.01	19.19	2.03	4.70

Risk Management strategy ^[102-15] ^[102-30]:

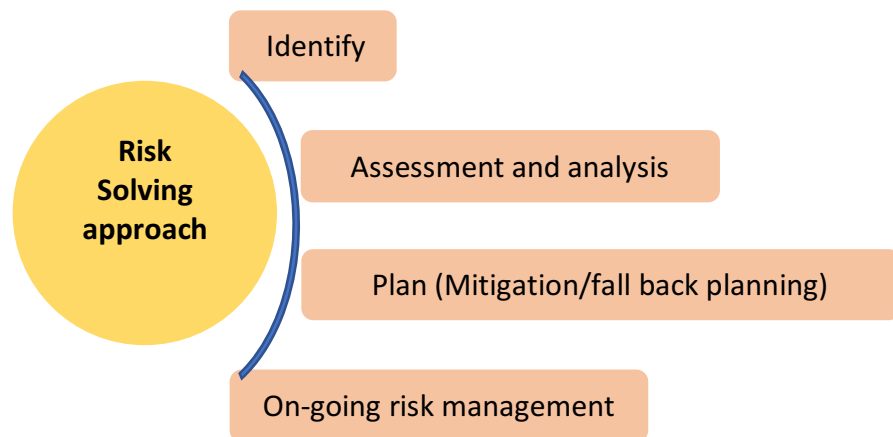
Our MCL board constituted a "Risk Management Committee(RMC)" to implement risk management mechanism by considering the various potential risks before they occur such as legal liabilities, acquisition of land, land outsee problems, financial uncertainty, strategical management errors, etc., This sub-committee was first formed at Apex level in 2011-12, and later reconstituted on 09.06.2016 to comply with the requirements of section 134(3) of the companies Act, 2013.

Our chief risk officer (CRO) and representative of MCL's RMC is coordinate and comply with the matters of risk management. The RMC monitors continuously the critical factors of

internal and external inherent risks timely and suggests to the Board any changes required in risk and management strategy, policies, and procedures.

In this FY 2020-21, 3 no's of employees have undergone specialized risk management training.

The mining activities are site-specific on the availability of geological deposits and hence the location of the mines cannot be changed. Regarding this, the following are risks and concerns of MCL along with the risk solving approach.



Risks and our key concerns ^[102-34]:

- **Delay in obtaining Forestry Clearance and Environmental Clearance-** Hampers the production performance of the projects.

Opportunities/Concerns: We streamline the process according to the statutory timeline provided by MoEFF&cc and in conformity to the production target provided by MoC.

- **High cost of Rehabilitation and Resettlement-** Impact on Economic Performance

Opportunities/Concerns: Scope for developing alternative mechanisms to reduce costs and enhance community engagements to resolve issues at grass root levels.

- **Long lead time to procure HEMMs and other E&M items.**

Opportunities/Concerns: Scope to simplify procurement process like through GEM portal and E-procurement.

- **The demand for employment beyond the prescribed norms resulting in frequent law and order problems and obstruction of mining and coal transportation operation-**

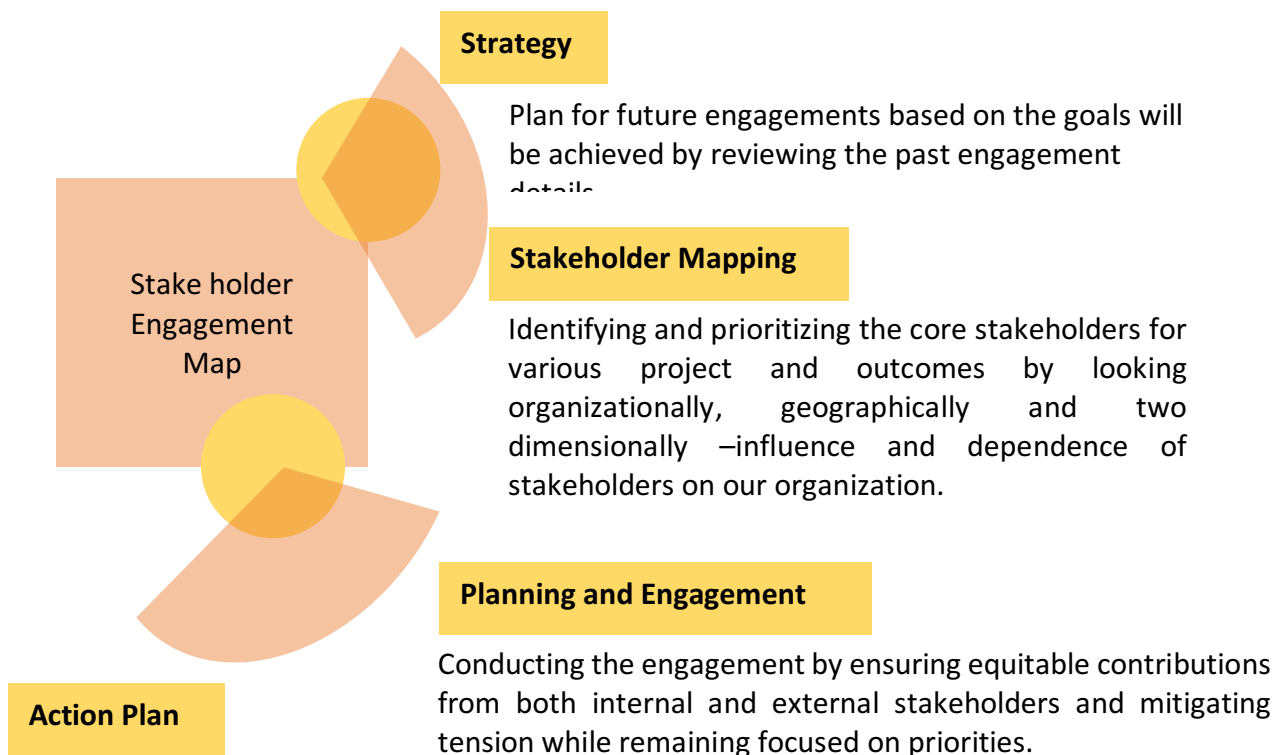
Opportunities/Concerns: Scope to develop adequate skill development programs that would eventually lead to the availability of a workforce with a skill set for mining.

Stakeholder Engagement [102-21][102-40][102-42][102-43][102-46].

With our motto “Sampark Se Samadhan” (Solution through Communication) we are always keen to reach out to stakeholders regarding welfare measures of employees, corporate social responsibility activities, procurement process, grievances, etc.,

Stakeholder opinions and insights are and will remain as the core element of the sustainability toolkit (ESG’s) of MCL. Mapping the key milestones of the project in line with regulations, policies and industry norms along with stakeholder engagement helps to understand concerns, building as competitive advantage, even giving better financial return in the long term.

The stakeholder engagement map is as follows:

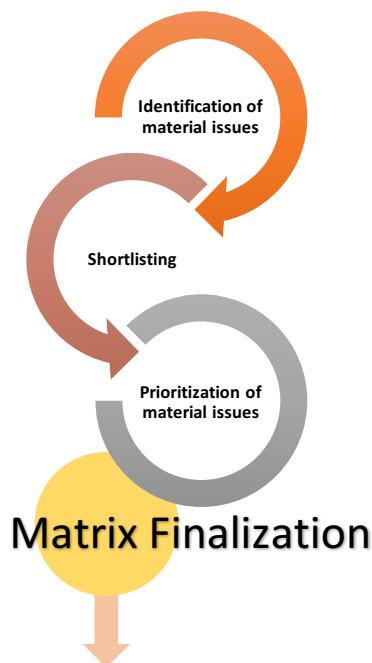


Internal stakeholder meeting at MCL HQ

	Our Stakeholders	Frequency of Engagement	Mode of Engagement
Regulators	Government (MoC, MoEFF&CC, CAG, other ministries)	Monthly, Annually	Performance reports, Board meetings, Labor meetings, inspection visits, compliance reports.
Customers	Thermal power generation companies, Industries(steel, cement etc.), railways,, Trainee and students	Ongoing, Quarterly, Annually	Consumer complaints system and RCCC meetings with customers regarding quantity, and time of delivery.
Society	Community	Ongoing	Public hearing/ consultation (for new and expansion projects) as and when required, regular meeting in the project regarding rehabilitation and resettlement compensation.
	NGO & media	Whenever Required	As per the guidelines prescribed by MoEFF&CC regarding impacts of mining activities on the community and Environment and regarding the celebrations/ events.
Suppliers	Contractors, equipment spare/part suppliers, services/Hospitality providers	Monthly	Regarding quantity of items of supply schedule, NIT conditions by team interactive sessions with concerned people.
People	Employees (Permanent- Executive & Non- Executive), Union & Association, Temporary & contractual)	Monthly, Quarterly, Annually	Vigilance Awareness week, safety fortnight, special safety drives, World Environment day, Van Mahotsava, Performance Appraisal, Training and seminars, Induction meeting of new entrants with senior management, Annual Report, Sustainability Report, Rajbhasha Pakhwada, Monthly co-ordination meetings, Weekly General Managers coordination meetings, Industrial relations meetings with union leaders.

Materiality ^{[102-44] [102-46] [102-47]}.

For fulfilling the expectations of the people or group who are influencing or getting influenced by our company' action, a sustainable strategy addressing to each and every issue related to ESG factors has been developed and represented in the form of materiality matrix. The process adopted for materiality assessment of MCL is as follows-



Identification of material issues-

Material issues are collected/identified from different sources like Risk Management Committee findings, laws, regulations, stakeholder perspective (internal and external).

Shortlisting -

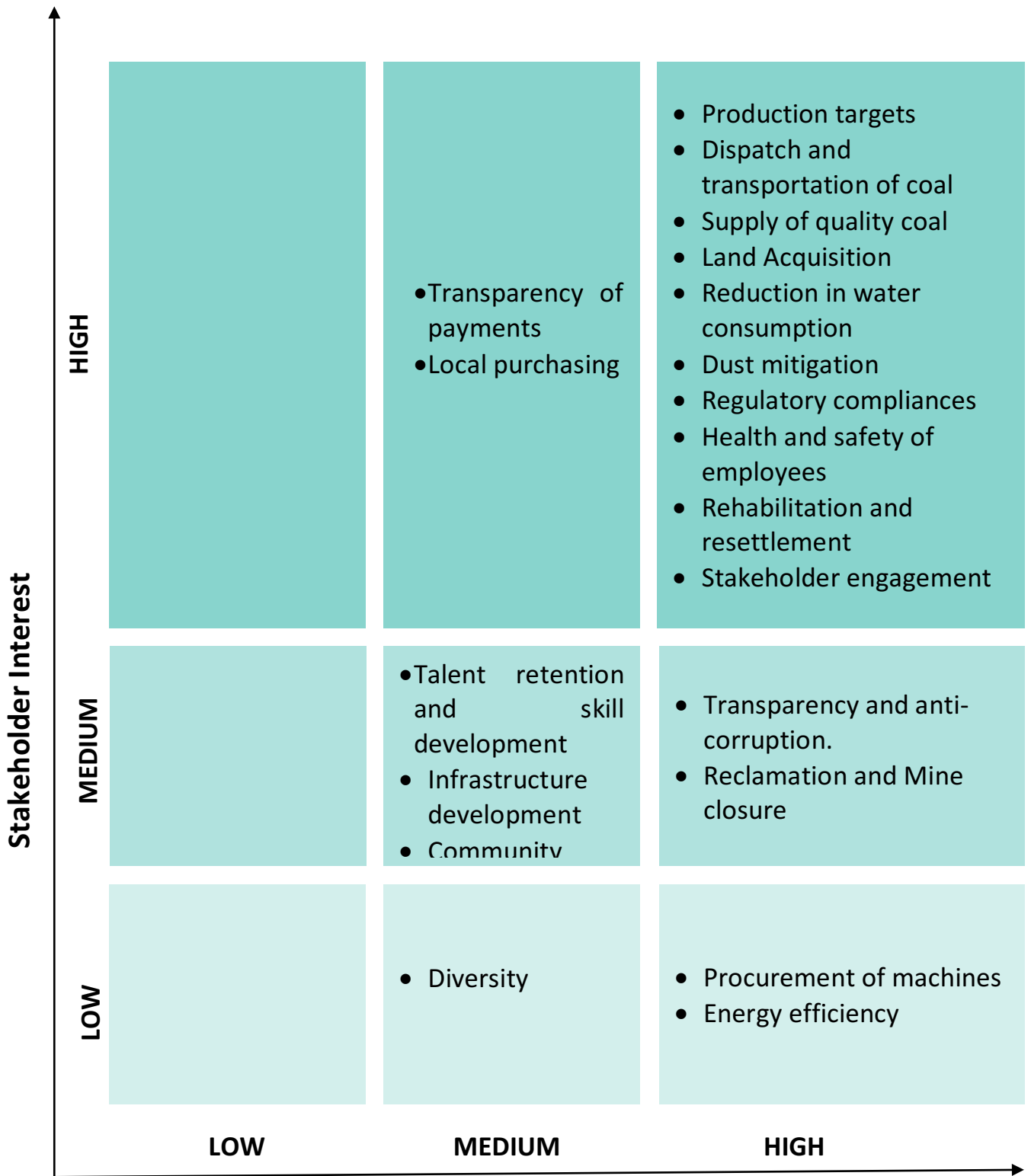
22 issues/topics are identified and analyzed objectively on the basis of their relevance and significance to MCL and stakeholders.

Prioritization/Analysis of Material Issues-

Topics are prioritized based on the scores related to influence on stakeholder assessment & decisions (Y-axis) and significance of Economic, Environmental & Social impacts of MCL (X-axis).

After reviewing the issues by senior management of MCL, ten challenges have been significantly more prioritized and strategies are validated by considering both stakeholders perspective and company's goal and is represented in matrix below.

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



Economic, Environmental and social impacts on and from MCL

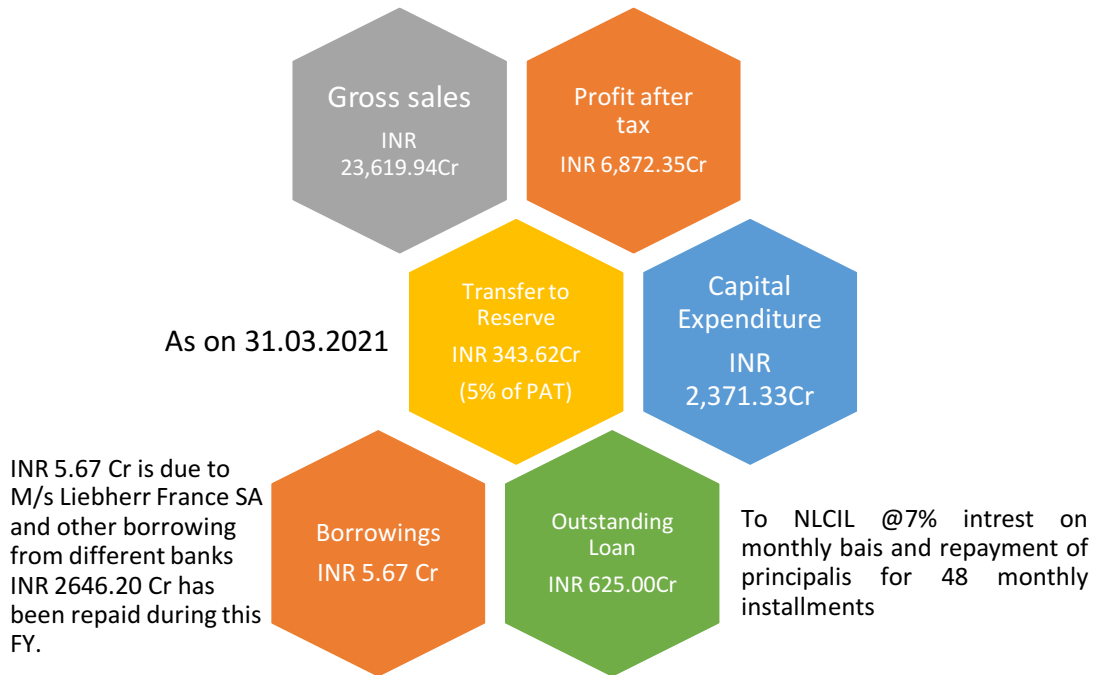
Awards and Recognition

- ✚ Confederation of Indian Industry has awarded 2nd prize to MCL for its best practices in Environment, Health and safety on 12th December, 2020 in a competition held virtually.
- ✚ On the occasion of CIL's 46th Foundation day on 1st November,2020.,
 - MCL has bagged 1st Prize for CSR implementation among all subsidiaries of CIL.
 - Samleswari OCP of MCL was awarded Corporate Award for Quality Awareness under the category of Best opencast mine producing more than 3 MTPA.
- ✚ Balram OCP and Lakhanpur OCP have won the Greentech Environmental Award outstanding achievements in Environmental protection at 20th Greentech Environmental Award at Mahabalipuram held on 11th Feb'2021.

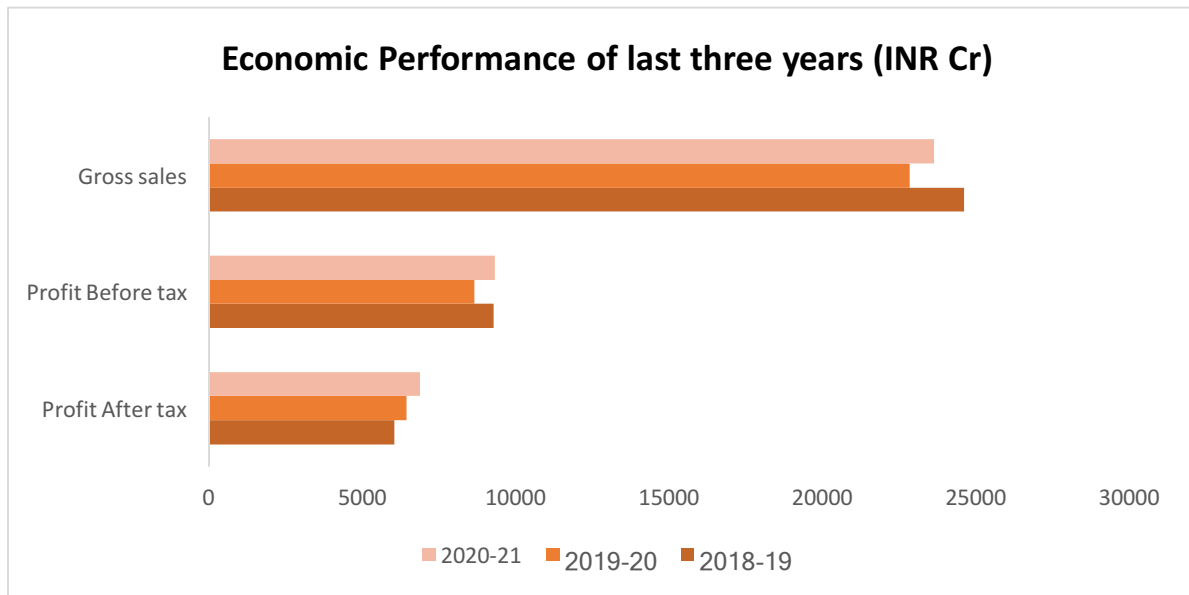


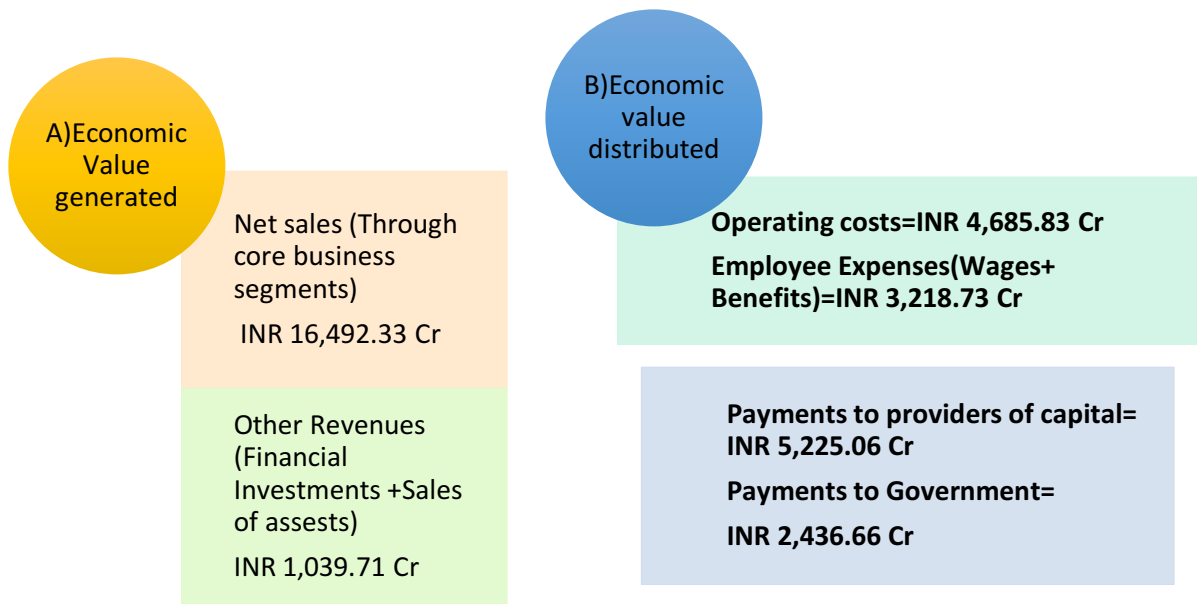
Area Environmental officer, Hingula area receiving “Greentech Environment award” for Balram OCP.

Corporate Financial review [102-7][102-45][201-1].



The below figure depicts the economic performance of our company for the last three years and there is an increase of 3.43% in gross-sales, 6.92% in PAT and 7.76% PBT in FY 20-21 in respect to last FY 19-20.

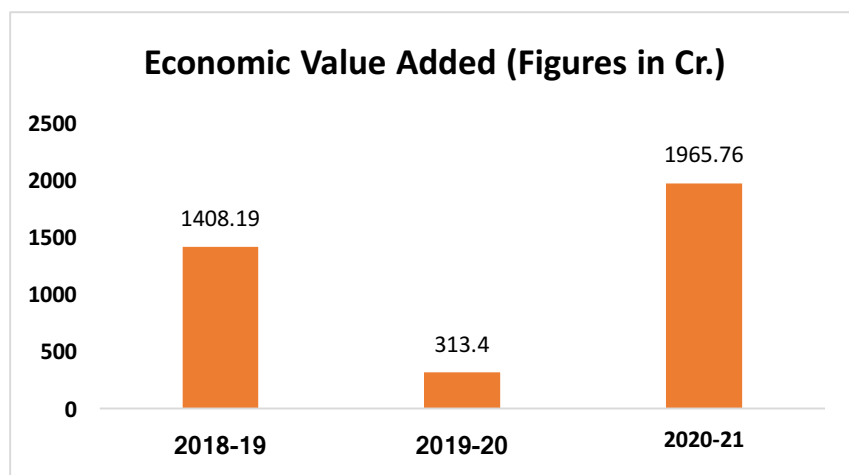




Economic Value added (A-B) =INR 1,965.76

The community investments have not been deliberated in the Economic value distributed head as they are indirect economic impacts. 2% of the average net profit of MCL for the three-immediate preceding financial years is year marked for expenditure on CSR activities. However, in the last financial year we have projected expenses of community investments which are beyond 2% target.

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



[\[GRI 201-2; 102-45\]](#)

Despite of using large number of natural resources for coal mining we always have a principle approach towards the effective reduction of risks imposed. In this reporting year,

our investments towards the environmental protection measures has been increased by 25.78% over the last reporting year. Our investments towards ecofriendly mining-Surface miners, water sprinklers and dust mitigation equipment's showcase an increasing trend from the last two financial years.

Statement of Environmental Expenditure			
Details of Expenditure	2020-21	2019-20	2018-19
Capital Expenditure	INR (lakhs)		
Civil works- plantation and afforestation	0.00	0.00	0.00
Civil works- Effluent Treatment Plant	43.47	114.02	30.27
Civil works- Effluent Treatment Plant under construction	0.00	0.00	0.00
Civil works- Rain Water Catchment	0.00	0.00	0.00
Civil works- settling ponds & oil & grease traps	0.00	0.00	0.00
Surface Miners	443.87	365.00	0.00
Water Sprinklers	1829.88	1318.74	395.15
Dust suppression equipment	245.07	252.01	25.93
Vehicles ESMP	0.00	0.00	0.00
Water treatment plants	0.00	63.51	0.00
Environmental monitoring equipment	330.65	9.29	3.5
Noise level meter	0.00	0.05	0.00
Gravimetric Dust sampler, Electronic weighing Balance	0.00	8.19	2.73
Other Environmental expenses	0.05	0.00	0.00
Total Capital Expenditure (A)	2,892.89	2130.81	457.58
Revenue Expenditure			
Tree plantations	322.75	305.44	356.29
Other Environmental (Monitoring) expenses	599.32	430.64	344.15
Water tax/ Cess	972.93	1000.99	808.40
Environmental training and seminars	3.29	0.30	0.54
Environmental monitoring cost for air, water and noise	1378.21	979.88	0.00
Environmental- related operations and maintenance- catch/ garland drain/ fencing	27.13	23.10	9.62
Environment- related operations and maintenance – ETP/STP	22.67	16.97	25.09
Environment-related operations and maintenance – mobile and fixed water sprinklers.	245.22	184.63	148.36
Environment monitoring cost	81.55	0.00	0.53
Environment related operations and maintenance- other dust mitigating equipment	28.58	0.00	0.00
Repair and maintenance for dust suppression measures	46.94	91.30	52.92
Miscellaneous –ground water monitoring, etc.	0.00	0.00	0.00
Dust Mitigation Equipment (CHP)	0.00	0.00	0.94
Fees for Consent to operate	440	450.00	367.84
Total Revenue Expenditure (B)	4,168.59	3,483.25	2114.68
Total Expenditure (A+B)	7,061.48	5614.06	2572.26

Employee Benefits ^[201-3] ^[401-2]

To make employees personnel lives easier, MCL provides employee benefits – an essential part of building a work place culture. This helps in securing highly skilled and dedicated employees, increase engagement, productivity, attendance and recruiting. This will have a knock-on effect for the prospect of a business. During this FY 2020-21, the benefits provided to our employees for their future financial planning, which is 2.02% more than the previous year. We provide benefits as per the Workmen’s Compensation Act (1920), for both permanent and contractual employees.

Particulars	2020-21	2019-20	2018-19
	(INR Crores)		
Salaries, wages, allowances, bonus and benefits	2,354.12	2,296.51	2,233.96
Contribution to PF and other funds	664.46	696.83	644.55
Staff welfare expenses	200.15	161.51	131.44
Total	3,218.73	3,154.85	3,009.95

We also have a portal developed for retired executives through which they can view the payment status of their medical bills under contributory post Retirement Medicare Scheme for Executives (CPRMSE) and also their remaining balances against with limit and without limit entitlements. Auto generated SMS alerts are being sent to retired employees in regard to life certificate submission and user credentials. We also developed module for welfare expenses where hostel fee, Coaching expenditures have been digitized.



Gym at MCL, Head Quarters



Employee quarters at MCL, Head Quarters

[GRI: 201-4] MCL has received no subsidy from Govt. of India in terms of the Coal Mines (Conservation & Development) Act, 1974 towards reimbursement of expenditure incurred for the sand stowing & protective works in this reporting year

MCL has also not received any tax relief and tax credits, subsidies, investment grants, research and development grants, and other relevant types of grant, awards, royalty holidays, financial assistance from export credit agencies (ECAs), financial incentives, other financial benefits received from any government for any operation.

Market presence in age of diversity ^[202-1,202-2]:

To maintain diversity in our MCL's work-culture is not simply a box to be checked; rather, it is an approach to unite ethical management and participation of all the employees for best performance.

MCL believes that "attracting, retaining and developing a diverse group of professionals stirs innovation and drives growth". We follow every enforcing policies and procedures fairly to maintain a state of being equal in all aspects like gender, race, religion, age, disability, basic wages, rights and opportunities. The performance evaluation of all our employees will be done on both technical and non-technical aspects of their respective streams honestly. The pay scales of executives are as per the recommendation committee of Govt. of India and the pay differ based on their posting grades.

The wages of non-executives are as per the National Coal Wage Agreement (NCWA) which is by parted agreement between management and union and it is revised from time to time. The present pay structure of non-executives is as per the revision of NCWA as on 01.07.2016. The wages provided to permanent and contractual workers are equal for both women and men as 1:1 ratio. All our senior management at significant operations mentioned in ^[102-4] are hired from local community.

For contractual workers

Engaged in mining activities:

Paid wages as per recommendation of High Power Committee which is midway between the Minimum wages notified by Central Govt. as per the Minimum wages Act, 1948 for workers employed in scheduled employment in non- coal mines and the wages payable to the lowest category of permanent workers i.e Cat-1 of NCWA as on 01.11.2018.

Engaged in watch and ward activities:

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

For the jobs other than mentioned in above two rows:

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

Supporting Pillar for Community-Corporate Social Responsibility [203-1,2,413-1,2]:

MCL looks beyond the company profits and aims at supplementing the role of the Govt. in enhancing welfare measures of the society based on the immediate and long term social and environmental consequences of their activities. Our CSR activities are the constant positive force for the communities in and around the command areas of our operating locations in Odisha. We follow the **CSR policy** of our parent company which is as per the schedule VII of the companies Act,2013.

- MCL shall spend 80% of the CSR fund of a year within the radius of 25 Kilometers of its project sites/Mines/Area/HQ/company HQ and rest 20% within the state of Odisha.

CSR budgeted amount for this reporting year is 2% of the average net profit of MCL for the three-immediate preceding financial years and calculated as below.

Net profit Before tax		
FY 2017-18 INR 7,339.66Cr	FY 2018-19 INR 9,281.08	FY 2019-20 INR 8,645.47

Average net profit = INR 8422.07Cr

**2% of average net profit before tax
(CSR budgeted amount) = INR 168.44 Cr**

[413-1,2] The basic needs like water supply, health, skill training, education and other basic infrastructure like roads, drain etc., of the local communities are fulfilled as per the CSR policy of our company. In this reporting year, we have taken up 507 welfare activities which benefited at large for the communities equally under the CSR. The social impact assessment for the period 2015-16 to 2017-18 was carried out by Indian Institute of Corporate Affairs with primary survey, document verification, review of literature, collection and analysis of secondary data. Social impact assessment for the reporting year will be done next year.

There is no usage of hazardous substances that will impact on environment and human health. All precautionary measures to mitigate the dust pollution in around the operational locations is always in action and the cost incurred details are furnished at [201-3]. R&R and environmental safeguards are being implemented in the extraction of natural

resources (Prime operation of the company) in a sustainable manner. The following are the CSR activities along with expenditure incurred for the last three financial years. The size of the projects is provided in terms of monetary values.

CSR Expenditure (INR Lakh)

2020-21	2019-20	2018-19
20533.75	16550.39	16716.20

Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water.

<i>Sub heads</i>	2020-21	2019-20	2018-19
Water Supply	2497.83	4163.99	2658.03
Sanitation	200.56	240.83	140.92
Eradication of Poverty & hunger	15.78	9.90	4.27
Healthcare	13724.33	59.81	44.15
Swachh Vidyalaya Abhiyan (for Construction of toilets) in Odisha by MCL	24.21	665.64	2553.86

<i>Sub heads</i>	2020-21	2019-20	2018-19
Education	732.50	7696.20	6929.17
Skill Development	346.31	217.28	12.65

Promoting education, including special education and employment enhancing vocation skills especially among children, men, women, elderly, and the differently abled and livelihood enhancement projects.

Promoting gender equality, empowering women, setting up shelter homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measure for reducing inequalities faced by socially economically backward groups; enhancement projects.

<i>Sub heads</i>	2020-21	2019-20	2018-19
Women Empowerment	2.15	0.77	0.00
Welfare of the differently abled and senior citizens	53.74	40.15	14.83
Empowerment of SCs/STs	0.00	0.00	0.00
Social Empowerment/welfare of differently abled	42.67	25.24	0.00

<i>Sub heads</i>	2020-21	2019-20	2018-19
Environmental sustainability	413.75	725.70	623.11

Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water

Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports.

<i>Sub heads</i>	2020-21	2019-20	2018-19
Sports	286.73	620.38	757.02

Protection of national heritage and culture including restoration of buildings and sites of historical importance of works of art; setting up public libraries; promotion and development of traditional art. and handicrafts;

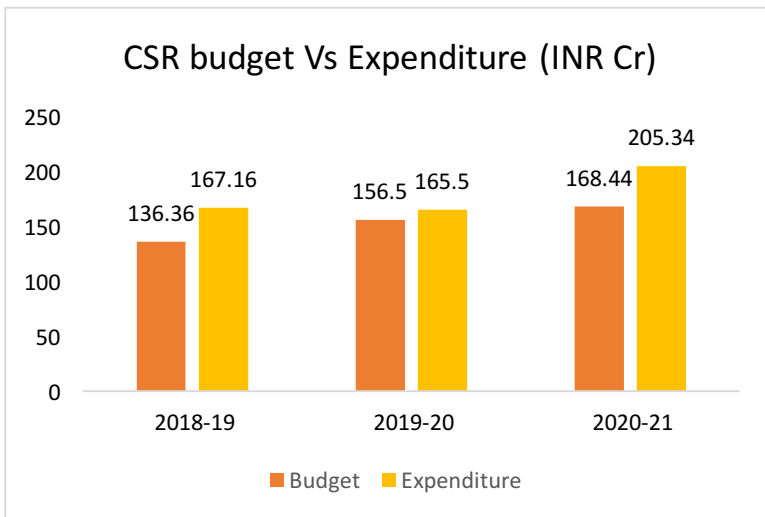
<i>Sub heads</i>	2020-21	2019-20	2018-19
Protection of National Heritage	94	410.65	245.78

Contribution or funds provided to technology incubators located within academic institutions which are approved by the Central Government.

<i>Sub heads</i>	2020-21	2019-20	2018-19
Fund to technology incubators	121.66	0.00	0.00

Rural development projects

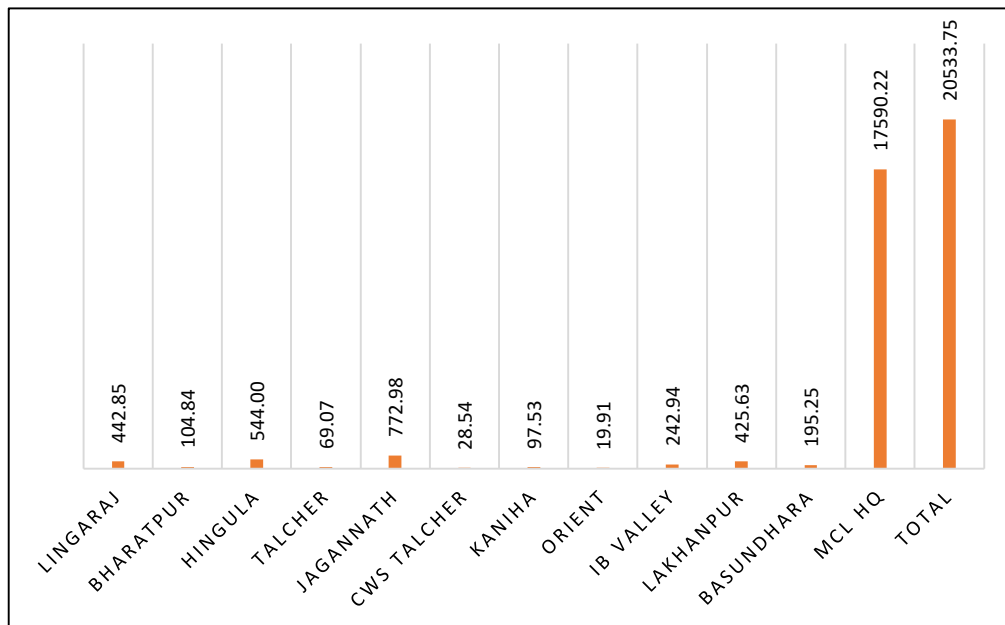
<i>Sub heads</i>	2020-21	2019-20	2018-19
Rural Infrastructure Development	1083.40	911.68	2732.41
Road	638.48	683.50	0.00
Electricity	0.00	0.00	0.00
Other/Miscellaneous	0.00	5.97	0.00
Disaster Management	255.66	72.70	0.00



The CSR expenditure and budgeted amount of MCL for the last three years has been depicted in the graph to the left. The utilizing of CSR funds for our projects is assessed by area CSR committees at area level and Apex CSR committee at company level based on the villagers needs, recommendations by district authorities/State Govt, requests made by public representatives if they are covered under schedule VII of companies Act 2013.

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

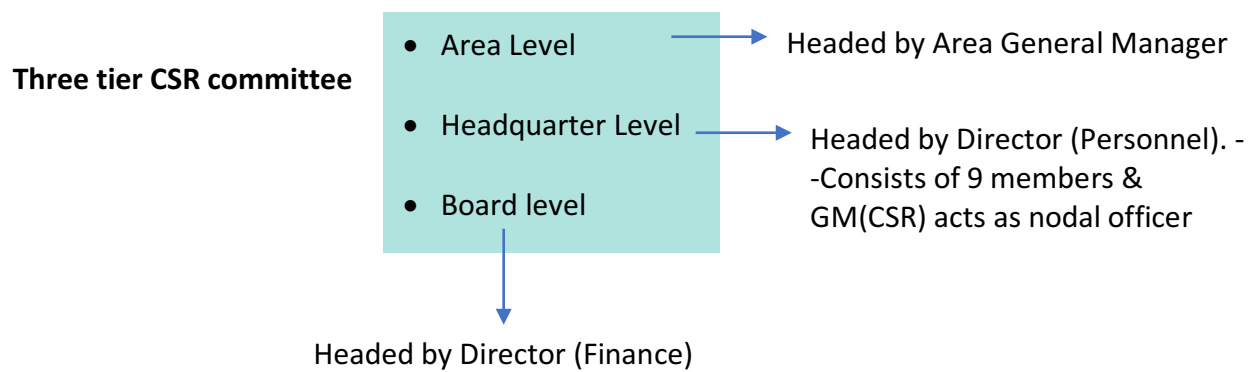
CSR Expenditure in FY 2020-21 (Rs. In lakhs)



Our CSR system adopts a transparent, need based, outcome oriented approach for utilizing the CSR funds of the projects which area assessed by field executives of the company based on villagers needs, requests made by public representatives and recommendations by District Authorities/State Government in the following manner.

- Various developmental projects as specified by district administration and covered under schedule VII of Companies Act 2013 are taken up.
- In the state of Odisha, RPDAC of different operational districts are empowered to advise specific CSR projects for the command areas of MCL. These are carried out as per the decision taken.
- MCL carries out projects directly requested by State Government/ Gram Sabha/ Village Committee/ PRI.
- MCL is also carrying out projects in Aspirational Districts under Central Government's flagship program of 'Contribution to the Development of Aspirational Districts by CPSEs.
- Local population is fully aware of its requirements and always raises requests for CSR projects through State Govt channels.

The CSR activities with allocation of funds are carried out after the acceptance by CSR committees. The Flow chart of three tier CSR committee at different levels of MCL is as follows-



Some of the major CSR activities in FY 2020-21 with total budgeted amount and expenditure are as follows:

Sl.no	District	CSR project	Budgeted amount (INR lakhs)	Amount spent (INR lakhs)
1	Angul	150 bedded Covid hospital at Talcher managed by SUM, Hospital	1,281.79	1,281.79
2		Mahanadi Institute of Medical Science & Research (MIMSR) at Talcher	49,262.00	1,18.56
3		Pipe water supply scheme at Talcher and Kaniha block (35 villages) of Angul district	5,505.58	7,44.21
4		Rural Piped Water supply Scheme to Santhapada and its adjoining villages under Talcher Block in the Angul district	900.92	218.86
5		Strengthening of bituminous road including both sides cement concrete drain from Gurudwara to FCI gate	272.65	218.20
6	Jharsuguda	Construction of Community Centre and Boundary wall at JSG.	720.00	211.88
7		Providing sustainable livelihood to the targeted landless family Sukhbasi residing on MCL acquired area in Ib field	1422.00	126.00
8		RDC Approved work at Lakhanpur Block 16-17	1197.93	149.92
9	Khurda	775 bedded Covid hospital at Bhubaneswar managed by SUM, Hospital	12,074.40	12,074.40
10	Nuapada	Projects under the scheme of Development of Aspirational Districts by CPSEs in Nuapada district	571.16	124.48
11	Sambalpur	Construction of sports Complex at Burla, Sambalpur	2500.00	200.00
12		Water treatment plant at Burla, Sambalpur	862.10	110.45
13	Sundargarh	Supporting Foundation for Technology & Business Incubator (FTBI) at NIT Rourkela	261.00	121.66

14		Improvement of water supply to zone-2 (Sanakara RP line & Kendriya vidyalaya area) of Sundargarh town	842.59	502.59
15	Angul, Jharsuguda, Khorda, Sambalpur, Sundergarh	Urban Tree Plantation project	2243.86	366.12
16	Sundargarh, Angul, Jharsuguda, sambalpur, Deogarh & Bargarh	Other Covid related expenditure (6.45 Lakh masks, 8500 litre sanitiser, food & food grain distribution etc)	579.54	579.54
17	Sundargarh, Angul, Jharsuguda	Tanker water supply to the peripheral villages of MCL mining area	1334.91	888.36
18	Sundargarh, Angul, Jharsuguda	Comprehensive Community Development Program (livelihood enhancement) for 6174 households in 40 villages of Angul, Samblapur, Jharsuguda and Sundargarh district	2028.63	149.59

Mahila mandal of MCL undertook lots of philanthropic works like nutrition, education, small saving accounts of women, provision of bathrooms, smokeless chulhas, providing medicines and sweaters, stitching etc., for rural women's in and around MCL periphery. There are 12 Mahila mandals groups across all our areas and corporate office each headed by the wife of the most senior executive.

Targeted areas for social upliftment

- Samarpan (Charity)
- Swabalamban (Social Empowerment)
- Sanjeevani (Health)
- Jigyasa (Education)
-



Inauguration of ambulance by ex CMD, MCL for COVID support



Providing 20 no's of e-rickshaw to differently abled persons of Sambalpur district.



BAIF, Covid relief Programme



Face mask distribution at Lakhapur area



Samarpan activities by Mahila Mandal, Lakhapur area



Distribution of umbrellas to ASHA and Anganwadi workers



Sanitation works taken care during Covid times



Food supplies to 268 rural household affected by lockdown in Hengir block



Urban tree plantation site, Budhipadar Jharsuguda.



Renovation of Soubhagya Sagar Big tank of Talcher municipality



Water supply to nearby communities, Jagannath area.

413-2: Comforting Project Affected People- Rehabilitation and Resettlement:

The coal reserves in the eastern part of the India are close to the surface, which is why we opt for open cast mining and this requires larger area of land. Till date, MCL possess 31624.986 Ha and 6069.018 Ha of land for our open cast and underground projects respectively^[304-1]. Despite the following hurdles being faced by MCL by indigenous people that mar the process of land acquisition and production schedule, we strive to secure their means of livelihood.

✚ The project affected families are reluctant to shift to the available resettlement site where basic amenities have been provided as per R&R policy on the following plea:-

- The resettlement site is located at a distance place from their existing village.
- The project-affected families avoid shifting and demanding more employments beyond norms.
- Persons who are not in priority categories for rehabilitation benefit are also resorting to wildcat strikes to pressurize MCL for getting employment beyond norms.
- Eligible persons who have been offered employment are also obstructing mining operations and Coal Transportation demanding for joining employment without handing over physical possession of land and dwelling house/structures.

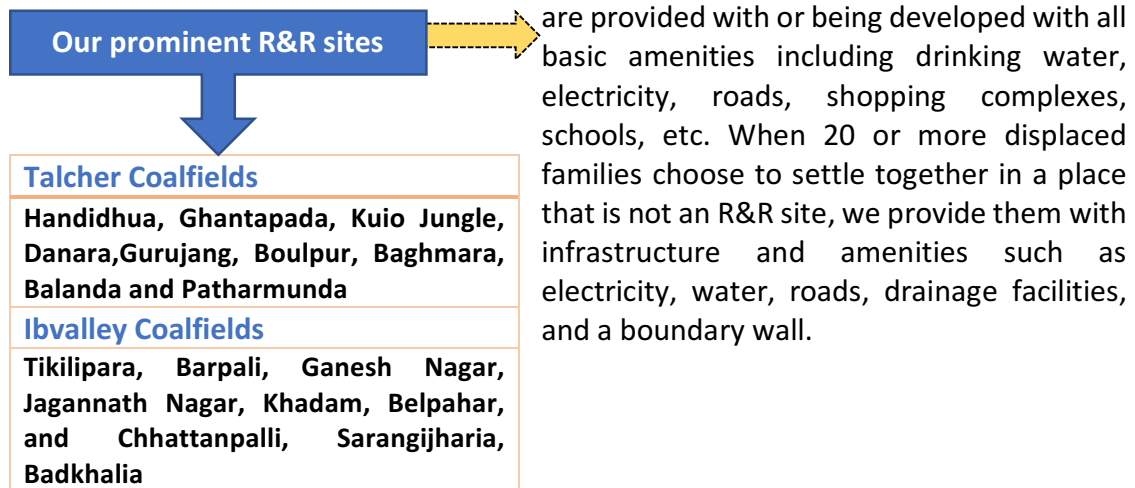
✚ Also, due to unavailability of resettlement site by the State Govt, MCL management is not able to shift the project-affected families/villagers. Government of Orissa has advised MCL for direct purchase of land for resettlement purposes, which is also not becoming feasible.

We follow certain acts like Coal bearing areas (Acquisition and Development), Act 1957 (CBA(A&D)Act), Land acquisition Act, 1894, Forest conservation Act, 1980 and in extreme urgency, direct purchase through negotiation with land owners and obtain environmental clearances and forest clearances for acquiring and securing the land for mining purposes.

Our 3 open cast projects in sundargarh district are located on the premises of indigenous communities. The economic status of the villagers may escalate by providing the compensation but this doesn't always soothe the anguish for losing their land. This is why we focus strongly on their objections and opinions in relation to the ground reality through public hearing to provide them the best resettlement and rehabilitation facilities.

We assure the land oustees are provided the employment as per the Rehabilitation & Resettlement policy (R&R) 2006 of the Government of Odisha, and compensation/remuneration as per the provisions of LAAR (Right to fair compensation and transparency in land acquisition, rehabilitation and re-settlement) Act, 2013. We even provide the benefits beyond the the provisions of R&R Policies of Govt. of Odisha as per policy decision of MCL.

During the reporting period, there have been no significant incidents of violations involving the rights of indigenous people by MCL ^[411-1]. We act on the advice of CBA Part Time Tribunal (under the CBA [A&D] Act, 1957), or the Civil Court (under LA Act, 1894), Rehabilitation & Peripheral Development Advisory Committees (RPDAC) and PLRRC (Project Level Rehabilitation and Resettlement Committee) for addressing grievances of land oustees. In this financial year, MCL hasn't funded to any political party ^[415-1].



Steps for restoring the livelihood of the community:

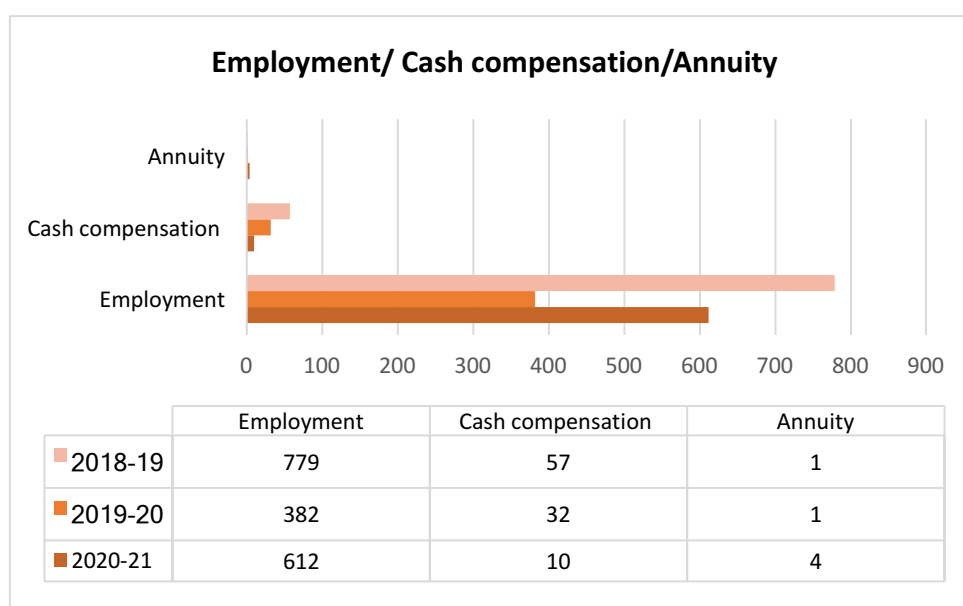
Benefits	Details
1 Cash Compensation	If the eligible land oustee/nominee of PAF is not interested for rehabilitation/ employment, may opt for one time cash/monetary compensation in lieu of employment. <ul style="list-style-type: none"> In lieu of employment- Rs. 16 lakh. In lieu of plot – Rs. 6 lakh – (MCL policy)
2 Annuity	Alternatively they may avail Rs.21,000/- per month(w.e.f 06.03.2020) to its nominated member, in lieu of employment or cash compensation in lieu of employment. There is a provision for increasing the annuity amount by Rs.1000/- once in every two years. Annuity is payable till the age of 60 years of the claimant.
Besides employment & compensation for land, tree & structures, all the displaced families are provided the resettlement benefits i.e. resettlement plot up to 10 decimals of land at a fully developed resettlement site where amenities are provided, such as Pucca Road, School Building, Veterinary Centre, Community Centre, Shopping Complex, worshipping Centre, Primary Health Centre, Ponds, Tube Wells, Wells, Supply of Drinking Water, Street Light, Boundary Walls etc.	
3 Ex-gratia (Equivalent to Indira Awas Yojana)	Rs.1,20,000/- to all families who have lost their dwelling house only in Govt. land is being paid in addition to the cost of structure. Further, additional incentive of Rs.25,000/-, Rs.15,000/- & Rs.10,000/- for shifting within the stipulated time period will also be paid to them.

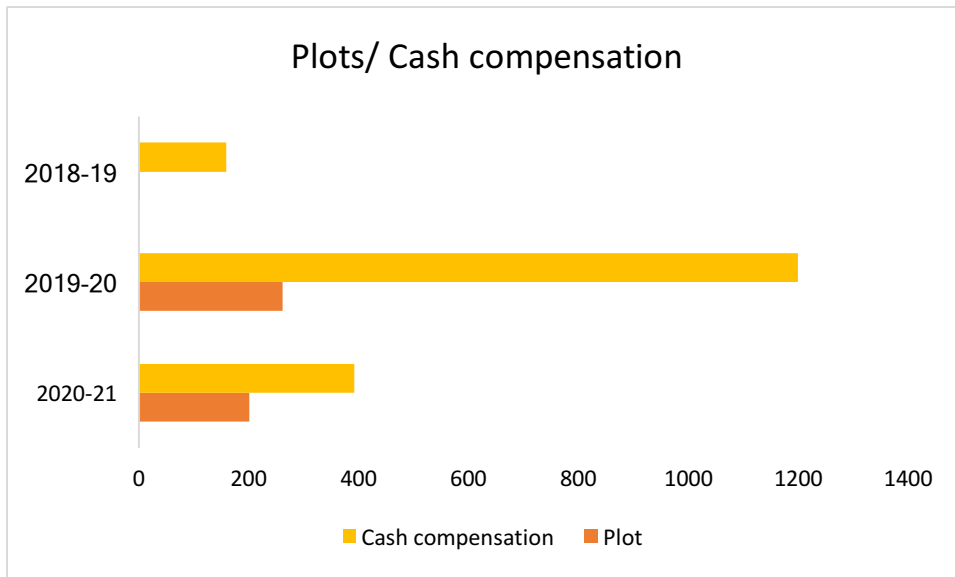
Benefits

Details

4	Building and other assistance	S.no	Component	Amount (Rs.) Revised rate w.e.f 01.04.2018
		1	House Building Assistance	2,57,475.00
		2	Maintenance allowance @Rs.3,400/- PM for 12 months	41,196.00
		3	Assistance for temporary shed	17,165.00
		4	Transport allowance	3,433.00
			Total	3,19,269.00
5	Additional incentive of early vacation and handing over of home/homestead and agricultural land.	S.no	Stipulated period	Amount per family
		1	Within 30 days	Rs.1,00,000/-
		2	Within 31 to 60 days	Rs.75,000/-
		3	Within 61 to 90 days	Rs.50,000/-
<p>Note : w.e.f 30.12.2019, an incentive of Rs. 10.00 Lakhs per each eligible Project Displaced Family is being paid to those villages in which all displaced families accept cash in lieu of plot and shift to their places of own choice.</p>				

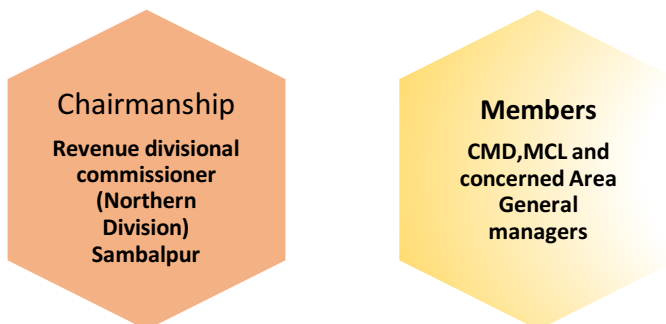
The statistics of the employment, Cash compensation in lieu of employment, annuity, plots and cash compensation in lieu of plot provided to the PAF's for the last three years is depicted in the following graphs





Grievance redressal of PAF's

Three numbers of **RPDAC committees** are constituted by Govt. of Odisha at our project location districts-Angul, Jharsuguda and Sundargarh.



The RPDACs have also constituted sub-Committees for redressal of the individual cases consisting of the local Hon'ble MP, Hon'ble MLA, Collector & SP of concerned District, Director (Personnel), MCL and General Managers of MCL's Areas. The meeting of Sub-Committee is also held regularly and individual cases of land oustees are redressed.

R&R site at Balanda & Gurujang, Talcher



R&R Site of the Chhatenpali, Basundhara Area



School Building



Community center

R&R Site of the Barpalli, Basundhara Area



Girls Hostel



School Building

R&R site at Balanda & Gurujang, Talcher

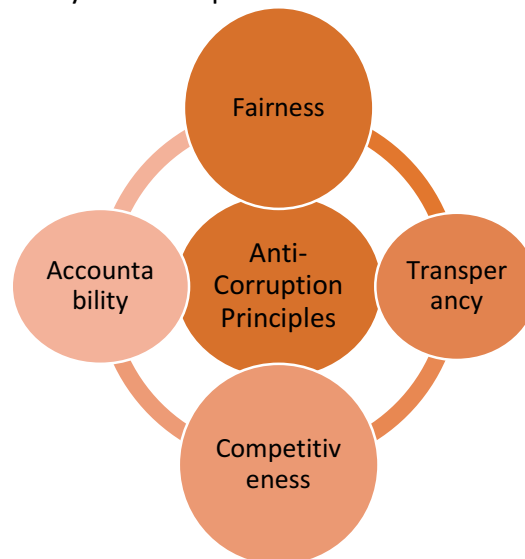


GRI 205-Combating Corruption

Corruption is a social liability, which should be curbed through strict actions and vigilant observations. When observed minutely corruption not only degrades the fabric of corporate transparency but also impacts the efficiency of individuals which in turn affects the overall productivity of a organization. There are several economic repercussions which are enormous and can lead to failure of the entire machinery.

In light of the above, we at MCL emphasize on implementation of integrity and ethical principles to the very foundations of our organizations. To ensure a corruption free operational structure a Vigilance Department is fully functional at MCL. The department is an extended part of Central Vigilance Commission and is involved in laying standards and regulatory procedures to safeguard the integrity of the organization. The Vigilance Department at MCL is headed by a CVO who is directly nominated Chief Vigilance Commissioner, Govt. of India and reports to the CMD, MCL. The department acts as a nodal department for identifying, verifying, evaluating the vigilance related matters of the company. The department also undertakes regular interactions with the employees to ensure that each person acts on the principles of integrity.

The prime focus of the Vigilance Department of MCL has been on preventive Vigilance through the use of leveraging technology. The main thrust is to suggest systemic improvement in the identified vulnerable area of corruption in order to minimize the human interface in business transactions of the Company. During the current financial year, as a preventive, predictive and pre-emptive vigilance measures, frequent surprise inspections have been carried out under the guidance of CVO to identify the irregularities in various field operations as well as in due system and procedures.



Whistle blower mechanism [\[102-16\]](#) [\[102-17\]](#)

The implementation of anti-corruption principles is the integral objective of MCL for which we follow the whistle blower policy in as per Regulation 22 of SEBI. The policy enables and empowers an individual to speak against the improper activities and unethical practices which facilitate corruption. It also provides a framework to protect the honest and punish the guilty. The whistle blower mechanism provides a uniform framework to all the employees

irrespective of their designation to be fair and want to highlight any fraudulent practices in the organization at the same time proving to be a robust mechanism for protection of people who stand out to report such activities. The operations and practices are also open to audit by C&AG, vigilance, CBI etc.

A dedicated service portal named “Online Grievance Redressal (Samadhan)” portal, provides each an every stakeholder the distinguished opportunity of reporting any sort of issues related to corruption, mismanagement etc. without having any fear of being identified and any sort of penalty being imposed. Further, the complaints received are analysed by the Grievance Committee and may be appraised by Chairman of Audit Committee. As mentioned above a dedicated Vigilance Department headed by CVO is also active in receiving any sort of complaints email- cvo.mcl@nic.in which is then inspected and any evidence in favour of the complaint is inspected and conclusive action may be taken by the CMD or CVO or Chairman of the Audit Committee stipulated by the Whistle blowing procedure.

Vigilance Clearance:

In the financial year 2020-21 vigilance clearance status in respect of 19055 employees including the officers at the level of Directors, Senior Executives and Non-executives was furnished to the CIL/MOC/CVC with relation to promotion, probation, superannuation matters.

Inspections undertaken:

During the financial year 2020-21, 32 Surprise Inspections and 07 Regular Inspections have been carried out. The major focus of such inspections has been on streamlining of system/procedure to bring in fairness and transparency in the field operations.

[205-2] Punitive Vigilance

Vigilant actions are a property which is not only to be practiced but should also be made a part of lifestyle. To ensure such extensive awareness among our stakeholders we undertake several campaigns, organize seminars and interactions on anti-corruption issues within the framework of our operations. We organize Vigilance Awareness Week every year during which we try to synthesize the intrinsic property of vigilantism through organization of competitions such in schools. The Vigilance Department is a proactive in its approach to interact with the employees and stakeholders which inter-alia includes newly inducted Management Trainees, Vendors, Students and common citizens. In this reporting year, vigilance awareness week was observed from 26th Oct’20 to 1st Nov’20 at corporate level and it areas with a theme of “Vigilant India, Prosperous India” as per the directive received from the Central Vigilance Commission, New Delhi.

[205-3]:

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

Particulars		Period from 01.04.2020 up to 31.03.2021	No. of employees involved
(a)	Total No. of Vigilance Cases Registered	14	67
(b)	No. of Major Penalty Proceedings	3	8
(c)	No. of Minor Penalty Proceedings	7	40
(d)	Total No. of cases in which penalty imposed	29	126
	i) Major	4	7
	ii) Minor	12	54
	iii) Others	13	65

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

To ensure our commitment towards integrity and transparency, we replied 10 PQ's on time during this reporting year and 04 RTIs respectively.

206:

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

Beside all these, vigilance department of MCL has taken different IT initiatives to protect from coal pilferage, stopping unauthorized entry of trippers in weigh bridges, 100% transparency in fueling process etc., Some of the IT initiatives are GPS based vehicle tracking system, CCTV monitoring at coal heaps, central workshops, railway sidings, weighbridges and connectivity, 3D terrestrial laser scanner etc.,

[205-1] Systemic Improvement

During the year 2020-21, 18 Nos. of advisories have been issued for Systemic Improvement.

1	Systemic Improvement Suggestion for the reviewing age criteria in NIT for the work of "Hiring of Explosive Van in MCL"	20.03.2020
2	Systemic Improvement Suggestion relating to irregularities in execution of Contract "Cleaning, Up-keeping, House Keeping and Catering Services for Guest House for a period of 02 years", extension thereof and cancellation of new tender at Basundhara Area.	20.03.2020
3	Advisory in the matter of liquidation of old coal stock.	24.04.2020
4	Advisory regarding modification in the "Relative Clause" of NIT	05.06.2020
5	Advisory regarding Effective Implementation of e-Office.	25.06.2020
6	Use of 3DTLS equipment for measurement of Coal Stock	03.07.2020
7	In-ordinate delay in the payment of the bills to the Contractors/Suppliers/Service Provider.	15.07.2020

8	100% weighment of coal transported from Mines to Stockyard and Railway Sidings at source end as well as destination end.	04.08.2020
9	Advisory in the matter of uploading of tender's value less than Rs.2.00 lakh in Coalnet & MCL Website.	27.08.2020
10	Revised advisory regarding modification and uniform adherence of "Relative Clause" of NIT in MCL.	01.09.2020
11	Advisory in the matter of standardization of manual Notice Inviting Tender (NIT) documents for tenders floated below Rs.2.00 lakhs in MCL.	01.09.2020
12	Advisory in the matter of the securing premises of the acquired land and utilization of the asset created in MCL.	02.09.2020
13	Verification of Bonafide Credentials of Coal Member/Claimants during forwarding of Provident Fund, Advances and Pension.	16.09.2020
14	Advisory in the matter of non-deployment of the adequate equipment by contractor in Hiring of Heavy Earth Moving Machineries (HEMMs) for Over Burden (OB) Removal and Transportation contracts in MCL.	22.09.2020
15	Advisory on Coal Quality Management.	24.09.2020
16	Delay in the execution of the tenders invited by the MM Department of MCL HQ.	06.10.2020
17	Systemic improvement measures such as introduction of departmental pay loaders, Mini SILOs, Conveyor Belt Loading and other innovative/alternative technological measures for loading of road sale vehicles.	21.10.2020
18	Advisory in the matter of liquidation of old coal stocks.	22.10.2020

On the eve of Vigilance Awareness week-2020





Grievance redressal camp, Ibbvalley Area



Elocution competition, Hingula area



Pledge taking at Lakhanpur Area office.



Essay writing competition, MCL HQ.

MCL Directors at inaugural function of VAW-2020



301: Materials

301-1 Materials used by weight or volume

We draw out coal by employing explosives and ecofriendly surface miner. As per the coal production statistics, it is evident that 139.1 MT of 148.013MT (Pg.no 4) coal production is through surface miner. This leads to exiguous use of explosives as well as reduction in dust generation due to crushing operation in CHPs. With proper safety measures, we use explosives to some extent to remove overburden material. The raw material consumption statistics during the last three financial years is as follows:

Raw materials	2020-21	2019-20	2018-19
Explosives (MT)			
Permitted Explosives (Deg I &II)	284.53	446.01	479.80
Large Diameter Explosives	2996.91	1800.31	2140.00
Bulk Explosives	53589.3	40582.08	48833.25
Cast Boosters(PETN/TNT)	112.139	89.125	96.36
Emulsion Booster	15.572	5.903	13.71
Total	56,998.51	42,923.428	51,563.13
Detonator (In Lakh number)			
CED (2.5m)	0.18531	0.216	0.356
CDD (Deg I &II)	5.98726	9.430	11.24
Cord relay	0.00212	0.002	7.3x10 ⁻³
Total	6.17467	11.591	11.78
Non-electric detonators (in Kilo numbers)	1900.975	1580.982 [^]	2272.805 [^]
Detonating Fuses (in lakh metres)	0.4554	0.636	1.46
Electronic detonator (KN)	380.21	194.3 [^]	17.725 [^]

[^]The figures are corrected as per the units mentioned.

301-2 Recycled Input materials used

We make efforts to put out all the stops to reuse the input materials. The raw materials used for conventional method cannot be recycled as they breakdown once utilised. The OB material produced during excavation is used for mine closure activities like backfilling, plantation purposes, filling voids etc.,

The mine sump water generated during the mining process are used for various industrial purposes and domestic purposes after proper treatment as deliberated at GRI[306] i.e we adhere to Zero discharge strategy.

Lead acid batteries, e-wastes and burnt oil of HEMMs, transformers are sold to authorised recyclers through open tendering.

Our product is produced in bulk amount and it is unable to pack, we transport our product through rail and road by proper covering with tarpaulin sheets ^[301-3]

GRI 302- Conservation of Energy & Carbon footprint statistics- :

Besides occupying the centre-stage in supplying the electricity- for mining related activities like extraction, transportation, processing of coal and Stripping of OB wastes etc., energy is consumed. It depends upon the production targets, type of methodology/ machines used for excavation and pollution control measures, transportation etc., The HSD oil and lubricants for operation of the heavy earth moving machines (dragline, shovels, surface miners, dumpers, dozers, drills, loading machines, road graders, water sprinklers and cranes) and LMVs for coal production, OB removal and coal transportation woes the fuel consumption substantially.

Our organisation specific metric is Tonne (Coal production). During this FY, the electricity consumption within our operations is 352.21 Million KWH which has been increased by 12.27 % with the increase in coal production ^[302-1]. The energy intensity ratio (electricity) of our organisation is 2.37kwh/Te ^[302-3]. Ourelectricity energy consumption outside the organisation is nil ^[302-2].

^[302-4] Some of our steps taken to reduce the electricty consumption are as follows:

- We have renewable energy plant of 2MWp commisioned in 2014 and has been operational with an avergae PR ratio of 75%.

Our total electricty energy consumption = self generated Renewable electricty energy consumption (solar)+ Non-renewable electricty energy consumption = 1.36 Million KWH +350.84 Million KWH

The total energy produced by our solar plant in this reporting year is 13,62,420 units which in turn reduced our carbon footprints amounting to 12,26,178Kgs ^[305-5].

In this reporting year, our solar power plant generated renewable energy equaling to 1362 Nos REC's.

^[102-12] We are pleased to share that the proposal for supply, installation & commissioning of 50Mw solar power plant is under process for approval in MCL board and it is intended to be commissioned within FY2022-23.

- 66 service buildings of MCL have been identified in first phase for installation of the solar roof top power plants in MCL with a capaicty of 1.21 MWp and will be executed within FY 2021-22.
- Maintaining of power factor above 0.97: Power Factor incentive of Rs 201.86 Lakhs was received during 20-21 for maintaining power factor above 0.97.
- 1 no. 3X450 KVAR capacitor is installed at Kaniha Area for improvement of Power Factor.
- A dedicated 11KV overhead line for Kaniha OCP is under construction. This will help in the reduction of diesel consumption for running of diesel pumps for dewatering of the mines.
- Reorganisation of Township Power Distribution from single point transformer to Multi point pole mounted Transformer.
- To reduce peak demand of power and to avail TOD (Time of the day) incentive as maximum as feasible, regular loads, such as pumping etc. are being operated during off-peak hours.

- Use of electronic regulators for fans instead of conventional chokes and regulators.
- Avoiding loose connections and using proper size of fuses.
- Ensuring minimum transmission losses with proper size of cables and conductors, i.e. of rated capacity.
- Optimum usage of transformer capacity thereby reducing transformer losses.
- Automatic Timer switches have been installed with lighting towers to prevent energy wastage.
- Ensuring no leakages in pipelines thereby improving pumping efficiency.
- Ensuring proper condition of bearings
- Procuring air conditioners of higher star rating, regular cleaning of filters of air conditioners., etc.,

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

- Details of 5 star rated ACs procured and under procurement stage in FY20-21 are as follows:-

Sl. No.	Type of Air Conditioners	Quantity (Nos.)	Status
1	1.5 Ton split AC, 5 star	472	Procured
2	2 Ton split AC, 5 star	167	Under procurement

- Energy meters are installed in the executive quarters in corporate office and installation at areas executive quarters is under process.
- During this FY 20-21, 18,378 no's of LED lights fitted by replaced the conventional lights.

Our planned energy efficiency measures-

Target for energy efficiency measures							
Financial year	LED Lights to be installed	Energy Efficient AC to be installed	Super fan to be installed	E-vehicle to be installed	Efficient Water heaters to be installed	Energy efficient motors for pumps	Auto-timer in street lights
2021-22	5000	250	2100	24	100	53	350
2022-23	4000	650	1600		110	57	350
Total	9000	900	3700	24	210	110	700

We strive very hard to reduce the carbon emissions during the process of production by use of surface miner. Our biological reclamation also estimates in reduction of 1,23,020 Te of CO₂ since inception at the rate of 20 kg per tree per year^[305-5].

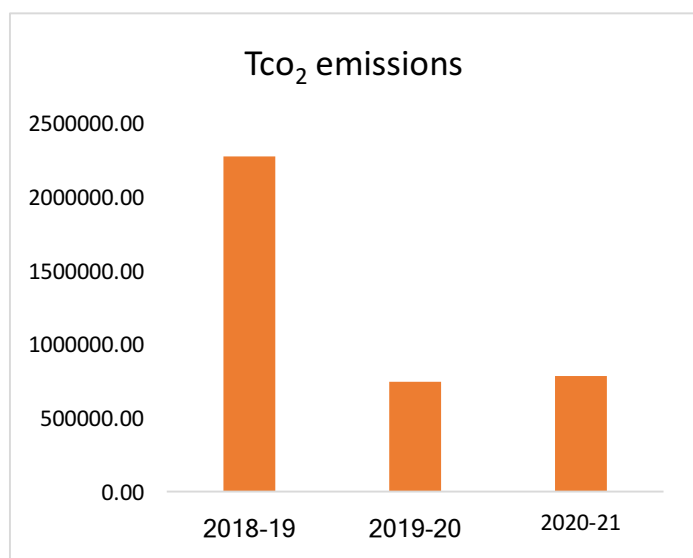
The Energy consumption (Fuel- petrol, Diesel,) and GHG statistics for the last three years is briefed in the following table –

[302-1][302-2][305-1] [305-2] [305-3] Energy Consumption and GHG Emission Trend						
Particulars	Energy Consumption (GJ)			TCO ₂ emissions		
	2020-21	2019-20	2018-19	2020-21	2019-20	2018-19
Scope 1	13,93,958	11,50,549	15,08,073	1,03,005.82	84,003.61	1,10,158.95
Scope 2	12,63,057.30	9,64,476.16	11,74,845.87	2,87,696.39	2,19,686.24	2,67,603.78
Scope 3	51,67,121.33	58,56,431.50	2,48,41,910.9	3,90,986.38	4,40,999.36	18,93,557.75
Total	78,24,136	79,71,457	2,75,24,829	7,81,688.58	7,44,689.21	22,71,320.48

Scope 1-Departmental Vehicles fuel Consumption, Scope 2- Electricity consumption, Scope 3- Contractual vehicles fuel consumption

GHG emissions are calculated with reference to

- http://www.in.undp.org/content/dam/india/docs/low_carbon_lifestyles.pdf
- Emission factors as used for Genpact by PwC (attachment)
http://www.in.undp.org/content/dam/india/docs/low_carbon_lifestyles.pdf
- http://cbalance.in/wpcontent/uploads/2014/04/cBalance_CCL_Coal_LCCF_report_23March2014_v0.3.pdf



Solar panels installed at BTI lakhanpur

We are happy to inform that, in this FY the Fuel consumption outside organisation has been decreased by 11.34%^[305-5]. There was more departmental fuel consumption in this FY 2020-21. We regret to inform that the energy consumption of this reporting year has been increased with respect to previous year^[302-4] due to various.

303: Optimized use of water resources

MCL is committed towards optimized use of water resources for industrial and domestic uses. We have also realized our responsibility to provide treated water to nearby communities for their domestic utilization. Our focus is always towards sustainable use of water by following the policy of 3R's i.e. reduce water consumption, recycle the used water by appropriate treatment methods and reusing the treated water for industrial purposes.

The mine sump water is primarily used for industrial purposes for dust suppression activities, washing of HEMMs and fire-fighting. Additionally, the water is also used for domestic gardening and cleaning purposes. Under the sustainable objective to increase green cover across our mines, the water plays a key role in increasing the survival of the plants. We believe in increasing the quality of water by undertaking suitable treatment procedures as per the purpose for which it is used.

The domestic use of water is facilitated after proper treatment of water in mine discharge treatment plants where the water is passed through several filtration units for value addition and obtain clear water for consumption. The mine water which is used for washing of HEMMs in workshops are also passed through effluent treatment plants having oil & grease units, skimmers, etc. which separate the impurities from the water. The water thus recycled is again utilized for washing forming a closed loop of water consumption thereby minimizing losses. Further, water being consumed in colonies and canteens are treated in sewage treatment plants.

MCL preaches and practices to the maximum and as per feasibility a "zero-discharge policy" wherein no water is left out to surface water or groundwater and utilized in a closed loop with due treatment and meeting the quality standards.

Mine water statistics (All units: Million litres/yr) ^[303-3]

TOTAL MINE WATER GENERATED: 830 Lakh Kilo Litre						
Quantity Utilized for own use (LKL)		Quantity Utilized for community use (LKL)				Water recharge LKL
Industrial Use	Domestic Use	Domestic/Drinking Use		Irrigation Use		
Volume	Volume	Volume	Beneficiary (No. of people)	Volume	Area (Ha.)	Volume
141	52.10	88	110000	27	30.50	521.90

We consider conservation of water is the only way to protect the natural resources, and therefore we undertake several measures for recharging ground water recharge through natural and artificial means. Recharge techniques such as roof top recharge, artificial ponds, etc. Further the ground water level is regularly monitored through a network of piezometer installed in all the mining areas.

Sources of water used ^{[303-1][303-2][303-5]}

Water is also pumped from nearby surface water sources which after proper treatment through Integrated Water Supply Scheme (IWSS) is utilized for our domestic needs

as well as supplied to nearby communities through tankers under summer or winter season as per requirement. The water being utilized from river water sources is withdrawn after taking due permission from State authorities. In MCL, IWSS are operational at Talcher, Ib-valley, Belpahar and Basundhara areas.

Surface Water Consumption Statistics				
Name of Area / Project	Surface Water Sources	Total Water Withdrawn (million litres/year)		
		2020-21	2019-20	2018-19
IWSS, Talcher	Brahmani River	3,156.75*	10,878.06	8,674.3
IWSS Lakhanpur area	Hirakud Reservoir (Mahanadi)	8,362.00	9,849.90	9,823.03
IWSS Ib Valley area	Ib River	3,286.24	3,295.24	1,112.69
IWSS Basundhara	Basundhara river	-	-	-
MCL Headquarters, Burla	Power Channel (Mahanadi)	316.09	316.09	315.04
TOTAL		15,121.08	24,339.29	19,925.06[^]

[^]Calculation mistake

^[303-2] Apart from the above purpose, for other domestic needs such as plantation, gardening and washing purposes mine water after proper treatment is utilized. The mine water is utilized from the underground mine sump of Talcher, Nandira, Deulbera, Handidua, and Orient mines for the benefit of peripheral villages and own consumption and in this reporting year a total volume of 140.10 lakh cu.m was used. In this FY 2020-21, a total volume of 548 million litres/year of mine water from Basundhara (E) (Closed mine) are treated in IWSS, Basundhara and used for domestic purposes.

*During this FY, we couldn't provide the percentage of surface water consumption statistics as our display unit of water flow meter at IWSS Talcher, was under breakdown from April'2020 to October'2020.

Clear water pond of Kaniha OCP



Mine sump of Ananta OCP



Mine sump of Hingula OCP



304: Embracing Life-Biodiversity

MCL ensures the coexistence between mining and conservation of biodiversity by minimizing the mine water discharge in to nearby water ecosystem i.e by in house recycling for dust suppression activities and washing of HEMMS, biological reclamation of the overburden/backfilled areas in open cast mines, top soil preservation, sand stowing in underground mines, effective participation of indigenous people and local communities in plantation activities, etc., through the life cycle of the project^[304-2]. All our mining owned/ Leased areas of operational areas at Angul, Jharsuguda and Sundargarh districts doesn't fall under the category of protected area ^[304-1].

Some part of the mine water is being discharged in to nearby surface ponds and rivers only after proper treatment with the permission of State pollution control board authorities. These mine water and surface ponds creates marine ecosystem with fishes, frogs, variety of plants etc., pH of the aquatic systems (surface water, mine water, important indicator of the water quality will be measured monthly/ quarterly/ half-yearly to know the extent of pollution to make necessary changes in the treatment process accordingly so the aquatic life can sustain.

The drainage arrangement of the internal OB dumps – the runoff will be collected in mine sump for pumping and small check bunds are constructed along the way to mine sump to retain moisture and humus in the soil.

We are converting our closed open cast/ Underground mines of Lilari and orient mine no.4 in to eco-parks which are likely to be completed in 2022, with the activities like grassing and plantation, children park, cycle tract, museum etc., We also raise forestry species for plantation in mine areas in our own nursery's at Lakhanpur, Jagannath and Kulda areas where locals are involved. Number of ecology studies, river conservation studies etc., with proper action plan for conserving the life in and around of our running and closed mines are being carried out by different renowned institutions like IIT's, NIT etc., In this reporting year we have carried out above mentioned studies for Ananta OCP, Balanda OCP and Basundara(W) Extension mines. On the occasion of Gandhi udhyaan, 5500 trees are planted over 10 Ha land.

The common coal corridor roads are separately constructed away from village roads for transportation of coal, loading and unloading of coal at SILO's takes place with proper water sprinkler arrangements, mobile water tankers, truck mounted fog canons (100m and 40 m throws), covering of trucks and rails with tarpaulin sheets etc., are in place for dust suppression.

^[304-3] Reclamation of mine degraded lands:

MCL ensures the sustainable ecosystem to former degraded land. The revegetation of degraded land with green cover creates and stabilizes the ecosystem for long term via their ameliorative effects on soil quality. The establishment of biological systems to maintain the soil nutrients and reclaiming the degraded land is a long-driven approach.

Despite many hurdles of insufficient overburden material in our mines for backfilling operations due to very low stripping ratio, we do our best to preserve the top soil for reclamation activities. We sow the native and non-native species of plants and grasses by analysis the characteristics of the soil quality. The land restoration in mined out areas is two stage process which is as follows.

Physical/ Technical Reclamation

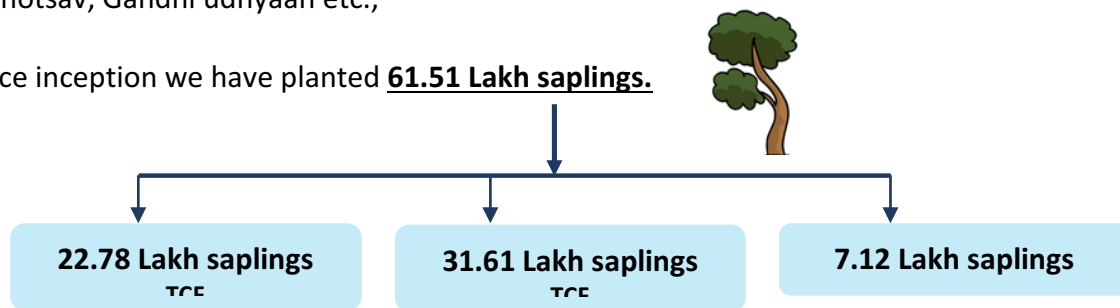
This is the first stage, where the land is brought back to original contour level by backfilling the de-coaled voids with overburden material. Later, the surface is levelled properly and the top soil is spread on the backfilled area.

Biological Reclamation

This is final and important step where we plant different types of tree species and aim for developing self-sustaining flora and fauna after the soil replacement and stabilization. We focus on soil-quality, slope stabilization, re-vegetation and water management values.

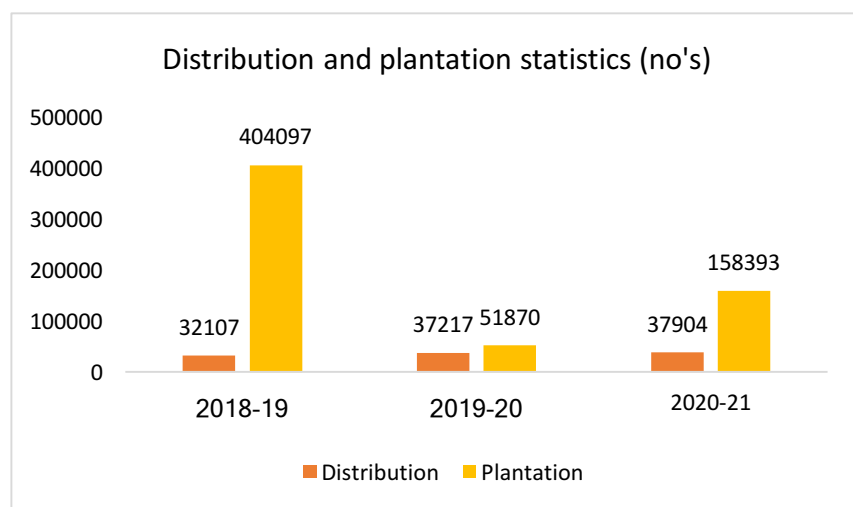
We also encourage our local communities, employees, NGO's etc., to plant more by distributing different varieties of saplings to them on the occasion of Azadi ka amrut mahotsav, Gandhi udhyaan etc.,

Since inception we have planted **61.51 Lakh saplings.**

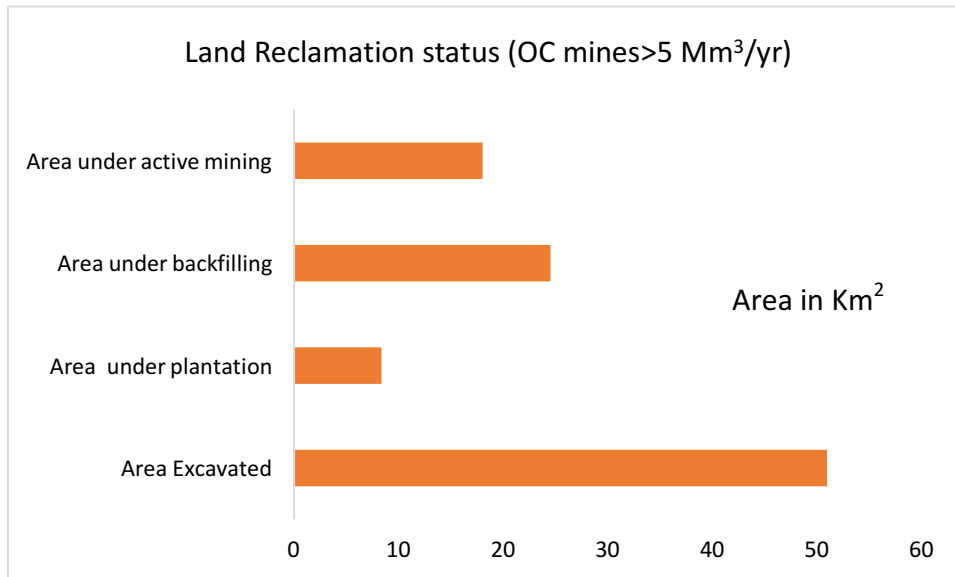


The no.of samplings distributed and planted in the last three years is depicted in the chart below and also furnished in the table.

No. of samplings distributed (no's)			Plantation (Nos)		
2020-21	2019-20	2018-19	2020-21	2019-20	2018-19
37,904	37,217	32,107	1,58,393	51,870	4,04,097



To assess the area of backfilled, plantation, OB dumps, social forestry, active mining, settlements of water bodies, distribution of wasteland, agricultural land, and forest land in the leasehold area of the MCL mines, CMPDI RI-7 regularly monitors the land restoration/reclamation in association with National Remote Sensing Centre in Hyderabad. This assessment gives the progressive reclamation status and also remedial measures, if any. The details are depicted in the graph below-



During FY 2021-22, land restoration monitoring of 14 opencast mines in both the coalfields (producing 5 million Cu.m and more (Coal+OB) per year) was done. The details are depicted in the chart below. We are to inform that; our biological reclamation (plantation on backfill) and technical reclamation (Area under backfilling) of these 14 OCP's has been increased from 8.26 Km² to 8.37 km² and 22.74 Km² to 24.56 Km² respectively with respect to previous year. Out of 14 OCP's, Balram OCP ranks on top for land reclamation with 78.94 % of its total area followed by Samleswari OCP (74.13%) and Jagannath OCP (73.06%). In this FY, it is to be noted that Garjhanbhal OCP, having capacity >5 million Cu.m is included for annual satellite monitoring. Earlier it was monitored in an interval for three years. The vegetation cover mapping of Ibvalley coalfield based on satellite data has also been monitored in this reporting year and it reveals that vegetation cover increased by 1.19 Km² area, water bodies increased by 0.26 Km² (0.02%) and mining activities increased by 6.40 Km² area which is 0.54% of the total coalfield whereas waste land decreased by 4.48 Km² (0.38%). This is being done at an interval of three years, so the statistics are compared to the previous monitoring period.

CMPDI also monitors the land restoration of projects producing less than 5 million Cu.m (Coal+OB) on every three-year basis. For more details, please check the land reclamation reports available in our website.

Majestic view of green cover near silo and mine sump water of Bharatpur ocp



Over burden Plantation at Lakhanpur OCP



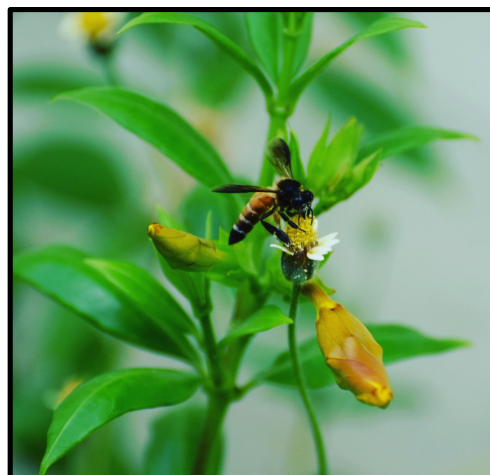


Park developed near NBVL fly ash dumping site



Growing vegetables with STP treated water at Lajkura OCP

Biodiversity in and around our mines and HQ





GRI 305: Air Quality Management

Coal mining is a giant sector among the Indian PSUs in driving the country's economy generating revenue and employment on a large scale. Despite its lion share in country's economy it is notorious in imposing serious health and environmental issues due to air pollution.

During the mining and related activities like blasting, excavating, transportation through roads, removal of overburden by excavators, transporters, loaders, conveyor belts, loading and unloading at silo, coal stock etc., will lead to the generation of particulate matter.

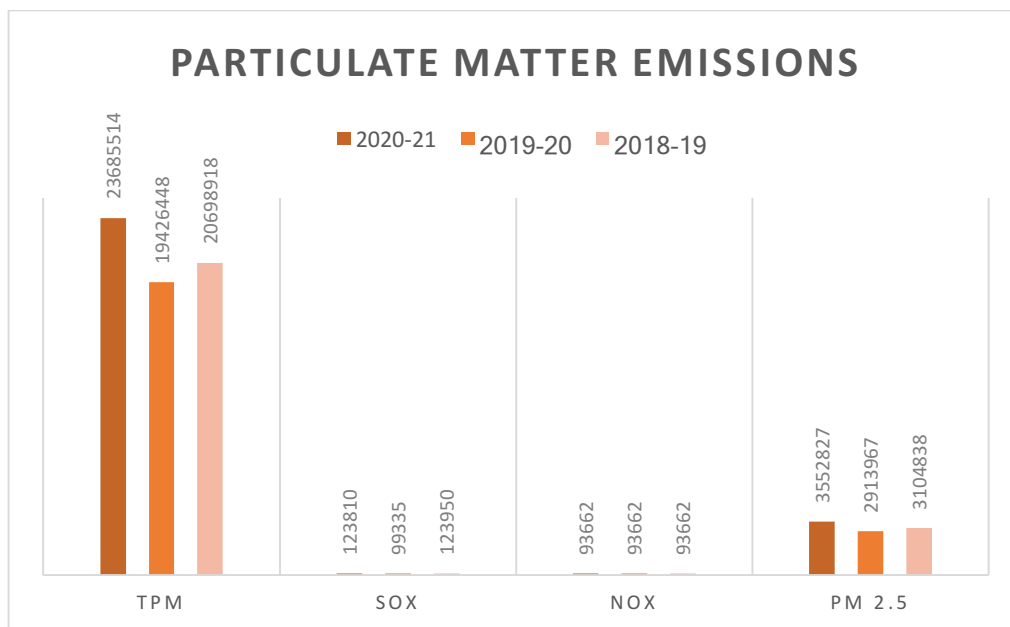
Besides the air impact caused due to our activities we meticulously try to reduce the air pollution in our nearby villages. We regularly monitor the air pollutant parameters (SPM, PM₁₀, PM_{2.5}, SO_x, NO_x, Ozone, CO etc.,) in our core and buffer zone as per the statutory rules and regulations of SPCB, MoEF&CC etc., Based on the monitored results, analysis is done and proper action is taken for curbing the air pollution by ensuring the values are within the limits as per NAAQS, 2009 standards (in Residential Areas) and MoEF&CC standards,2000 (in Mining areas). The annual monitoring report of FY 2020-21 is available in our website under the heading Annual Environmental Monitoring Report submitted as per the Environment (Protection) Amendment Rules. We also have installed CAAQMS at Lajkura , Sam

In and around operational locations there are also other activities which lead to dispersion of particulate matter they are Coal burning for cooking purposes at nearby dhabas, houses, power plants, small industries etc.,

We have calculated our air emission for the reporting year with reference to the paper on "Prediction of dust concentration in opencast coal mines using artificial neuron network" by Bindhu Lal et al.,2012" and is provided below.

Air emissions – FY 2020-21			
Air Quality Parameters	Talcher Coalfield	Ib Valley Coalfield	Total
Total particulate matter (kg)	1,16,34,686	1,20,50,828	2,36,85,514
SO _x (Kg / Te)	53,872	69,938	1,23,810
NO _x (Kg / Te)	62,441	31,221	93,662
PM 2.5 (Kg / Te)	17,45,203	18,07,624.2	35,52,827

All the figures in the air quality emissions units are in kg/Te. The coalfield wise significant air emissions for this FY 2020-21 in comparison with past two reporting years is depicted in the graph below ^[305-7]. We agree there is an increase in emissions due to increase in our coal production, crushing at CHP with respect to previous year. But we have implemented all the possible measures to reduce the dust pollution at the generating source.



Control Measures:

We strive to reduce the impact on environment through-out the life cycle of the mining activities. The surface miners (with water sprinkling mechanism) used for extraction of coal, cuts the coal seam up to -100mm size, which avoids the transportation and crushing through coal handling plants. With this eco-friendly technology we have reduced 16,54,20,067.50 Kg of CO₂ emissions in this FY 2020-21^[305-5].

Our conventional coal production is 5.6% only with respect to total coal production of this financial year. For removal of overburden during the extraction of coal by conventional method, we always use wet drilling/ dust extractors to minimize the impact on air pollution.

In this reporting year, 7.37 MT of coal were crushed through CHP & Feeder breakers with proper measures by providing mists, fixed sprinklers and rain guns.

During 2020-21, around 77% of coal transportation is through the eco-friendliest inland mass transport system i.e. Rail, Belt & MGR and despatch through Road is only 32%. We have reinforced our rake loading facility and rail infrastructure, presently the coal is being dispatched through 23 nos. of railway sidings (Talcher Coalfields- 14 no's and IB coalfields- 9 no's), 1 no of MGR and 1 no. MGR with RLS & 02 nos SILO. In addition to this, 11 nos of Rapid Loading system(RLS) with Silo are under various stages of construction, out of which construction of Bharatpur Silo and Lingaraj Silo has been completed.

To curb the pollution caused during transportation through roads, the construction of separate dedicated coal transportation corridor bypassing residential areas, schools and other areas is under progress at both the coalfields. The length of coal corridor is 20.99 km in

TCF ,17.03 km in IBCF and 30.811Km in Basundhara area. We always cover our coal trucks by tarpaulin sheets while transporting through road. Along the coal transportation roads, we have deployed 40m throw truck mounted fog cannons, mobile water tanker and fixed mist sprinklers on contractual basis to control the dust pollution.

In all the Railway Sidings, we have installed 30 nos of fixed sprinklers more in this reporting year with respect to previous financial year. In total we have 286 no's of fixed sprinklers in place to control the dust pollution.

Manual sweeping and collection of spillage and dust along the coal transportation roads is being done regularly. Heavy-duty truck-mounted vacuum-operated mechanical road sweepers (3 no's) are in operation for sweeping and collection of coal spillage and dust over pucca coal transportation roads at Talcher Coalfield. Further 14 nos. of proposals are processed for hiring of truck mounted mechanical road sweepers in which 01 no. is commissioned at Lakhanpur Area and LOA issued for 01 no. at IB Valley Area, 09 nos. of proposals have been approved and are in tendering and remaining 03 proposals are in different stages of approval.

152 nos. of Mobile Water Tankers of different capacities (Ranging from 04 KL to 34 KL) both departmental and contractual are deployed in both the coalfields to control the dust emission. The Mobile water tanker of 12 kl capacity is being deployed on contractual basis for reducing the pollution on the coal transportation road beyond the Mine lease area.

In addition to this, a wheel washing system has been installed at Jagananth OCP, Hingula , Balram and Kulda OCPs. The trolley mounted fog cannons of 100mtr throw (97no's) for effective dust suppression at railway siding, coal transportation roads, coal & OB Faces of different OCP's are under process out of which 29 no's were commissioned, 48 no's were supplied, supply order placed for 5 no's and tendered of 15no's are done in this FY 2020-21

As committed in last financial year, we came up with 18 no's of proposals for hiring of 10 wheeled truck mounted most blower fog cannon (40 mtrs. throw) and 12 no's have been commissioned ,3 no's LOA has been issued and remaining 3no's are under tendering process.

A number of Mobile Water Tankers have also been provided to cater to the temporary place of dust generation in and around sidings and we also striving to increasing the green cover between the mining and residential areas.

Utmost care given to increase the green cover



Our Area Environmental officer, Basundhara area





Instant Shower system at Lakhapur OCP



Wheel washing system at Jagannath OCP



Showering goodliness at CT road Kulda OCP



**Robotic nozzle, retro fitted on 28KL mobile water taker
Lingaraj OCP**

Truck mounted Fog cannons (40m throw) at Kaniha OCP





Trolley mounted Fog cannons (100m throw) at siding no.6, Lakhanpur OCP



Wind barrier at siding no.2, Samleswari OCP



Plantation over Backfilled DUMP OF South Balanda OCP

306: Effluents and waste management

306-1: Water discharge by Quality and Destination:

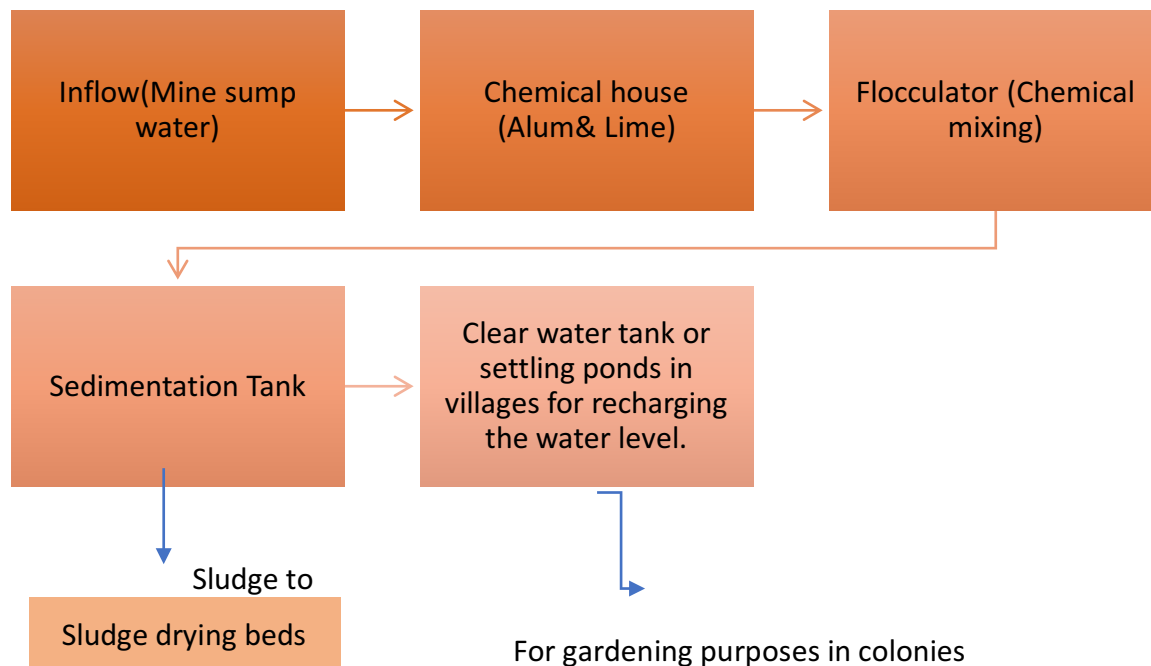
With alarming increase of urbanization and industrialization, the water crisis is looming large. We make continuous efforts to reduce the water footprint of mining activities. The accumulated mine water in abandoned/ Running UG mines and OC mines from aquifers as well as the rain water runoff (in case of OC Mines) are pumped out and being utilized for drinking/irrigation purposes and as well as for our own industrial purposes after proper treatment.

In some mines with acidic mine water are properly treated and zero discharge is maintained. ^[306-5] During this FY 2020-21, the mine water of Samleswari OCP is being discharged outside the mine in to surface water bodies after proper treatment, it bears the approval from concerned authority from SPCB, Odisha. The surface water discharging bodies are not designated as nationally or internationally protected. We regularly monitor the water quality of nearby surface streams/ nallahs in compliance of the EC conditions and assure that the assessment parameters are under permissible limits.

Mine sumps are very significant as they act as settling medium for the surface runoff water during rainy season.

We at MCL have 9 no's of Sewage treatment plants at our townships for treating domestic waste water, 22 no's of mine discharge treatment plants for treating mine water based on the purpose and 13 no's of Effluent treatment plants at workshops for treating the waste water received from washing heavy earth moving machines. The treatment methods of respective plants are as follows-

Sewage Treatment Plant (STP's)

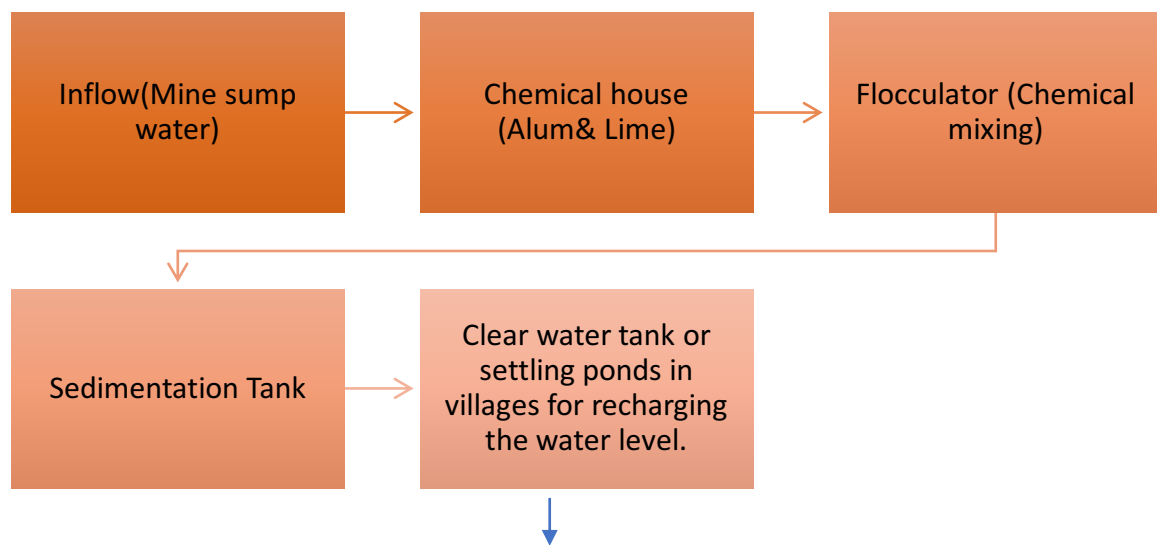


This treatment method is followed in the nine mines of MCL i.e Jagananth OCP, Ananta OCP, Bhubaneswari OCP, Bharatpur OCP, Balram OCP, Samleswari OCP, Lajkura OCP, Lakhanpur OCP, CWS, Talcher.

Further in this FY 2020-21, tender has been floated for construction of 02 nos. of STPs pf 0.5 MLD capacity each in Lingaraj Colony and Nandira colony.

Mine drainage treatment plants (MDTPs)

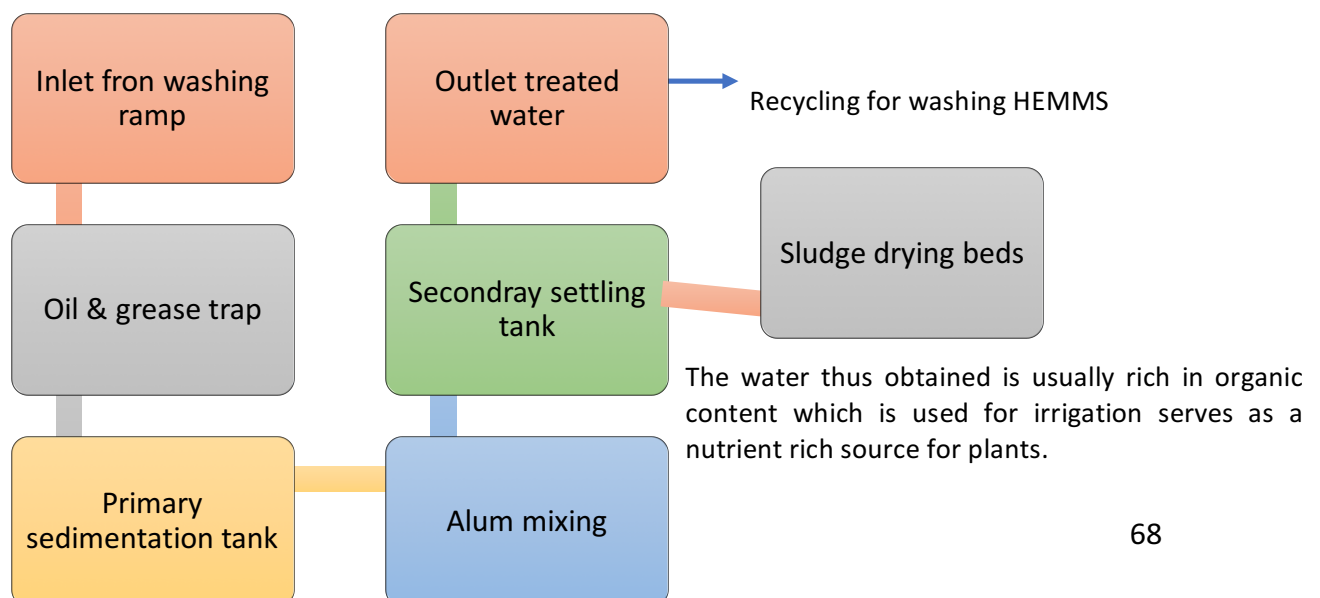
These are designed in way to trap the slit from mine runoff. Around the quarry boundary and OB dumps the garland drains and catch/cross drains are constructed for channelizing the surface runoff. The treatment process before the water is used for different purposes is as follows-



Used in fixed and mobile water sprinklers at sidings, on CT roads for dust suppression and watering of plantation in the mining areas etc.

At HEMM workshops

Our ETP's are designed with zero-discharge strategy. At the end point of treatment process mentioned below, the outlet treated water is again used for washing HEMMS.



[306-5] The recycling of large quantity of mine water in rainy season is impracticable, so the stored mine water is being used for recharging the underground water table. Thus, MCL enhances the ground water recharge through mine sumps as well as artificial structures to rejuvenate the quantity and quality of groundwater resources.

We execute the actions to maintain the groundwater level in and around our mine areas such as-

- 74 nos of rooftop rainwater harvesting structures have been installed.
- 8no's of recharge pits with natural filters (Fine and Coarse aggregate) are constructed in our mines- 6 no's at Samleswari OCP with recharge potential of 21,060 KL/month and 2 no's at Bhubaneswari OCP with a recharge potential of 10,000 ltrs/hr/pit.
- We regularly monitoring the ground water quality and fluctuation level due to mining activities through a network of 23 no's piezometers in TCF and 16 no's of IBVCF as well as at 150 nos' of hydrograph stations of both fields.

In order to comply the EC conditions, we regularly monitor the quality of drinking water, surface water, ground water, ETP water through our sister company CMPDI RI-7 by following general statutory conditions. We ensure to maintain the quality values within permissible Indian standards.

Flocculator at Balram STP



Clarifier at IWSS, Talcher



Secondary settling tank, at ETP Jagannath OCP



STP (1.7MLD capacity) at Lakhapur OCP



Lillari Nallah embankment stabilized with vegetation



306-2: Waste disposal statistics

Waste Category		Quantity Disposed Off through e-auction		
		2020-21	2019-20	2018-19
Hazardous	Burnt Oil (kL)	390	5.5	814.5
	Battery (Numbers)	Nil	1131	390.00
	Miscellaneous items (e-waste pc, printers-kgs)	16007.15	Nil	Nil
	Copper (MT)	Nil	10	Nil
	Tyres (Numbers)	117	406.00	358.00
Non-Hazardous	Drill bits (Numbers)	157	1004.00	1009.00
	Iron and steel (MT)	2940	1467	3590.00
	Empty drums (Numbers)	Nil	Nil	2500
	Vehicles (Numbers)	14	25	58
	Miscellaneous items (MT) (Celling's Fans)	Nil	100	85
	Bush washer pad (kg)	Nil	820	Nil

There is no spillage of oil, fuel, chemicals and wastes on soil or water surfaces in our regional stores/ central stores during this year ^[306-3]. Biomedical and other hazardous waste from the medical units are disposed off as per the laid down methods/procedures. The e-waste and burnt oil of 16,007.15 Kg and 390KL quantity has been sold with value of Rs. 1,76,079.00 and Rs.1,24,06,235.00 to the authorised recyclers respectively.

At our colonies segregating dustbins were placed in specified spots of colonies for collection of garbage.



Segregation of dust bins at Basundhara area.

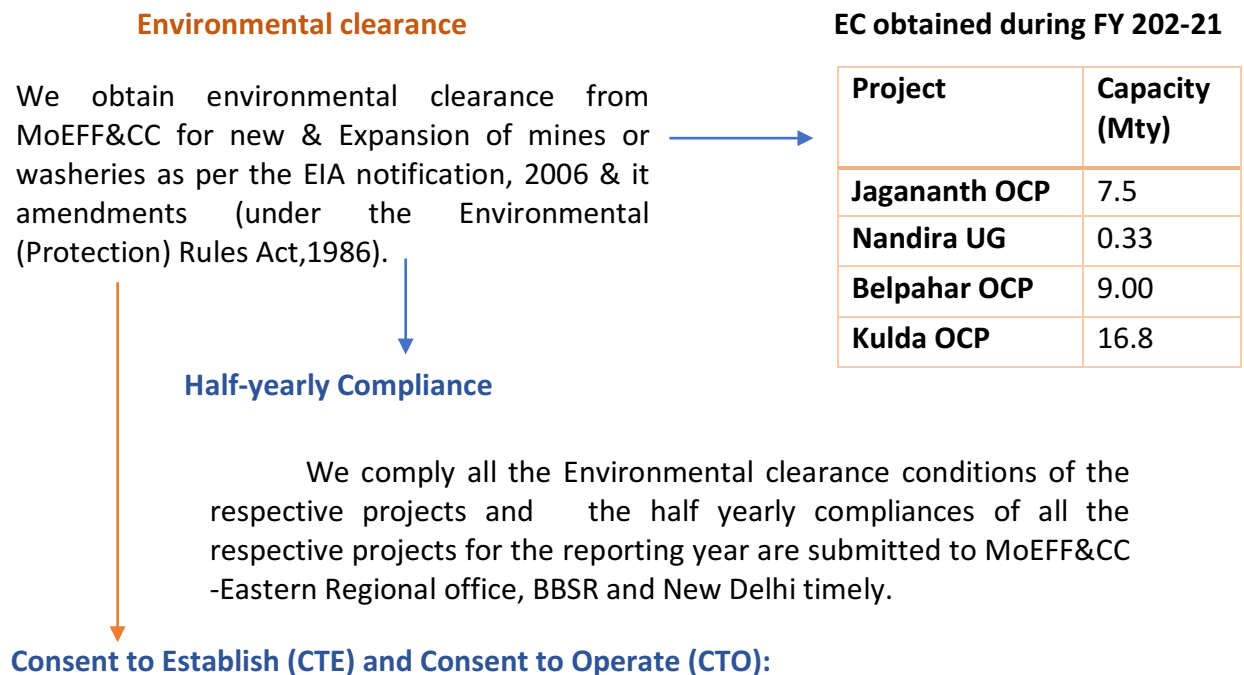


Burnt oil storage yard at Lakanpur before e-auctions

307- Strengthening enforcement of Statutory Environmental Compliances:

All the compliances of Environmental laws, policies and regulations are formulated by the Govt. of India in a way to strengthen the sustainable development and economic growth. We at MCL adhere to these compliances throughout our operations as a fundamental duty to protect the environment.

Broadly the following laws are being complied:



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

Forest clearance

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

In this FY2020-21, we have obtained stage-II FC of Samleswari OCP expn. for 230.20 Ha of land.

Submission of Form-V

A Multi-disciplinary team of Officers from MCL HQ conducted environmental Audit. Environmental Audit Statements were prepared in Form-V under Rule-14 of Environment (Protection) Rules, 1986 for each of the 21 operating mines during this year and submitted to the SPCB in time.

Hazardous waste Authorization:

“Authorization” under Hazardous Waste (Management & Trans boundary Movement) Rules, 2016 has also been obtained from the SPCB, Govt. of Odisha, by all operating mines. The used batteries and recovered burnt oil & grease are auctioned to authorized re-processors. Half-yearly return for batteries and annual return for other Hazardous Wastes were submitted to the SPCB, Govt. of Odisha as per the Statute.


Ground water Clearance

As per the gazette Notification, 18th December, 2018, under Ministry of Water Resources, RD & GR, Central Ground Water Authority (CGWA) will grant No Objection Certificates (NOCs) for abstraction of ground water by new industries and those under expansion/ infrastructure/ mining projects since 1999. Accordingly, all the existing and upcoming projects of MCL applied for NOC for withdrawal of ground water. During this FY 20-21, the following projects obtained NOC from CGWA-

During this reporting year, MCL has not identified any non-compliance with environmental laws and or regulations^[307-1].

Total available EC for MCL mines
(as on 01.04.2021)

- **Talcher Coalfield-132.83Mty**
- **Ibvalley Coalfield- 89.81Mty**



Project	Ground Water withdrawal amount (m ³ /day)
Belpahar OCP	1812.00
Lakhanpur OCP	5233.00
Kulda OCP	2496.08
Siarmal OCP	2622.08
Basundhara(W)OCP Extn	1249.00
Bhubaneswari OCP	1239.00
Talcher Colliery UG	8016.00
Nandira Colliery UG	6861.00
Lingaraj OCP	1667.00
Deulbera Colliery	6868.00
Basundhara(W) ocp	39.00

Mine closure activities:

We follow the Mine closure guidelines, 2009 (amended in 2020) formulated by Ministry of Coal, Govt. of India. We have 26 escrow accounts and amount of Rs. 79.60 Cr has been deposited in this FY 2020-21. For the Projects Opened on or after 01.04.2019, the amount to be deposited for Open Cast project and Under Ground project is Rs.9 Lakh/Annum/Ha & Rs 1.5 Lakh/Annum/Ha of Project Area respectively.

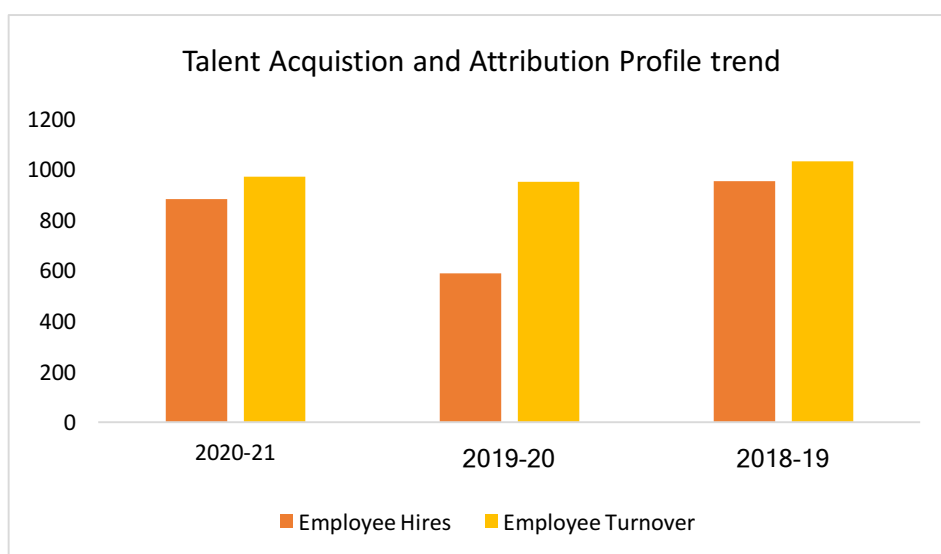
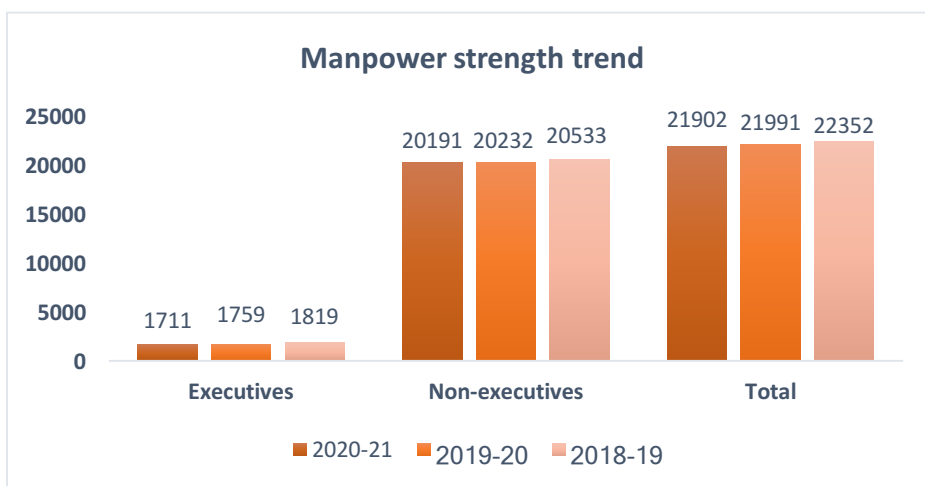
All our re-imbursements from escrow accounts of individual mines are audited by third party and recommended by CCO,kolkata. In this FY 2020-21, the amount of Rs.90.48 Cr has been reimbursed in to the ecrow accounts of 8 nos. of projects namely Lakhanpur,Lilari, Belpahar, Bharatpur, Samleswari,Ananta OCP, Talcher UG and Nandira UG.

401: Employees-Greatest asset of our company:

Our company thrusts on focused initiatives for meeting employee needs and desires in a cost-effective way which results in heroic efforts to achieve an operational and economic goals. We always believe in motivated workforce through trainings in respective streams, engaging to identify strengths, weakness, opportunities and internal/ external threats, performance evaluations and pay benefits etc., to set the ultimate customer satisfaction and to keep it improvising.

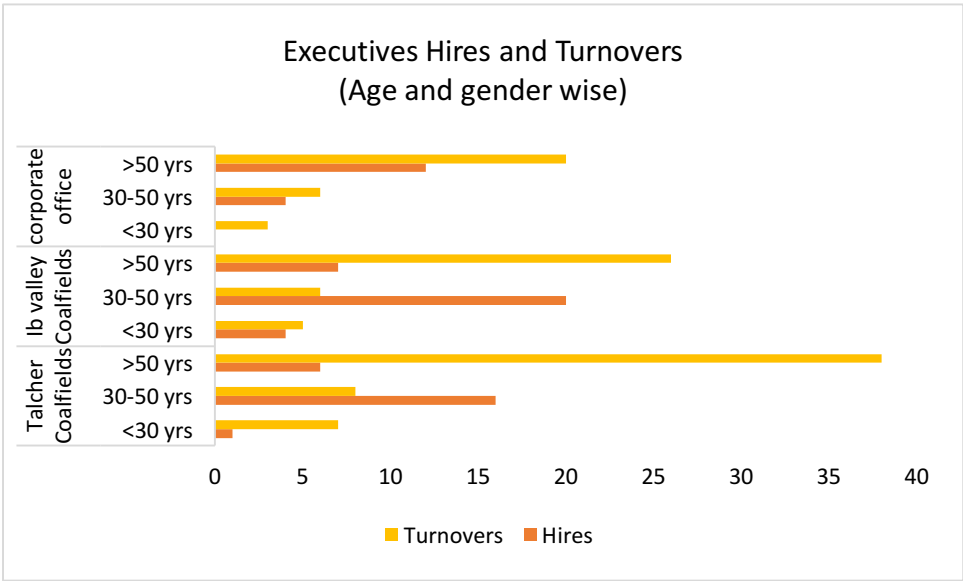
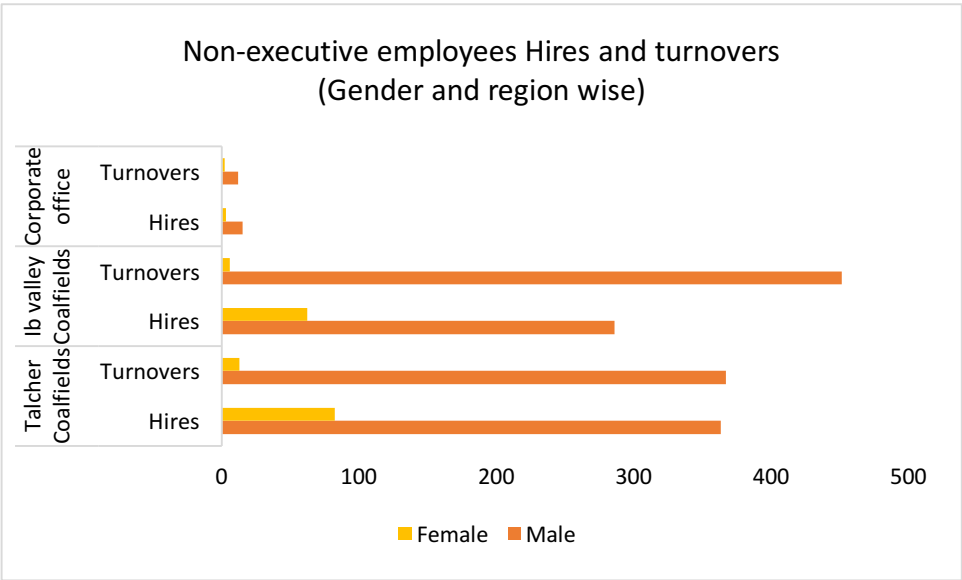
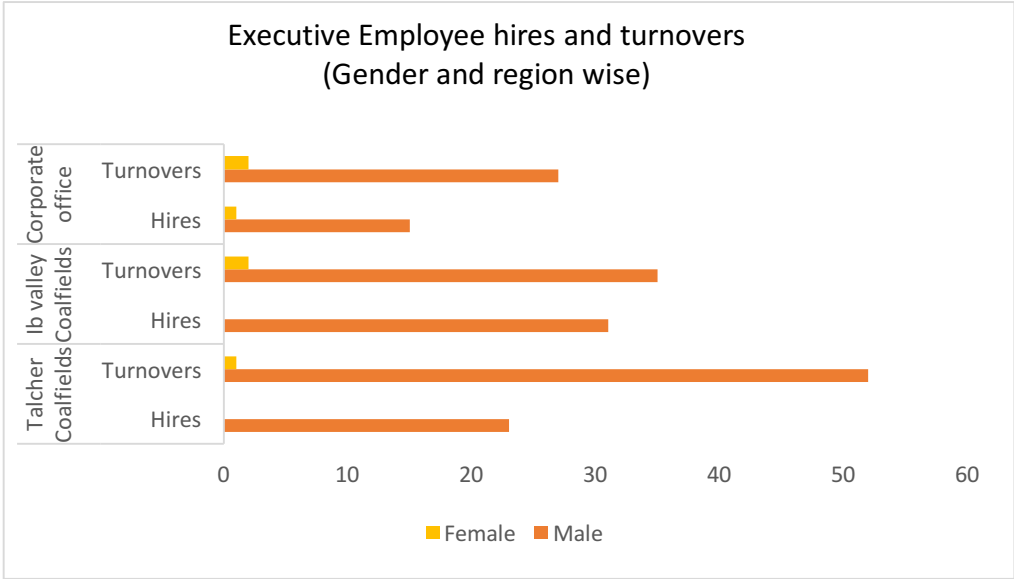
Any critical employee concerns like wages, quarter allotments, other in-house facilities, infrastructure, etc., for stability of mental health and sustainable living in our remote operational locations are resolved based on the delegation of power at different levels of IR system. We conduct different events in the celebrations of Vigilance awareness week, World Environment day, Safety awareness week, Van-Mahotsav etc., for creating awareness and also improvising the interactions among the employees.

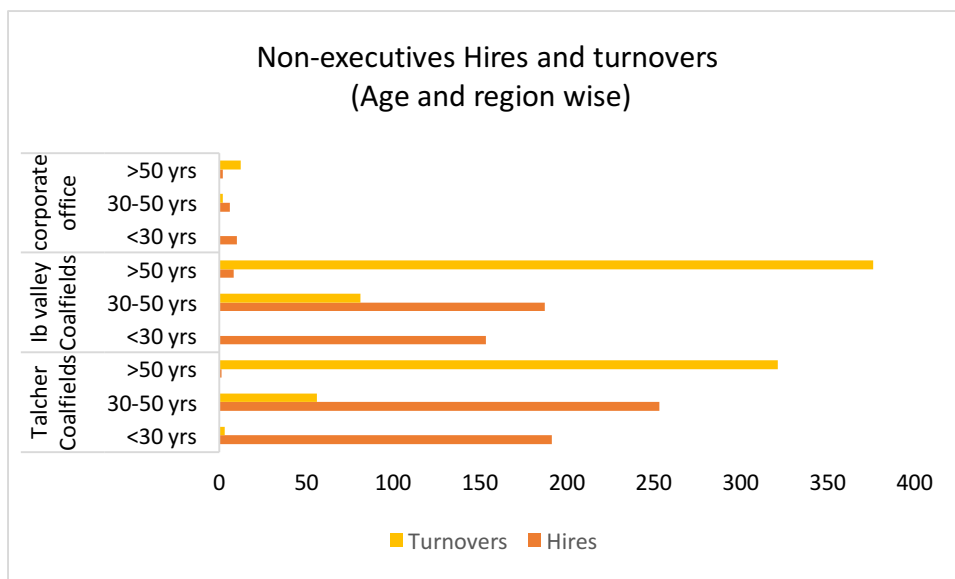
Despite the increase in our employees hires by 49.8% with respect to previous FY, we regret to inform that the manpower strength of has been decreased by 0.4% with respect to previous year. The statistics of Manpower Strength trend and talent acquisition and attribution profile trend for the last three years are depicted in the following graphs-



401-1 Employee Hires Statistics (Gender-Wise breakup)																		
Employee Hire Category	FY 2020-21						FY 2019-20						FY 2018-19					
	Executives		Non-executives		Total		Executives		Non-executives		Total		Executives		Non-executives		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Appointment under NCWA - 9.3.0 (in case of death)	0	0	87	29	87	29	0	0	82	29	82	29	0	0	108	32	108	32
Appointment under NCWA - 9.4.0 (in case of permanent disability)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment under land oustees	0	0	367	116	367	116	0	0	278	105	278	105	0	0	532	130	532	130
Fresh recruitment	0	0	150	0	150	0	26	6	0	0	26	6	44	4	6	0	50	4
Re-instatement	0	0	16	1	16	1	0	0	1	0	1	0	0	0	0	0	0	0
Transfer from other company	69	1	36	1	105	2	34	0	22	0	56	0	69	1	25	0	94	1
Appointment against (SFVRS)	0	0	8	0	8	0	0	0	5	0	5	0	0	0	4	0	0	0
Total	69	1	664	147	733	148	60	6	388	134	448	140	113	5	671	162	784	167

401-1 Employee Turnover Statistics (Gender-Wise breakup)																		
Employee Turnover Category	FY 2020-21						FY 2019-20						FY 2018-19					
	Executives		Non-executives		Total		Executives		Non-executives		Total		Executives		Non-executives		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Death	8	0	154	5	162	5	9	0	131	0	140	0	5	0	127	1	132	1
Dismissal	0	0	5	0	5	0	0	0	2	0	2	0	0	0	2	0	2	0
Resignation	17	2	7	0	24	2	19	1	7	2	26	3	26	2	6	1	32	3
Retirement	66	0	587	15	653	15	60	0	606	21	666	21	94	1	631	19	725	20
Removal / Termination	3	0	27	0	30	0	5	0	20	1	25	1	12	0	19	0	31	0
ESS / VRS	0	0	0	1	0	1	0	0	0	7	0	7	0	0	0	0	0	0
Medically unfit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer to other company	20	3	50	0	70	3	31	1	26	0	57	1	40	2	41	1	81	3
Total	114	5	830	21	944	26	124	2	792	31	916	33	177	5	826	22	1003	27





401-3 Parental leave:

We take utmost care of our employees in balancing their work and personal life. Our male and female employees are provided parental/child care leaves as per the CIL rules and regulations. The parental leave statistics of our non-executives for the last two years is depicted in the following table. We ensure to provide executive parental leave statistics from next FY.

Parental leave statistics (Non-executives)	2020-21			2019-20		
	Male	Female	Total	Male	Female	Total
No. of employees took parental leave	NA	191	191	Nil	216	216
No. of employees that returned to work in the reporting period after parental leave ended	NA	170	170	NA	210	210
No. of employees who returned to work after parental leave ended who were still employed twelve months after their return to work	NA	170	170	NA	196	196
Return to work rate of employees who returned to work after leave ended	NA	89%	89%	NA	100%	100%
Retention rate of employees who returned to work after leave ended	NA	100%	100%	NA	100%	100%

The formulas used for calculation are as follows for your ready reference-

- **Return to work rate**

$$= \frac{\text{Total nos. of employees that did return to work after leave ended}}{\text{Total nos. of employees due to return to work after taking parental leave}} * 100$$

- **Retention rate =**

Total nos of employees retained 12 months after returning to work following a period of parental leave

*100

Total nos of employees returning from parental leave in the prior reporting period

403: Occupational Health and safety- Creating safer mines.

^[403-1] Safety of our workmen is the ever-present concern along with the coal production. For the implementation of Safety policy, we have already established a multi-disciplinary Internal Safety Organization (ISO) in MCL.

All our operations are regulated by the Mines Act,1952, Mine rules ,1955 and Coal Mine Regulation, 2017 and all other statutory frameworks. As per the provisions under the Mines Act,1952 the Directorate General of Mines safety (DGMS) is vested with responsibility to ensure the compliances of mine's safety. The workmen's inspector's representatives of trade unions (appointed under Mine rule 1955) also monitor the safety standards. Preparation and implementation of Safety Management Plan is a legal requirement as per Regulation No. 104 of the Coal Mines Regulation 2017. All contractual employees deployed in mining & mining related work are covered by safety management plan framed under The Coal Mines Regulation 2017^[403-8]. MCL has already established a multi-disciplinary Internal Safety Organization (ISO) for the implementation of stated Safety Policy.

We also have Integrated Management System (IMS) accredited with OHSAS 18001:2007- Occupational Health and Safety Management, ISO 9001:2008- Quality Management System, and ISO 14001:2004-Environment Management System.

Safety management plan is embodied in the work culture of all the projects in our company to improve safety as per geo-mining needs to prepare the units for onset of monsoon to fulfill implementation of decisions by safety committee, to take measures for overcoming accident proneness, keeping priority in sensitive area of roof-falls, haulage, explosives, machinery etc.

403-2 & 403-4

Risk assessment, worker participation and consultation of workers on occupational health and safety

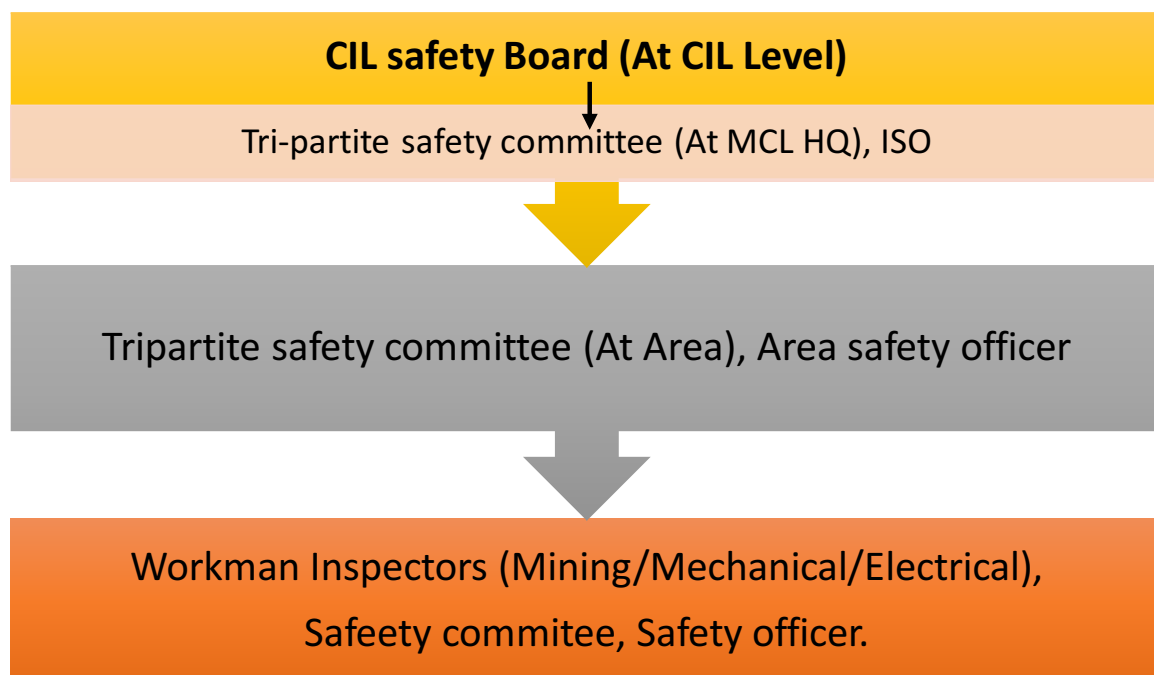
Besides monitoring by statutory regulators, the safety operations, systems and process in our MCL mines are meticulously planned, designed and monitored by safety committees at different levels with due regard to safety, conservation, sustainable development and clean environment.

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

Accidents statistics is the relative indicator for safety status in mines. We have safety officers to investigate and maintain the records of all types of accidents and incidents in the mine including minor accidents for analyzing the statistics with a view to pinpoint the nature and common causes of accidents in the mine.

ISO of MCL also investigates the accidents occurring in mines of MCL and takes appropriate remedial actions apart from penal actions. An inquiry is made into the cause and circumstances leading to the accident so as to know the root cause of the accident and remedial actions are taken to prevent reoccurrence of accident.

The operational safety committees at different levels are depicted in the flow chart below:



A Safety meeting with Corporate Level Safety Board members was conducted successfully on 11-12-2020.

403-3, 403-6 & 403-7 Occupational Health services:

We have traditional services for the protection of the health of workers in relation to the work environment. The periodic Medical examination is conducted in compliance to the Environmental clearance conditions are in place for all the workers in the mines at our hospitals. Our company facilitates these regular checkups during the working hours. In case,

if the facilities are not available in our hospitals we provide the entire related medical and travel expenses.

We take utmost care of our employees by providing protective equipment's such as helmets, safety goggles, ear plugs, hand gloves, dust masks, foot wears to reduce the worker's exposure to hazards, proper ventilation by sectioning the entire workings of the underground mines, air conditioned cabins of the trucks/ tippers (as per provisions of DGMS), etc., During this year, we have procured different safety equipment's- 10,947 nos. of miners safety helmet, 9422 pairs of gumboots, 4 nos. booster pumps, 16 nos. of cordless cap lamp, 2 nos. of velocity of detonation cum delay testing instrument etc.,

A total of 187 Rescue Trained Persons of MCL were medically examined in this FY 2020-21 and found to be fit.

For prevention of the negative impact of occupational health and safety

- a. We installed gas chromatographs for accurate analysis of mine gases and determination of mine atmosphere.
- b. To eliminate the dangers associated with track mining, evacuation of coal by coal tubs has been replaced by belt conveyors.
- c. The coal loading operation from the face of the coal seam is done either by SDLs or by LHDs, this leads to the minimum exposure of workers to green roof.
- d. MCL has installed Environmental Tele-Monitoring System (ETMS) in 03 degree II mines.
- e. Strata behavior and RMR (Rock mass rafting) of the rock are determined for support designing.
- f. The illumination standards of working places in all the mines are maintained as per Coal Mines Regulations. All workers are provided with light weight LED cap lamps for better illumination. During this FY 2020-21, 3290 nos. of LED portable miners cap for use in Underground mines have been procured.
- g. We have Burnside boring machines to safely drill exploratory holes before approaching any water-logged working in underground mines.
- h. Seperate coal transportation roads have been constructed with safe width and gradient with proper lightning, Traffic signals and boards, proper parking place & one way traffic movement as far as practicable is provided.
- i. Effective dust suppression for improved visibility is in vogue and please refer GRI 306.
- j. Increased rail dispatch & reduced road dispatch over the years to decrease traffic density.
- k. Construction of Silos and MGRs etc. with enhanced conveyor belt transportation and greater rail dispatch for reducing road/vehicular traffic density is going on.

403-5: Worker training on occupational health and safety

Despite of the prevailing pandemic situation, we have imparted many trainings to our employees during this FY 2020-21.

- In order to upgrade the skills of workmen, supervisors and executives, trainings are conducted at Group Vocational Training Centers and other training institutes established at convenient locations throughout the company. We have also imparted offline and online training to 15 nos. of excavator operators respectively on simulators at Tata Hitachi Training Centers at Kharagpur & Dharwad factories, during FY 2020-21. Also 25 excavator operators were imparted online training during 2020-21.
- For senior executives i.e. Area General Managers, Area Safety Officers, Project Officers, Mine Managers & Safety Officers of all Areas/Projects/Mines a high-level training on "Legislative changes in Coal Mines Regulation 2017" has been imparted through online mode due to pandemic situation.
- Online training conducted for Geo Technical cell and Strata Control Cell Members of Mines/Area/HQ on "How to control Strata Failure and How to monitor the Strata and Dumps" by experts of our consultant and sister company CMPDI from 17/11/2020 to 19/11/2020.
- Online training imparted to 36 Officials of Electrical Department posted at different Mines/Substations/Workshops on 16/09/2020 related to "Safe Work Practices during the execution of electrical related jobs".
- Special training of 20 Rescue Trained Persons of MCL were imparted on "How to deal with Fire and Rescue the persons during fire" at Odisha Fire & Disaster Response Academy (OFDRA), Bhubaneswar.
- Training and Emergency support given to private underground mines Gare Palama IV/4 & IV/5 of M/s Hindalco Industries Limited, Raigarh Region during FY2020-21.
- 05 Nos. of Special Training Programme conducted (01 Nos. at MRS, Orient Area & 04 Nos. at RRRT, Talcher Area) regarding Fire Fighting on fire tenders in which 79 persons participated.
- A Workshop on "Capacity Building Training on Fire Fighting" was organized jointly in association with Odisha Fire Service, Brajrajnagar, Jharsuguda.
- 187 no's of Rescue trained persons were imparted refresher training in Rescue & Recovery operation at Mines Rescue Station, Orient Area and RRRT, Talcher Area.
- CPR (Cardio Pulmonary Resuscitation) and Self Rescuer demonstration conducted at mines at regular intervals. Special Training for skill development of Rescue Trained Persons on Drager BG-4 EP imparted at RRRT, Talcher.

Mine Emergency Response system & Rescue Services

MCL has well-equipped equipped Mines Rescue Station (MRS), Orient Area in IB Valley Coalfields and a Rescue Room with Refresher Training facilities (RRRT), Talcher Area in Talcher Coalfields to cater to the needs of emergencies in the mines of MCL and also of neighboring Private UG mines. In every mine Emergency Response Plan as per statute is in place Regular Mock Rehearsals has been conducted for examination of efficacy of emergency action Plan. Escape routes are demarcated in all our UG mines.

During this Reporting year, Mines Rescue Station & RRRT attended total 18 number of emergencies/fire-fighting operations, 11 at Mines premises and 07 numbers not related to any mining activity but arising in nearby society/civil township.

Safety Awareness:

- A grand safety awareness program was observed through celebration of Annual Safety Fortnight 2020-21 in all mines & workshop of MCL successfully by virtual mode of technology like “DRONE CAMERA, VIDEOGRAPHY and PHOTOGRAPHY from 27th January to 9th February 2021.
- As every year, we have observed a special safety drives with different themes in all the mines of MCL to bring out safety awareness among our employees, are listed as under:

Special Safety Drive dates	Themes
08 th -13 th May-2020	Traffic Policy & Vehicle Parking Plan
13 th -18 th July-2020	Safe Blasting Practices
10 th -16 th Sep,2020	Special Drive on Monsoon Preparation & Slope/ Dump monitoring

- To educate employees about the causes of accidents/incidents that occurred in different mines of MCL, 17 nos. of short videos are prepared and circulated to all employees of MCL.
- Pre-shift safety talk is delivered by key mine officials in all mines regularly.
- Sensitization of contractual work persons in Contractor’s Camp with respect to safety by key mine officials of MCL is done regularly by delivering safety talk.

GRI [416]- Customer Health and Safety:

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

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

Besides these MCL produce its primary product through Environmental friendly manner and all the necessary control measures are being taken to control the pollution caused by conventional methods of production which helps in giving full backing to the safety culture and positive health. The percentage of significant product and service categories for which health and safety impacts are assessed for improvement comes to 94.34%^[416-1]. The calculation is done similarly as per the last reporting year.

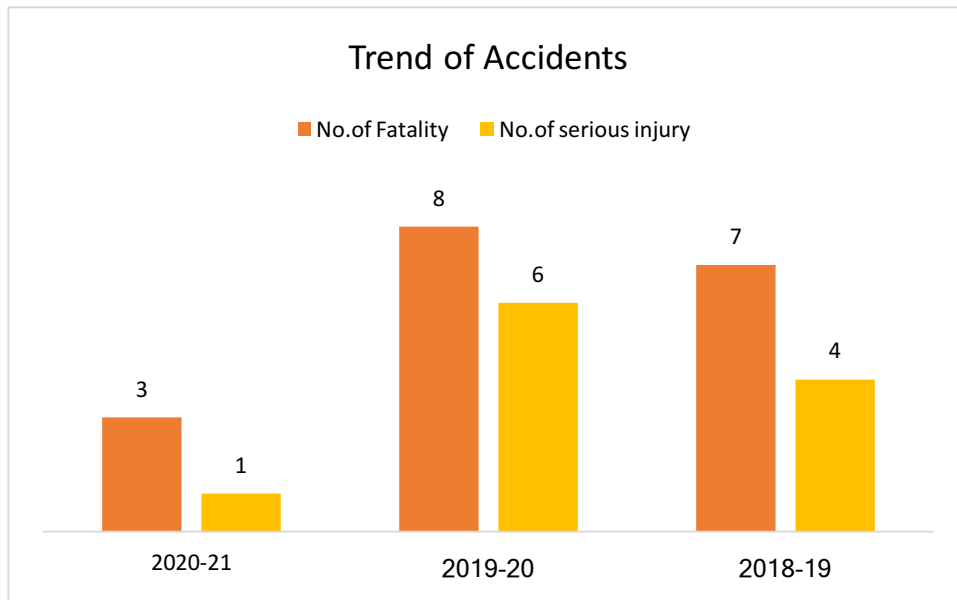
[416-2]: There are no Non-compliance with regulations resulting in a fine or penalty, with regulations resulting in warning and incidents with voluntary codes in this FY2020-21.

403-9,10: Work related Injuries

Safety Statistics																		
	FY 2020-21						FY 2019-20						FY 2018-19					
	Region-wise				Gender		Region-wise				Gender		Region Wise				Gender	
Category	Overall	TCF	IBV	HQ	M	F	Overall	TCF	IBV	HQ	M	F	Overall	TCF	IBV	HQ	M	F
No. of fatal accidents	3	3	0	0	3	0	5	1	4	0	5	0	7	3	4	0	7	0
For all employees (Permanent)																		
Rates of Injury (IR)	0.0265	0.0418	0	0	0.0265	0	0.0128	0.00256	0.01024	0.00	0.0128	0.00	0.0050	0.0050	0.00	0.00	0.0050	0.00
For all workers who are not employees but those work and/or workplace is controlled by the organization (Independent Contractors)																		
Rates of Injury (IR)	0.0096	0.0152	0	0	0.0096	0	0.000256	0.00	0.00256	0.00	0.00256	0.00	0.0050	0.0025	0.0025	0.00	0.0025	0.00

FY 2020-21	Region-wise						Gender		Region wise				Gender	
	Permanent Employees						Independent Contractors							
Category	Overall	TCF	IBV	HQ	M	F	Overall	TCF	IBV	HQ	M	F		
Rates of Injury (IR)	0.0265	0.0418	0	0	0.0265	0	0.0096	0.0152	0	0	0.0096	0		
No. of high-consequence work related injuries (excluding fatalities)	1	0	1	0	1	0	0	0	0	0	0	0		
Rate of high-consequence work related injuries (excluding fatalities)	0.0133	0	0.0364	0	0.0133		0	0	0	0	0	0		
No. of recordable work- related injuries	0	0	0	0	0	0	1	1	0	0	1	0		
Rate of recordable work- related injuries	0	0	0	0	0	0	0.0096	0.0152	0	0	0.0096	0		

During this FY2020-21, the no. of fatal accidents has been reduced by 40% with respect to last financial year. This shows that our safety measures are active and progressing towards zero harm potential. The trend of accidents with respect to last three financial years is depicted in the following graphs.



Safety signs in and around our mine premises



GRI 404: Knowledge Sharing and Skill Development

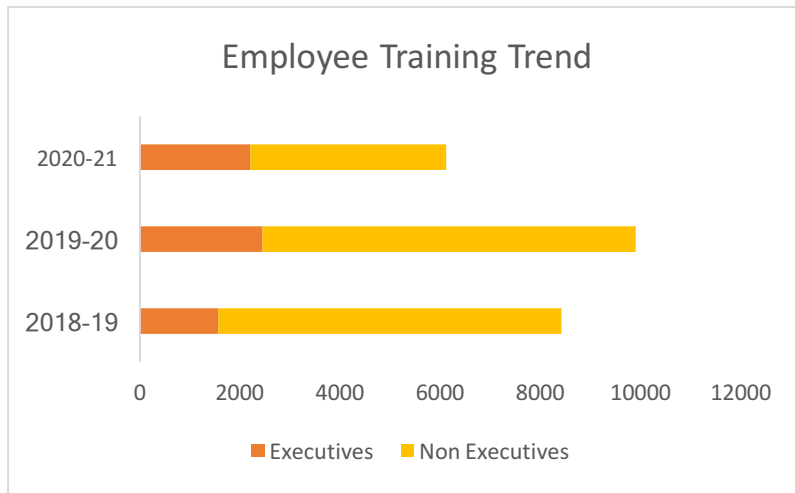
Continual upgradation of manpower skillset are the only way to ensure growth and prosperity of a company. We at MCL strongly believe that our greatest asset lies in the hands of each and every employee who is directly or indirectly associated thereby contributing towards the growth of the organization. With a robust human resource development mechanism and diverse work culture we have always tried to unleash the best in our employees through both in-house and external training. Dedicated human resource development teams of individuals ascertain that the best is delivered through interactive assessment and feedback mechanisms. The creation of annual training calendar enables us to align our objectives to the growth of our employees together which help in achieving growth of the company.

We believe in fabrication of dreams making them a reality for the management trainees who believe to achieve growth along with the success of the company. For the purpose a committed management training institute imparts inclusive training regarding the work structure, mission and vision, technical insights, business overview, etc. MCL being an erudite in the field of mining sector has consistently improved its standard and is devoted in developing new skills and synthesizing diversified talent. This also forms an integral objective for employee retention programs so that the work force is future ready. Based upon the training imparted respective job profile is assigned at areas/HQ. External training includes exposure and skill enhancement by IITs, IIMs, IICM and other institute of national importance.

GRI 404-1 An insight into the average hours of training per year per employee

The achieved trend in employee training during FY 2020-21 and a comparative assessment with the last two years is as follows

Training Statistics Trend							
Description		2020-21		2019-20		2018-19	
		No. Trained	Average training hours	No. Trained	Average training hours	No. Trained	Average training hours
Executive	Male	1863	13.10	2164	15.20	1474	24.57
	Female	341	6.80	291	10.70	97	23.26
	Total	2204	12.10	2455	14.66	1571	24.49
Non-executive	Male	3164	58.10	6358	56.74	6262	53.80
	Female	754	20.00	1062	35.90	585	49.22
	Total	3918	50.79	7447	53.76	6847	53.41
Non-executive	Skilled	2153	49.55	4317	43.82	4544	47.76
	Unskilled	1765	52.29	3130	67.48	2303	64.55
	Total	3918	50.79	7447	53.76	6847	53.41



In the reporting FY, the impact of COVID restriction resulted in decreased training hours with respect to previous years

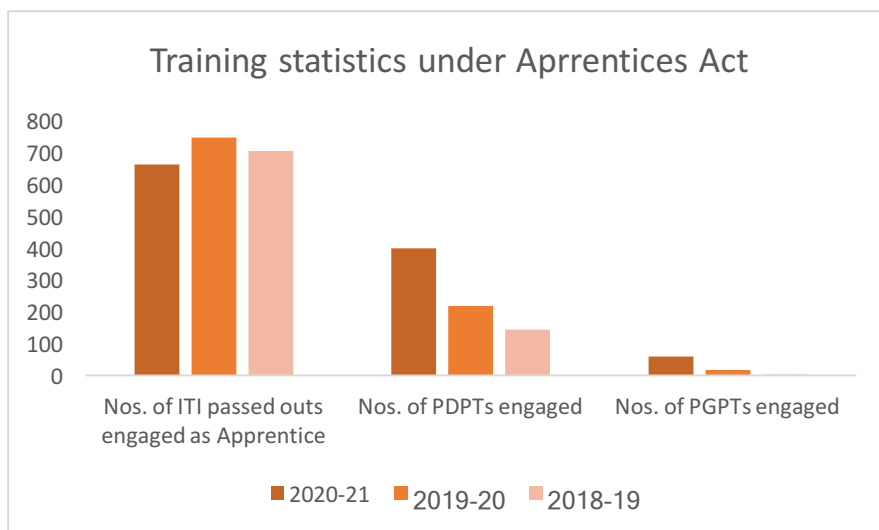
Additionally, we also conduct training programs for our contractual workers, which facilitates inclusive growth of personal involved indirectly with us to enhance their expertise. In the FY, a total of 3974 nos. of contractual workers including both men and women have been trained with an average training of 89.16 hours. MCL has always realized its role in the development of women and strived hard to achieve an extra mile towards involving women in its operation thereby providing equal opportunities of growth.

404-2

A congenial environment for sustainable development of human resource offers a competitive advantage to the business by retaining the best talents and hence the talent management processes are regularly evaluated for systemic improvement.

Imparting training under Apprentices, Act, 1961 (Amended 2016):

Apart from the skill development of stakeholders directly involved in our business procedure, we also divulge in providing training of one year duration to engineering graduates/diploma holders in our mining areas under the scheme, Post Graduate Practical Training (PGPT)/ Post Diploma Practical Training (PDPT). A analytical representation of the training statistics under PGPT, PDPT and it is are provided below



On a brief note, during the FY 2020-21, the above-mentioned training held for a period of 1 year is held in the mining command areas of MCL as stated below

- PGPT and PDPT trainees were deployed in Opencast/UG Mines of Talcher and IB Valley Coalfields
- ITI degree holders were also provided a-depth training in both the coalfields

There are also training programmes like HEMM training for land oustees to be posted in mines, Safety Management training, Computer awareness programme, etc.

Schooling and Skilling Programme -Human Resource Development Training is an integral part of our company's corporate policy to develop our human resources in line with the development of science and technology to fulfil the demand of production and profit. Besides as per the decision taken in our 155th MCL board meeting dt.05.02.14, decision has been taken to sponsor newly appointed candidates to different empanelled institutes for their schooling and skilling for a duration of 2 years under skill Development Programme. The schooling and skill scheme/ITI's etc. for land outsee/other has been discontinued in the FDs 514th meeting held on 11.12.19 at MCL,HQ.

404-3: Performance review statistics

The performance appraisal of employees is the conversation strategy for impact, development and growth of them. We have transparent performance appraisal scheme for only permanent employees except apprentices (deployed under the Apprentices Act). Traditionally, we have annual performance review paired with half yearly updates through the online performance Management system for executive employees and for non-executives annually. With this, MCL ensures employees are aligned and on a clear path to their own success which paves way for the organisation goals and objectives.

Employee Type: Executives									
Description	2020-21			2019-20			2018-19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Number of employees	1613	94	1707	1661	98	1759	1725	91	1816
Total number of employees receiving regular performance appraisals	1613	94	1707	1661	98	1759	1725	91	1816
Percentage			100			100			100

Employee Type: Non-Executives									
Description	2020-21			2019-20			2018-19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Number of employees	17986	2205	20191	18167	2065	20232	18539	1994	20533
Total number of employees receiving regular performance appraisals	14629	1630	16259	14557	1273	15830	7213	654	7867
Percentage			80.53			78.24			38.31



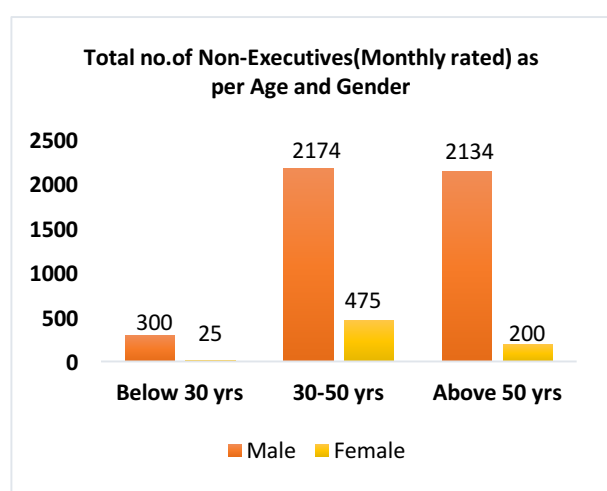
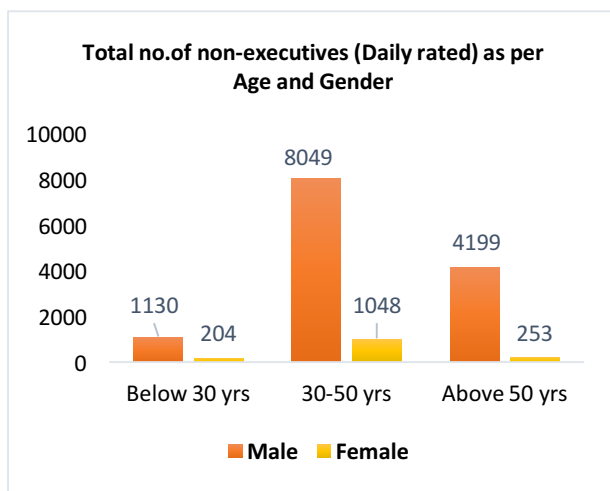
A debate competition on “is the concept of Aatma Nirbhar Bharat relevant in today’s Context?” conducting by Management Training Institute, MCL HQ

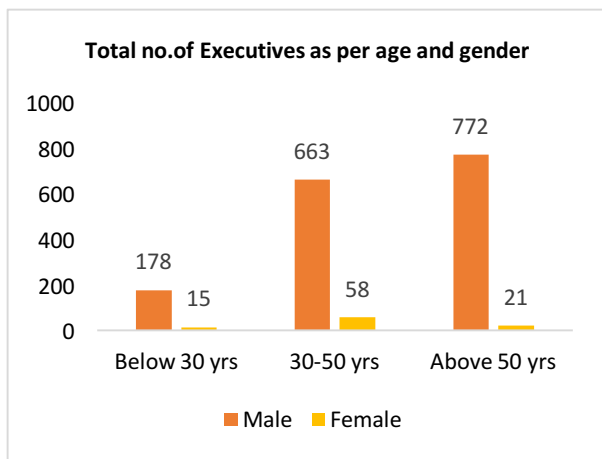
405- Diversity and equal opportunity:

MCL aims to ensure that all employees have equal opportunities to succeed with varying attributes and characteristics valued. This helps in conflict reduction, increased confidence, lowers the risk of discrimination and harassment, boosting employee engagement and reduced employee turnover.

405-1: Diversity of Governing bodies and Employees:

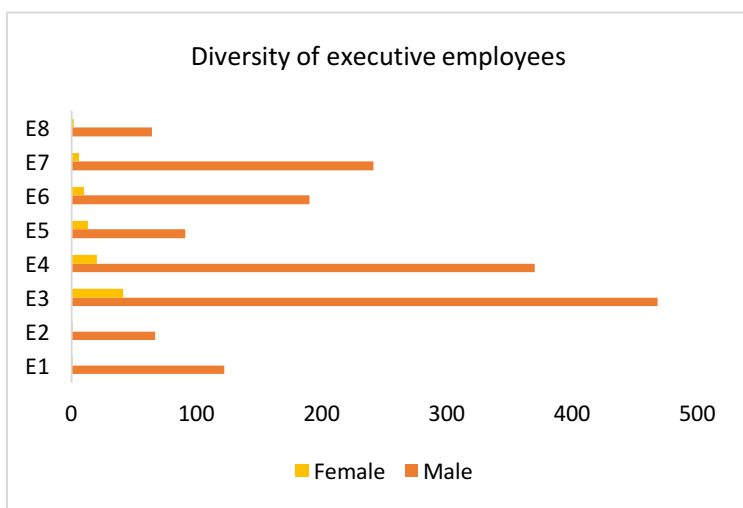
The total no.of executive and non-employees (Daily rated, monthly rated)in this reporting year with respect to age wise and gender wise are depicted in the following graphs and the respective percentages are appended in the table below.





% of male employees			
	Executives	Non-executives (Monthly rated)	Non-executives (Daily rated)
Below 30 yrs	11.04%	6.51%	8.45%
30-50 yrs	41.10%	47.18%	60.17%
Above 50 yrs	47.86%	46.31%	31.39%

% of female employees			
	Executives	Non-executives (Monthly rated)	Non-executives (Daily rated)
Below 30 yrs	15.96%	3.57%	13.55%
30-50 yrs	61.70%	67.86%	69.63%
Above 50 yrs	22.34%	28.57%	16.81%



Female work-force statistics ^[102-7]

- Permanent workforce has increased by 6.28% with respect to previous reporting year.
- On the other hand, contractual workforce has been reduced by 6.92% with respect to previous reporting year.

MCL has 4 directors with an age group >50 yrs and CMD, NCL our subsidiary company was given additional charge to post of CMD, MCL after the attenuation of our whole time CMD in October-2020.

405-2 Equal remunerations:

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

[406][407][408][409]Embracing Human Rights:

MCL follows the “golden rule” of protecting human rights throughout its operation making it as social responsible business. These rights help in balancing the social culture among the employees and local people without any discrimination as to race, sex, color,

language, religion, political opinion, speech, expression national extraction and social origin. Our CSR activities are one of the major steps towards ensuring human rights. During this FY 2020-21, no complaints are received in human rights ^[406-1]. MCL vendor contracts given by Contract management cell of MCL are inbuilt with the human right clauses ^[412-3].

MCL doesn't encourage any compulsory or child labor directly or through our contractors at project, area and corporate level ^[408-1, 409-1].

During this FY 2020-21, there is no risk nor violation is involved in the collective bargaining agreement. All our employment-related disputes are resolved cordially, peacefully, and voluntarily by settling between labor unions and management. All our 20,191 non-executive employees are covered under collective bargaining (100%) ^{[102-41][407-1]}.

[410] Security Practices:

^[410-1] MCL has employed the security personnel of 523 no's and 3,010 no's directly and through contractual agency respectively. 73% of the total number of security personnel i.e whether employees of the organization or employees of third party organization are trained by Ex-army personnel who are well conversant with human rights. DGR sponsored security agencies, i.e our third-party security agency is supposed to impart training to security personnel.

Mapping with UNGC Principles

Principles	Statement	Page No.
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	89
Principle 2	Make sure that they are not complicit in human rights abuses	
Labour		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	89
Principle 4	The elimination of all forms of forced and compulsory labour	89
Principle 5	The effective abolition of child labour	
Principle 6	The elimination of discrimination in respect of employment and occupation	32-44
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges	13-14, 20-21,
Principle 8	Undertake initiatives to promote greater environmental responsibility	50-73
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	45-49

UNIVERSAL STANDARDS

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 102 (General Disclosures)	102-1 (A-1)	Name of the organization	2	
	102-2 (A-1)	Activities, brands, products and services	3	
	102-3 (A-1)	Location of headquarters	3	
	102-4 (A-1)	Location of operations	3,31	
	102-5	Ownership and legal form	3	
	102-6 (A-1)	Markets served	6	
	102-7 (A-1)	Scale of the organization	4,11,28,90	
	102-8 <6>(B-1,P-3)	Information on employees and other workers	11	
	102-9	Supply chain	11	
	102-10	Significant changes to the organization and its supply chain	12	
	102-11 (A-2)	Precautionary principle or approach	13	
	102-12	External initiatives	51	
	102-13	Membership of associations	12	
	102-14 (A-2)(C-1)	Statement from senior decision-maker		
	102-15 (A-2)(C-1)	Key impacts, risks and opportunities	20	
	102-16 (B-1,P-1)	Values, principles, standards, and norms behavior	1,45	
	102-17 (B-1,P-1)	Mechanisms for advice and concerns about ethics	45	
	102-18 (B-1,P-1)	Governance structure	15	
	102-19 (B-1,P-1)	Delegating authority	17	
	102-20 (B-1,P-1)	Executive-level responsibility for economic, environmental and social topics	17	
	102-21 (B-1,P-1)	Consulting stakeholders on economic, environmental, and social topics	22	
	102-22 (B-1,P-1)	Composition of the highest governance body and its committees	17	
	102-23 (B-1,P-1)	Chair of the highest governance body	15	
	102-24 (B-1,P-1)	Nominating and selecting the highest governance body	16	
	102-25	Conflicts of interest	17	
	102-26	Role of highest governance body in setting purpose, values, and strategy	17	
	102-27	Collective knowledge of highest governance body	16	
	102-28 (B-1,P-1)	Evaluating the highest governance body's performance	17	
	102-29	Identifying and managing economic, environmental and social impacts	17	
	102-30	Effectiveness of risk management process	20	
	102-31	Review of economic, environmental, and social topics	16	
	102-32	Highest governance body's role in sustainability reporting	17	
	102-33	Communicating critical concerns	17	
	102-34	Nature and total number of critical concerns	21	
	102-35	Remuneration policies	19	
	102-36	Process for determining remuneration	19	
	102-37 (B-1,P-4)	Stakeholders involvement in remuneration	19	
	102-38	Annual total compensation ratio	20	
	102-39	Percentage increase in annual total compensation ratio	20	

() Blue symbol with number indicates in accordance with Chapter 5 (Business Responsibility Reporting Framework) of the NVG, i.e, Parts A,B,C of the report Framework. <> Pink symbol with number indicates linkage to UNGC 'Ten Principles',2000.

UNIVERSAL STANDARDS

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
	102-40 (B-1,P-4)	List of stakeholder groups	22	
	102-41 <3>	Collective bargaining agreements	90	
	102-42 (B-1,P-4)	Identifying and selecting stakeholders	22	
	102-43 (B-1,P-4)	Approach to stake holder engagement	22	
	102-44	Key topics and concerns raised	24	
	102-45	Entities included in the consolidated financial statements	27,28	
	102-46	Defining report content and topic boundaries	2,13,22,24	
	102-47	List of material topics	24	
	102-48	Restatements of information	2	
	102-49	Changes in reporting	None	
	102-50	Reporting period	2	
	102-51	Date of most recent report	2	
	102-52	Reporting cycle	2	
	102-53	Contact point for questions regarding the report	2	
	102-54	Claims of reporting in accordance with GRI standards	2	
	102-55	GRI content index	2	
102-56	External assurance	-		
GRI 103 (Management approach)	103-1	Explanation of the material topic and its Boundary	They are discussed at respective GRI Standards	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		

SPECIFIC STANDARDS

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 201 (Economic Performance)	201-1 (A-1)	Direct economic value generated and distributed	27	
	201-2	Financial implications and other risks and opportunities due to climate change	28,31	
	201-3	Defined benefit plan obligations and other retirement plans	30	
	201-4	Financial assistance received from government	31	
GRI 202 (Market presence)	202-1 <6>	Ratios of standard entry level wage by gender compared to local minimum wage	31	
	202-2	Proportion of senior management hired from the local community	31	
GRI 203 (Indirect Economic Impacts)	203-1	Infrastructures investments and service supported	32	
	203-2	Significant indirect economic impacts	32	
GRI 204 (Procurement Practices)	204-1	Proportion of spending on local suppliers		We are working towards including this clause
GRI 205 (Anti-Corruption)	205-1 <10>	Operations assessed for risks related to corruption	47	
	205-2 <10>	Communication and training about anti-corruption policies and procedures	46	
	205-3 <10> (B1-P1)	Confirmed incidents of corruptions and action taken	46	
GRI 206 (Anti-competitive Behavior)	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	47	

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SPECIFIC STANDARDS

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 301 (Materials)	301-1	Materials used by weight or volume	50	
	301-2 (B1-P6)	Recycled input materials used		
	301-3	Reclaimed products and their packaging materials	50	
GRI 302 (Energy)	302-1 <7,8> (B-1,P-6)	Energy consumption within the organization	51,53	
	302-2	Energy consumption outside the organization	51,53	
	302-3 <7,8>	Energy intensity	51	
	302-4 <7,8> (B-1,P-6)	Reduction of energy consumption	51,53	
	302-5 (B-1,P-6)	Reductions in energy requirements of products and services	52	
GRI 303 (Water) Management approach disclosure	303-1 <7,8> (B-1,P-6)	Interactions with water as a shared resources	54	
	303-2 (B-1,P-6)	Management of water discharge-related impacts	55	
Topic specific disclosures	303-3	Water withdrawal	54	
	303-4	Water discharge	54	
	303-5	Water consumption	54	
GRI 304 (Biodiversity)	304-1	Operations sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	40,57	
	304-2 (C-2)	Significant impacts of activities, products and services on biodiversity	57	
	304-3 (B-1,P-6)(C-2)	Habitats protected and restored	57	
	304-4 (C-2)	IUCN Red list species and national conservation list species with habitats in areas affected by operations	None	
GRI 305 (Emissions)	305-1 <7,8>	Direct (Scope 1) GHG emissions	53	
	305-2 <7,8>	Energy indirect (Scope 2) GHG emissions	53	
	305-3 <7>	Other indirect (Scope 3) GHG emissions	53	
	305-4	GHG emissions intensity		We are working towards including this clause
	305-5 <8,9> (B-1,P-6)	Reduction of GHG emissions	51,52, 53,63	
	305-6	Emissions of Ozone- depleting substances		We are working towards including this clause
	305-7 <7,8>	Nitrogen oxides (NO _x), sulfur oxides (So _x), and other significant air emissions	63	
GRI 306 (Effluents and waste)	306-1 (B-1,P-6)	Water generation and significant waste related impacts	67	
Management approach disclosures	306-2 <8>	Management of significant waste-related impacts	71	
Topic specific disclosures	306-3 (C-2)	Waste generated	71	
	306-4	Waste diverted from disposal	None	
	306-5 (C-2)	Waste directed to disposal	67,69	
GRI 307 (Environmental Compliance)	307-1	Non- compliance with environmental laws and regulations	73	
GRI 308 (Supplier Environment Assessment)	308-1 <7,8,9>	New suppliers that were screened using environmental criteria		We are working towards including this clause in the supplier selection criteria
	308-2	Negative environmental impact sin the supply chain and actions taken	None	

SPECIFIC STANDARDS

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)	
GRI 401 (Employment)	401-1	New employee hires and employee turnover	75		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	30		
	401-3	Parental leave	77		
GRI 402 (Labor/Management Relations)	402-1	Minimum notice periods regarding operational charges		We are working towards including this clause	
GRI 403 (Occupational Health and Safety) Management approach disclosures	403-1	Occupational health and safety management system	78		
	403-2	Hazard identification, risk assessment and incident investigation	78		
	403-3	Occupational health services	79		
	403-4	Worker participation, consultation, and communication on occupational health and safety	78		
	403-5	Worker training on occupational health and safety	80		
	403-6	Promotion of worker health	79		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	79		
	Topic specific disclosures	403-8	Workers covered by an occupational health and safety management system	78	
		403-9	Work related injuries	83	
403-10		Work related ill health	83		
GRI 404 (Training and Education)	404-1 <6> (B-1,P-3)	Average hours of training per year per employee	85		
	404-2 <6> (B-1,P-3)	Programs for upgrading employee skills and transition assistance programs	86		
	404-3 <6>	Percentage of employees receiving regular performance and career development reviews.	87		
GRI 405 (Diversity and Equal opportunity)	405-1 (B-1,P-3)	Diversity of governance bodies and employees	88		
	405-2 <6> (B-1,P-3)	Ratio of basic salary and remuneration of women to men	89		
GRI 406 (Non-Discrimination)	406-1 <2> (B-1,P-5)	Incidents of discrimination and corrective actions taken.	90		
GRI 407 (Freedom of Association and collective Bargaining)	407-1 <3> (B-1,P-5)	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	90		
GRI 408 (Child Labor)	408-1 <5> (B-1,P-2)	Operations and suppliers at significant risk for incidents of child labor.	90		
GRI 409 (Forced and Compulsory Labor)	409-1 <4> (B-1,P-2)	Operations and suppliers at significant risk for incidents of forced or compulsory labor	90		
GRI 410 (Security Practices)	410-1	Security personnel training in human rights policies or procedures.	90		

SPECIFIC STANDARDS

GRI Standard and Title	Disclosure No.	Disclosure Title	Page No.	Omission (if any)
GRI 411 (Rights of Indigenous People)	411-1 <1> (B-1,P-5)	Incidents of violations involving rights of indigenous peoples	41	
GRI 412 (Human Rights Assessment)	412-1 (B-1,P-3,5)	Operations that have been subject to human rights reviews or impact assessments	None	
	412-2 (B-1,P-2)	Employee training on human rights policies or procedures.		There is no specific training on human policies but as a part of our training programs we include fundamentals and importance of human rights
	412-3 <2> (B-1,P-2)	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	None	
GRI 413 (Local Communities)	413-1 <1> (B-1,P-8)	Operations with local community engagement, impact assessments, and development programs	32	
	413-2 <1>	Operations with significant actual and potential negative impacts on local communities	32,40	
GRI 414 (Supplier Social Assessment)	414-1	New suppliers that were screened using social criteria		We are working towards including this clause in the supplier selection criteria
	414-2	Negative social impacts in the supply chain and actions taken	None	
GRI 415 (Public Policy)	415-1	Political contributions	41	
GRI 416 (Customer Health and Safety)	416-1	Assessment of health and safety impacts of product and service categories.	82	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	82	
GRI 417 (Marketing and Labelling)	417-1 (B-1,P-9)	Requirements of product and service information and labelling	6	
	417-2 (B-1,P-9)	Incidents of non-compliance concerning product and service information and labeling	8	
	417-3 (B-1,P-9)	Incidents of non-compliance concerning marketing communications	8	
GRI 418 (Customer Privacy)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	
GRI 419 (Socioeconomic Compliance)	419-1	Non-compliance with laws and regulations in the social and economic area	8	

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AR	Absentee Rate
BCCL	Bharat Coking Coal Limited
BCML	Bhubaneswari Coal Mining Limited
BDO	Block Development Officer
BEML	Bharat Earth Movers Limited
BOM	Build Operate Maintain
BRR	Business Responsibility Report
BT	Billion Tonne
BTI	Belpahar Training Institute
CAAQMS	Continuous Ambient Air Quality Monitoring stations.
CBA	Coal Bearing Areas
CCDA	Coal Conservation and Development Advisory Committee
CCL	Central Coalfields Limited
CCTV	Closed-circuit Television
CDD	Coal Delay Detonators
CED	Copper Electric Detonator
CESU	Central Electricity Supply Utility of Orissa
CGM	Chief General Manager
CHP	Coal Handling plant
CIAL	Coal India Africana Limitada
CIL	Confederation of Indian Industries
CIL	Coal India Limited
CIMFR	Central Institute of Mining and Fuel Research
CISTEA	Coal India Schedule Caste/ Scheduled Tribe Employees Association
CMAL	Coal Mines Authority Limited
CMC	Contract Management Cell
CMD	Chairman cum Managing Director
CMPDI	Central Mine planning and Design Institute
CO ₂	carbon Dioxide
CPA	Critically Polluted Area
CPCB	Central Pollution Control Board
CPSE	Central Public Sector Enterprise
CPSI	Coal Preparation Society of India
CRO	Chief Risk Officer
CSR	Corporate Social Responsibility
CVO	Chief Vigilance Officer
D.G.	Diesel Generator
DGMS	Directorate General of Mines Safety
DGPS	Differential Global Positioning System
DPE	Directorate of Public Enterprises

DPR	Detail Project Report
EC	Environmental Clearance
ECL	Eastern Coalfields Limited
E&M	Electrical & Mechanical
ETP	Effluent Treatment Plant
FC	Forest Clearance
FSA	Fuel Supply Agreement
FY	Financial Year
GCV	Gross Calorific Value
GENXT	Generation Next
GHG	Green House Gas
GJ	Giga Joules
GM	General Manager
Govt.	Government
GPS	Global Positioning System
GRC	Grievance Redressal Cell
GRI	Global Reporting Initiative
GVTO	Government Officer
Ha	Hectare
HBI	Hirakhud Bundia Inclined
HEMM	Heavy Earth Moving Machinery
HOD	Head of Department
HPC	High Power Committee
HQ	Head Quarter
HR	Human Resources
HRC	Hingir Rampur Colliery
HRD	Human Resource Development
HSD	High Speed Diesel
ICC	Internal Complaints Committee
IDCO	Infrastructure Development Corporation
IED	Industrial Engineering & Design
IEM	Independent External Monitors
IIM	Indian Institute of Management
IIT	Indian Institute of Technology
IME	Initial Medical Examination
IMS	Integrated Management System
INR	Indian National Rupee
IR	Rates of Injury
ISO	International Standards Organisation
ISTD	Indian Society of Training and Development
IWSS	Integrated Water Supply Scheme
JCC	Joint Consultative Committee
KL	Kilolitre
Km	Kilo metre

Km ²	Square Kilometre
KVAR	Kilovolt-Ampere Reactive
kWh	Kilowatt Hour
L	Litres
L&R	Land and Revenue
LDR	Lost Day Rate
LED	Light Emitting Diode
LHD	Load Haul Dumper
Ltd	Limited
m ³	Cubic Metre
M.Cu	Million Cubic Meter
M.Te	Million Tonne
MBPL	Mahanadi Basin Power Limited
MCL	Mahanadi Coalfields Limited
MBBR	Moving Bed Biofilm Reactor
MDTP	Mine Discharge Treatment Plant
MEETI	Mining Engineering & Excavation Training Institute
MGMI	Mining Geological and Metallurgical Institute of India
MGR	Merry Go Round
MIMSR	Mahanadi Institute of Medical Science and Research
MINREM	Institute of Natural Resources and Energy Management
mm	Millimetre
mm ³	Million Cubic Metre
M&M	Materials Management
MOC	Ministry of Commerce
MoC	Ministry of Coal
MOEF	Ministry of Environment & Forest
MoU	Memorandum of Understanding
MOSPI	Ministry Of Statistics and Program Implementation
MP	Madhya Pradesh
MEME	Micro, Small and Medium Enterprises
MT	Million Tonne
MTI	Management Training Institute
MTY	Million Tonne per Year
MW	Megawatt
NABL	National Accreditation Board for Testing and Calibration Laboratories
NCDC	National Coal Development Corporation
NCL	Northern Coalfields Limited
NCWA	National Coal Wage Agreement
NGO	Non-Governmental Organisation
NIOS	National Institute of Open Learning
NIT	National Institute of Technology
NoC	No Objection Certificate
NoX	Oxides of Nitrogen

NPTCPL	Neelanchal Power Transmission Company Private Limited
N & R	Nomination and Remuneration
NSCH	Nehru Shatabdi Central Hospital
OASME	Orissa Assembly of Small and Medium Enterprises
OB	Over Burden
OC	Open Cast
OCP	Open Cast Project
ODR	Occupational Disease Rate
OGT	Oil and Grease Traps
OHSAS	Occupational Health and Safety Assessment Series
OITDS	Operator Independent Truck Despatch System
OMS	Output per Man shift
PAFs	Project Affected Families
PAP	Project Affected People
PDPT	Post Diploma Practical Training
PFCC	Power Factor Correction Capacities
PGPT	Post Graduate Practical Training
PIS	Productivity Improvement Scheme
PLRCC	Project Level Rehabilitation and Resettlement Committee
PM	Particulate Matter
PME	Periodic Medical Examination
PMS	Performance Management System
P&P	Project & Planning
PPE	Personal Protective Equipment
PRI	Principles of Responsible investment
PRP	Performance Related Pay
QC	Quality Control
RCCC	Regional Coal Consumers Council
R&D	Research and Development
R&R	Resettlement and Rehabilitation
REC	Renewable Energy Certificate
RFID	Radio Frequency Identification
RLS	Rapid Loading System
RMC	Risk Management Committee
RPDAC	Rehabilitation & Peripheral Development Advisory Committees
SAIL	Steel Authority of India Limited
SA 8000	Social
SCOPE	Standing Conference of Public Enterprises
SC/ST	Scheduled Caste/ Scheduled Tribes
SD	Sustainable Development
SDL	Side Discharge Loader
SECL	South Eastern coalfields Limited
Sox	Oxides of Sulphur
SPCB	State Pollution Control Board

SPV	Special Purpose Vehicle
S&R	Safety & Rescue
SSI	Small Scale Industries
STP	Sewage Treatment Plant
tco ₂ e	Tonnes of Carbon Dioxide Equivalent
Te	Tonne
TISS	Tata Institute of Social Sciences
TPM	Total Particulate Matter
UCCI	Utkal Chamber of Commerce and Industry Limited
UG	Underground
UDM	Universal of Drill Machine
UHF	Ultra High Frequency
UNGC	United Nations Global Compact
VRS	Voluntary Retirement Scheme
VTS	Vehicle Tracking System
W	Watt
WCL	Western Coalfields Limited
WETP	Water Effluent Treatment Plant
WIPS	Women in Public Sector
WTPs	Water Treatment Plants

Feed Back Form: MCL's SD REPORT 2020-21

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

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

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

Please specify

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

Our Strategy Social Performance Environment Performance

Economic Performance Any other, please specify

4. Which of the following best describes you?

Employee Stakeholder Customer Industry Supplier Student

NGO / Charity Other (please specify)

5. Clarity of information provided in the report.

High Medium Low

6. Quality of design and layout of the report:

Excellent Good Average Poor

7. Would you like to tell us anything else about sustainability at MCL?
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Name: _____

Designation: _____

Organization: _____

Email: _____

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

GM (Environment & Forest),

Mahanadi Coalfields Ltd

Email: sustainability.mcl@gmail.com

Ph: +91 6632113769

Mahanadi Coalfields Ltd., sincerely thanks you for your valuable feedback.



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