



Corporate Sustainability Report 2017-19

MSPL LIMITED



Achieving the growth vigorously by optimum utilisation of the resources and capacity is an important strategic lever at MSPL Limited. We have created a business model that focuses on enabling comprehensive growth for us, our stakeholders and the communities where we operate. During the reporting period, MSPL thrived by charting promising financial results in upward trajectory and attained the benchmark of 100% capacity utilisation of 1.2 MTPA capacity of the Pellet Plant .

While the Company thrives in all its economic endeavours, MSPL consciously thrifts its financial resources as well as environmental resources in a responsible and sustainable manner. We are aligning our pellet output with the market preference of cost effective pellets and utilize low-grade iron ore fines by introducing innovative processes.

The Company generated 469497.7 MWh wind energy and spent Rs.9.08 Million for environment development during the reporting period. The Company has also spent INR.37.7 Million for the community development during the period 2017-19. The Company has focussed all its CSR activities on the skill development, education, women self help groups and programs like DARE - Defence Against Rape and Eve teasing, to empower the community and make the community self-sustaining.

At MSPL, we are committed to thrift and thrive in the times to come and create a sustainable tomorrow for us and our stakeholders.



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LETTER TO STAKEHOLDERS

Prologue

I am pleased to present the tenth biennial Sustainability Report of MSPL to you. The report serves as a medium to communicate our environmental & social performance, award-winning corporate social responsibility initiatives which is built upon our strong business values and effective governance. All these factors together have contributed to our business growth during the financial years 2017-18 and 2018-19.

The future of mining industries globally has become inseparable from the global quest of sustainable development. India has always been a favorable geography for mining and metals sector as it is endowed with huge reserves of ores of Iron, Manganese, Bauxite, Rare Earth and Mineral Salts. This makes Mining industry one of the core industries of economy.

In the present scenario in the sector, the awareness on meeting the needs of this generation without compromising the ability of future generations to meet needs has become a critical concept in the drive to enhance the industry's contribution to society. And our approach towards sustainable business has

been integrated in our corporate ethos and business strategy since the inception. As we move towards 6 decades of our establishment and responsible mining, we are equally proud of the fact that we have been transparently disclosing our targets, performance, challenges we face and how we have overcome them, in this long journey.

Our efforts to effectively integrate the business objectives with sustainability objectives is an ongoing process. These efforts will help us create a positive, lasting legacy that will ensure benefits continue well beyond the life cycle of our projects. We believe this approach will result in enduring benefits for our business and the communities we operate in.

Our code of conduct is underpinned by our values that guide us every day, in the decisions we make, and the way we conduct ourselves. We also strengthened our focus on engagement with our key stakeholders, including our host communities and governments, employees, supply chain partners,

and with our industry peers through associations. In recent years, Govt initiatives such as Make in India, Pradhan Mantri Awas Yojna, Smart Cities and focus on renewable energy projects, have created growth and investment opportunities.

Apart from the rising demand from infrastructure and transportation sectors, supportive government policies including the National Mineral Policy, 2019 supports mineral exploration and hassle-free mine permissions.

To be 'sustainable' and 'responsible' are our core values. In the recent years, we have been progressing positively towards our vision of creating sustainable value for our stakeholders. In the reporting period, we achieved the stupendous performance by generating more economic value not only for us but for all the stakeholders with whom we engaged. This strong performance was supported by our state of art mining and processing operations. I thank our committed workforce, for achieving this performance.

For us, safety is one of the core values we thrive upon. As a responsible Company nothing can be more important than eliminating fatalities from our business. While our safety performance has improved in some areas, we know there is more to do.

Our occupational health and safety management systems help us ensure operational excellence with zero lost-time injuries. We are working towards ensuring that all our employees remain vigilant on safety – every hour, every single shift.

Our sustainability model encourages our employees to develop objectives and set targets related to resource conservation, energy management, climate action, biodiversity, and progressive material recovery. We continue to strengthen our performance, by aligning ourselves with our sustainability commitments.

Our community workshops, have identified opportunities to better capture the local needs, further refine our social impact. We are cognizant of the fact that one must never take their license to operate for granted. We know that if we are to be successful, we must continue to build strong partnerships at every stage of our business through exploration, development, operations and closure.

In this report you will see examples of our contributions to sustainable development. During the reporting period, we invested INR 37.7 Million in the continued development of our communities. Through our community engagement and investments, in healthcare, education, enhancement of employment skills, environmental sustainability, infrastructure development, women safety and protection of Hampi heritage, we have demonstrated our respect and support to local development.

By working towards building strong, lasting partnerships with local communities and associated organizations, our focus on delivering enduring benefits and economic empowerment within the regions we operate has continued to sharpen meaningful gains.

The reporting period has been challenging and equally exciting year of growth for MSPL, we look forward to carrying that momentum through coming fiscal years. I extend my gratitude to my fellow Board Members for their diligence and dedication to the Company and to the chairs of our Board committees for their ongoing support. My appreciation also goes to all of our stakeholders including our customers and clients, colleagues, regulators, investors, and communities for their steadfast support and commitment.

We look forward to continuing being a responsible business through apposite prioritizations and thought-through decisions.

Mr. Narendrakumar A Baldota
Chairman & Managing Director



OUR ASPIRATIONS



Build Safe and Sustainable Communities



Create Positive Environmental and Social Impact



Transparency and Integrity in Everything We Do



Work Towards Zero Fatalities



Work towards Carbon Neutral Operations



Earning Stakeholders for Life



Realizing the Supply Chain's Potential



ABOUT THE REPORT

One of the long-term success stories in Mining operations in India is that of MSPL LIMITED, dating back to 1961. Today, we stand as one of the leading iron ore mining companies in India and this has been possible, only because of the unwavering trust of our stakeholders.

We believe 'transparent disclosure' as a responsibility to present 'right information' to all our stakeholders. This report is our 'tenth' sustainability report. The report highlights our financial, social and environmental performance along with significant activities, and changes that occurred during the reporting period April 1, 2017- March 31, 2019. Our previous report for the period April 1, 2015 to March 31, 2017, can be accessed at <https://baldota.co.in/company-overview/mspl/csr/csr-reports/>.

This report covers our India operations and the boundary of the report is limited to our operations in Vyasankere Iron Ore Mines [VIOM], Pellet Plant, Aviation Division, Wind Energy Division, and Corporate Office at Hosapete. The report does not cover our shipping division and our subsidiaries.



The present sustainability report is aligned with Global Reporting Initiative [GRI] Standards, a sustainability reporting standard with chosen level of adherence as 'in Accordance – Core'. The report discusses all the GRI topics that are material to the Company, from the internal and external stakeholder perspective. A materiality assessment was conducted in 2015, by engaging all our stakeholders to identify and prioritize topics that are material to our business operations and that have the potential to influence their decisions of the company.

Further, the report is developed by carefully reviewing the overall performance metrics of the Company. The information and data related to all our significant operations pertaining to the environmental, social and financial aspects are collated, reviewed and validated internally to ensure disclosure of 'right' information to all our stakeholders. During this reporting period, we have included 'Water' and 'Compliance' as material topics to the list of existing material topics after internal and external stakeholder consultation. The list of GRI indicators and their coverage is presented in the GRI index towards the end of this report.

Your valuable feedback and suggestions on this report can be sent to Mr. Shrenik Kumar N Baldota, on sn.baldota@mspllimited.com.



ABOUT US

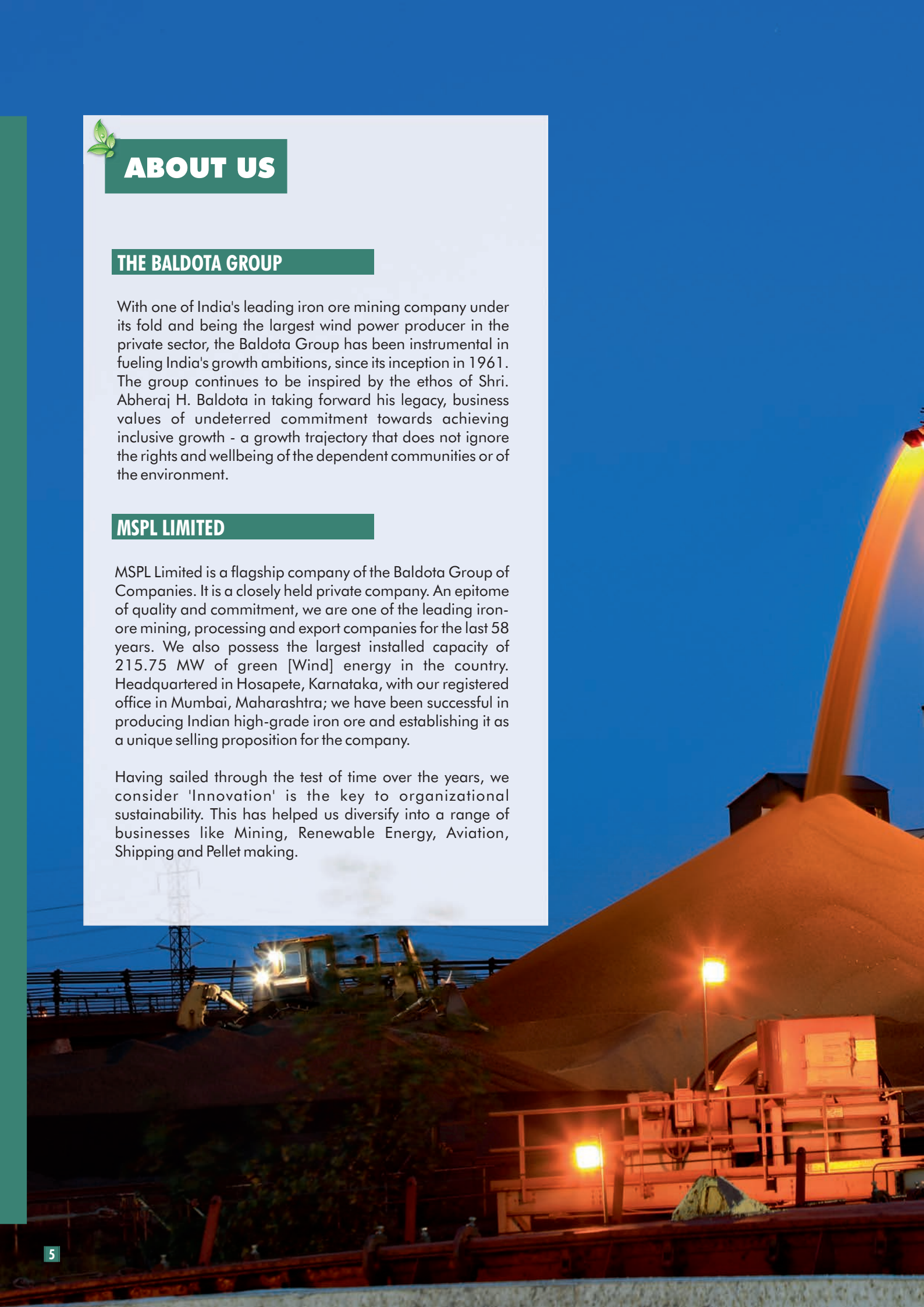
THE BALDOTA GROUP

With one of India's leading iron ore mining company under its fold and being the largest wind power producer in the private sector, the Baldota Group has been instrumental in fueling India's growth ambitions, since its inception in 1961. The group continues to be inspired by the ethos of Shri. Abheraj H. Baldota in taking forward his legacy, business values of undeterred commitment towards achieving inclusive growth - a growth trajectory that does not ignore the rights and wellbeing of the dependent communities or of the environment.

MSPL LIMITED

MSPL Limited is a flagship company of the Baldota Group of Companies. It is a closely held private company. An epitome of quality and commitment, we are one of the leading iron-ore mining, processing and export companies for the last 58 years. We also possess the largest installed capacity of 215.75 MW of green [Wind] energy in the country. Headquartered in Hosapete, Karnataka, with our registered office in Mumbai, Maharashtra; we have been successful in producing Indian high-grade iron ore and establishing it as a unique selling proposition for the company.

Having sailed through the test of time over the years, we consider 'Innovation' is the key to organizational sustainability. This has helped us diversify into a range of businesses like Mining, Renewable Energy, Aviation, Shipping and Pellet making.



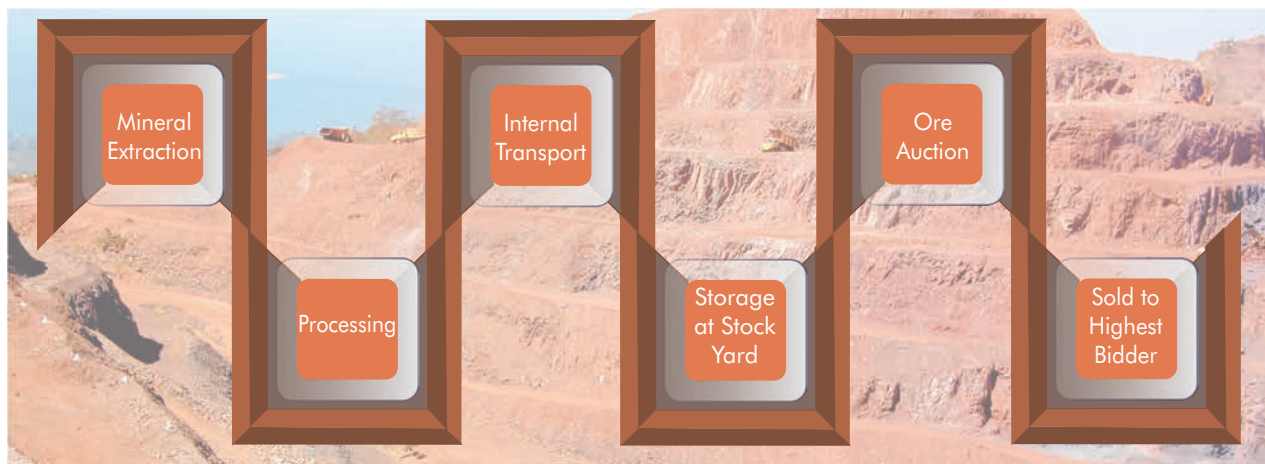




COMPANY PROFILE

MINING

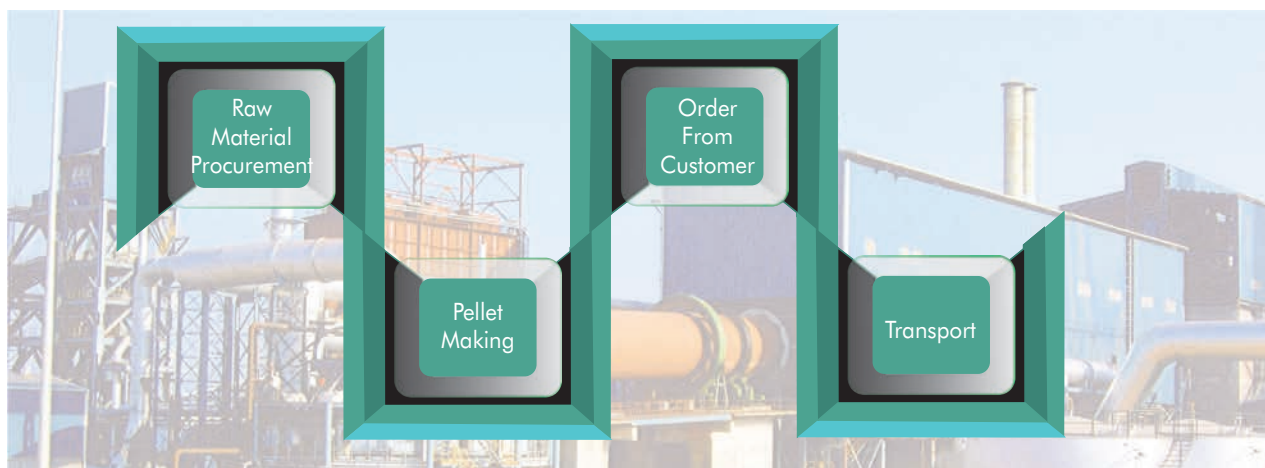
Mining is the core activity of the organization. We have been delivering upon the environmental obligations by aligning economic activities with the latest environment friendly practices in the industry. While we are open to upgrading ourselves on a constant basis, our mechanized open cast operations stand optimized, owing to our expertise and experience of nearly six decades. With an ambition of becoming a leading iron ore supplier in the country, we have had significant contributions towards identifying and establishing the Indian high-grade Iron ore.



During the reporting period, our mining production capacity was 1.8 million tons.

PELLET MAKING

For long, the industry was posed with a tough challenge of optimally utilizing low grade iron ore fines in iron production. In recent times, with the advent of technology this has finally become possible. The processes like sintering and pellet making enhance the productivity of blast furnaces, which result in utilization of low-grade iron ore fines and reduction of production cost. The steel industry in India has therefore been on a gradual shift to cost effective pellets instead of the traditionally used lump ore. We use proven new processes like sintering and pellet making to enhance productivity of the blast furnaces, which result in utilization of low-grade iron ore fines with economic index reasonable to ensure stable and reliable process technology.



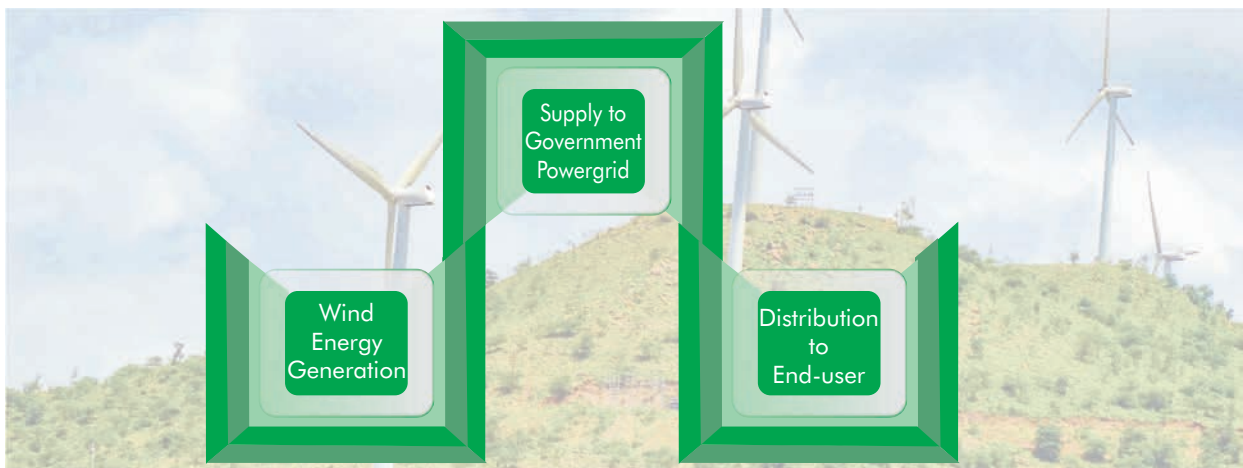
During the reporting period, 0.68 million tons of pellets were produced in FY 2017-18 while in FY 2018-19 the pellet production was 1.19 million tons.



WIND ENERGY

We at Baldota Group, are committed to be at the forefront of national climate resilience priorities by contributing towards the transition to renewable energy. We own and operate wind farms across Karnataka, Maharashtra, Rajasthan and Gujarat, with a total group installed capacity of 215.75 MW. This has made us one of the top investors and the largest producer of wind power in the private sector in India. Our MSPL wind farms are a manifestation of our clean energy ambition, and are located at:

GR Halli and Jogimatti in Chitradurga, Karnataka | Sogi and Jajikalgudda in Harapanahalli, Karnataka | Harihar, Karnataka | Dhule, Maharashtra | Satara, Maharashtra | Surajbari, Gujarat



AVIATION

Business diversification being one of the core essentials of organizational sustainability, MSPL has successfully ventured into the Aviation sector. We have an airport at the Basapur village in Koppal district, Karnataka, which is spread over an area of 116 acres. Currently, we own a fleet of three aircrafts:

Vise VT-AHB (Cessna Grand Caravan) | VT-NAB (CJ1 + Citation Jet) | VT-RNB (P180, Avanti II)





OUR VISION, MISSION & GUIDING PRINCIPLES

Creativity

Innovatively harnessing the resources to find the creative solutions that augment business operations.



Care

We care for the community we work in, by taking the initiatives that make a real difference at the grass root level in the areas of education, healthcare and overall enhancement in the living standards of the community.



Core Values

Quality, Customer Relations, Safety, Care for Environment, Ethical Business Practices forms the basis on which Group functions and supports the framework of its operations.



Commitment

An unflinching promise of providing nothing short of the best in quality and quantity through state-of-the-art R&D and continuously upgrading the skill quotient of managers & workers.



Concern

A genuine and meaningful interest in the environment, by embracing green technologies, afforestation programs and air, water and soil management.



With a vision to be valued as one of the world's leading provider of iron ore and value added products, our mission is to become the leading Iron Ore supplier in the country by meeting the direct and implied needs of domestic and global customers to their satisfaction, through the employment of state-of-the-art technology, and services of committed and knowledgeable team members. We operate with the above guiding principles.



SUSTAINABILITY SNAPSHOT

INR 9.28 Million
spent for environment development during FY 2017-19



Installed Windmills of
127.8 MW
Capacity



Generated
469497.7 MWh
wind energy in reporting period



Consumed
22.08 GJ and
23 GJ
Solar energy in FY 2017-18 & FY 2018-19 respectively



1277
families supported for LPG



243697
girls trained for DARE till date



2122
women trained in tailoring



Planted⁺
1900000
Saplings as on date



118
Self Help Groups formed



37.7 Million
INR spent on CSR





SUSTAINABILITY AT MSPL

To continue serving our stakeholders with the same vigor and commitment while safeguarding their interests vested with our Company, we are continuously working towards overcoming the challenges put forth to us by the changing times. Our sustainability policy framework has been instrumental towards ensuring this. The structure of our sustainability policy framework is laid on the foundation of inclusive growth, climate change and responsible business conduct. The framework is aligned with the prevalent guidelines and both national and international charters such as ICMM's Sustainable Development Framework, UNGC Principles, National CSR Policy/Guidelines on Social, Environmental and Economic responsibilities of business, UN Sustainable Development Goals [UN SDG], Global Reporting Initiative [GRI], etc.

We manage and minimize greenhouse gas emissions, build resilience of our portfolio to climate change risks, and work to build operational, community and ecosystem resilience to the physical impacts of climate change. Our sustainability framework focuses on reducing our operational greenhouse gas (GHG) emissions, investing in low emission technologies, promoting innovation, managing climate-related risk and opportunity and working with all associated stakeholders to enhance the global response.

The inferences derived from our stakeholder engagement and materiality assessment contribute towards making our sustainability framework more effective and robust, thus reaffirming and defining our business priorities from time to time. The top management is responsible for driving our Sustainability agenda, especially our Chairman and the Managing Director. Responding to climate change is a priority governance and strategic issue for us. Our top management is actively engaged in the governance of climate change issues, supported by the Sustainable Development Committee. We have instituted a 'Sustainable Development' committee consisting of senior management of the company to drive the sustainability initiatives which also includes preparation of biennial Sustainability Report. Management has primary responsibility for the design and implementation of our sustainability framework. Further, the implementation is duly supported by a cross-functional team, the coordination of which is managed by our GM-CSR.

INTEGRATING SUSTAINABILITY IN OUR STRATEGY

As an organization, we strive to create a positive and lasting impact for everyone associated with our ecosystem either directly or in an indirect way, by reducing our environmental footprints, improving local prosperity in our regions of operations and sustaining growth of all stakeholders. Our long-term vision is not only about mining iron ores, it is also to make our community's lives happy. In the process, we endeavor to help shape a better world through acting responsibly and playing an essential role in addressing issues that affect people and the planet. We are continuing to drive our integration program, which is focused on ensuring that sustainability is part of every key process and decision we take.

A wide range of factors continue to shape our sustainability strategy and its effective integration in our business.





As a part of our pledge to improve performance in economic, environmental and social pillars of sustainability and incorporating these in our long-term business strategy, we are laying objectives towards tracking and monitoring of our progress towards our goals and commitments.

OUR SUSTAINABILITY GOALS AND COMMITMENTS

SUSTAINABILITY AT MSPCL

- ◆ We are committed to achieving the highest level of corporate governance standards, integral to our activities and processes; by following our cardinal guiding principles of creativity, commitment, concern, care and core values.
- ◆ We are committed to sustainable development and aim to monitor our environmental, economic and social performance while minimizing the impact of all our operations.
- ◆ We remain committed to consistently expanding our renewable energy portfolio, so as to proactively engage in addressing climate change and preserving biodiversity.
- ◆ We seek to conduct and grow our business in a manner that is both responsible and profitable, while delivering value to all our stakeholders.
- ◆ For our direct and indirect employees, we strive to adhere to the highest norms of health and safety, and human rights across all our operations.
- ◆ We believe we have a positive role to play towards local communities – contributing towards their needs and concerns; which includes providing local employment, health and sanitation facilities, education and general improvement to livelihoods.

We also aim to ensure that our contractors and suppliers also observe regulatory and human rights obligations.

STAKEHOLDER ENGAGEMENT & MATERIALITY

Our stakeholders are our partners in growth and success. We believe organizations can become sustainable by engaging and addressing the critical concerns of the stakeholders. To ascertain our most important stakeholders, we use a formal prioritization process wherein we map the stakeholders on the basis of those who are directly impacted by our operations and those who impact our business. We stand by our belief of having open and transparent dialogs and trust that anyone should be able to voice their concerns and opinions. This is the basis for MSPL to connect with the people around and build strong relationships.

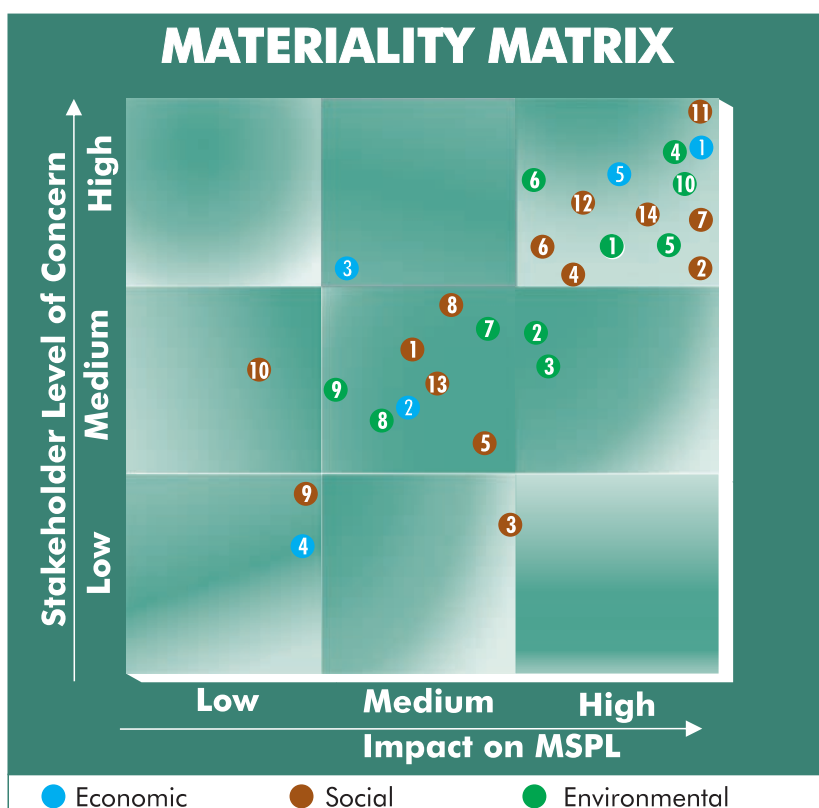
As a mining industry, we are highly regulated, and we are under continuous scrutiny of our stakeholders. Our most important stakeholders include employees, contractors, customers, regulators, local community and NGOs. The local community consists of self-help groups, beneficiaries and entrepreneurs, who have been benefitted from our CSR initiatives. We engage with them throughout the year, to understand their interests, opinions, expectations and concerns pertaining to the changing business and market landscape.



STAKEHOLDER ENGAGEMENT MODE



STAKEHOLDER GROUP	ENGAGEMENT MODULE	FREQUENCY OF ENGAGEMENT	KEY ISSUES OF INTEREST
Communities	Field Visits and Interactions by CSR Executives	Regular / Need based	Development Initiatives of MSPL
Contractors / Suppliers	Contract Negotiations, Contract Performance Reviews / Regular Interactions and Feedback	Regular / Need based	Quality, Delivery, Cost, Following HR Policies
Customers	Customer Feedback / Satisfaction Survey	Annual Feedback & Regular Interactions	Quality, Delivery, Cost
Employees	HR Policy, HR Interactions, Notices and Announcements, Mailers	Continual	HR Policies and Practices, Employee Training and Development Initiatives
Industry Associations	Participation in Industry Forums, Representation in FIMI, IWPA and PMAI	Regular / Need based	Mining Industry Development and Issues Pellets export
Investors / Lenders	Investment / Loan Applications	Annual / Need based	MSPL's Financial and Operational Performance
NGOs	Initiatives' Planning and Implementation	Need based	Initiative's Program Management
Regulatory Authorities	Applications, Compliance Returns	Regular	Compliance



Apace with our business risk management process, we also conduct material issue reviews periodically to ensure that the sustainability risks and opportunities are appropriately prioritized.

Our materiality assessment process begins with identification of the topics relevant to the Company, adopt the sector specific material topics published by the Global Reporting Initiative (GRI), material topics reported by our peers and topics relevant to our sector in the current scenario to develop a comprehensive list of material topics. During the reporting period, we consulted our senior management, employees, contractors, customers, regulatory authorities and local community to understand their perspective

ECONOMIC
1. Economic Performance 2. Indirect Economic Performance 3. Market Presence 4. Procurement Practice 5. Risk Management

ENVIRONMENTAL
1. Energy and Emissions 2. Water 3. Materials, Effluents & Waste Management 4. Biodiversity 5. Transport 6. Supplier Environment Assessment 7. Environment Grievance Mechanism 8. Climate Change Risk 9. Compliance

SOCIAL
1. Employment 2. Occupational Health & Safety 3. Labor Management Relationships 4. Employee Training & Development 5. Diversity & Equal Opportunity 6. Local Communities' Development 7. Compliance 8. Customer Health & Safety 9. Customer Privacy 10. Child Labor 11. Anti-Corruption 12. Corporate Governance 13. Product Service & Labelling 14. Grievance Mechanism

on our business operations and what according to them is material. We sought their inputs to prioritize the identified topics into high, medium and low, based on their potential to influence the stakeholder interest and their impact on MSPL. During the reporting period two new topics emerged as material for the Company – Compliance and Water, in addition to the earlier disclosed topics. This report reflects all the previously reported material topics along with the most recent additions.

We are also in the process of analyzing how our sustainability actions support the UN SDG. To begin with, we linked our high priority material topics to relevant global sustainability agenda and cross-referenced to UN SDGs to further help our employees and our operating businesses to understand materiality within their respective context. We intend to move a step further and integrate the SDG in our sustainability strategy and management processes.

MATERIAL TOPICS & ASPECT BOUNDARY

Material Topic	Aspect Boundry	Coverage in the Report	Linkage to UN SDG	Relevant UN SDG Target
Corporate governance	Inside the organization	Corporate Governance		Target #16.5: Substantially reduce corruption and bribery in all their forms Target #16.6: Develop effective, accountable and transparent institutions at all levels
Employee training & development	Inside the organization	Our People		
Local community development	Inside and Outside the organization	Our Community		Target #11.4: Strengthen efforts to protect and safeguard the world's cultural and natural heritage Target #11.7: Provide universal access to safe, inclusive and accessible, green and public spaces, particularly for women and children, older persons and persons with disabilities
Grievance mechanism	Inside the organization	Corporate Governance		
Economic performance	Inside the organization	Economic Performance		Target #8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors Target #8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
Energy and Emissions	Inside the organization	Environment		Target #7.2: By 2030, increase substantially the share of renewable energy in the global energy mix

Material Topic	Aspect Boundry	Coverage in the Report	Linkage to UN SDG	Relevant UN SDG Target
Occupational health & safety	Inside the organization	Environment		Target #3.C: Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing States
Effluent & Waste management	Inside and Outside the organization	Environment		Target #6.3: By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
Biodiversity	Inside the organization	Environment		Target #15.2: By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally
Climate Change risk	Inside and Outside the organization	Environment		Target #13.2: Integrate climate change measures into national policies, strategies and planning
Risk management	Inside the organization	Corporate Governance		
Water	Inside and outside the organization	Environment		Target #6.1: By 2030, achieve universal and equitable access to safe and affordable drinking water for all
Compliance	Inside and outside the organization	Corporate Governance		



At MSPL, we have robust verifiable reporting system on financial, environmental, social performance which allows for measuring progress on the achievement of sustainability goals.

Rahul Kumar N. Baldota
Joint Managing Director



CORPORATE GOVERNANCE



Corporate Governance plays a vital role in carrying out business in a fair, transparent and ethical manner. It is a scheme of rules, practices and procedures by means of which the Board of a company ensures accountability, fairness and transparency in Company's relationships with all its stakeholders - investors, customers, employees, vendors, government and community. Sound governance system strengthens company's values, policies and principles, thereby helping the company to be compliant, control risks and achieve its goals. We truly believe that maintaining trust and transparency with our stakeholders by adopting best governance practices has been the key to achieve our aspirations. Over the years, we have reinforced our valuable bond with our diverse stakeholders in a manner that is distinguished and responsible. We have adhered to our core values of transparency, accountability and integrity across all business procedures and management. This enables us to create sustainable value and prosperity for all our stakeholders.

We at MSPL have a corporate governance structure with checks and controls in place to effectively govern our business. This has led to a more responsible, and inclusive environment in the company and throughout our value chain. To further streamline and adhere to the best governing principles, we have adopted Clause 49 of the Listing Agreement pertaining to Good Corporate Governance practice.

OUR BOARD OF DIRECTORS

Our board consists of highly competent and distinguished directors who are experts in the areas of our business. They add positive attributes to our operations and drive business success. The Board responsibilities include overseeing our operations, monitoring statutory compliance, internal controls and management of risks based on the information provided to them. The Board also has the authority for approving the strategic direction, plans and priorities for the Company, monitoring corporate performance against strategic business plans. To ensure independent judgment at the Board level, we have diligent independent directors who can handle the conflicts with utmost integrity. To get better understanding of its functioning, the Board evaluates its performance once a year, through dialogue, deliberations and review implementation of its policies, company's vision and business strategy and their outcomes.

We have defined lines of responsibility to ensure that our operational performance including meeting our sustainability goals is vigorously reviewed and mechanisms are in place to promote shared learning across the functions. Our policies and frameworks are available to all employees through the corporate website, portals and through awareness-training sessions. Our governance practices are aimed at regulating and guiding us in doing what is right for our stakeholders, underpinned by our values of ethical business practices.

Our current Organization Chart depicting the relationship between the Directors and the Senior Management functions as on March 31st, 2019, is illustrated below:

Chairman & Managing Director
Narendrakumar A. Baldota

Joint Managing Director
Rahul Kumar N. Baldota

Whole-time Director - Mines
Dr.Meda Venkataiah

VP-Mktg

VP-Legal

VP-CC
Hanamant Rao Desai

VP - Mines & CC
K.Madhusudhana

Important Functions

- ◆ Overall Operations & Maintenance of Mines
- ◆ Ensuring statutory requirements in time
- ◆ Manpower Management
- ◆ Mining Machinery Management
- ◆ Handling of Materials within the mines by taking care of safety & environment
- ◆ Ensure efficient use of resources, Materials, Men, Machinery and Water
- ◆ Managing of Safety & Environment within & outside of operations
- ◆ Producing of better quality products as per the satisfaction of Customers

Important Functions

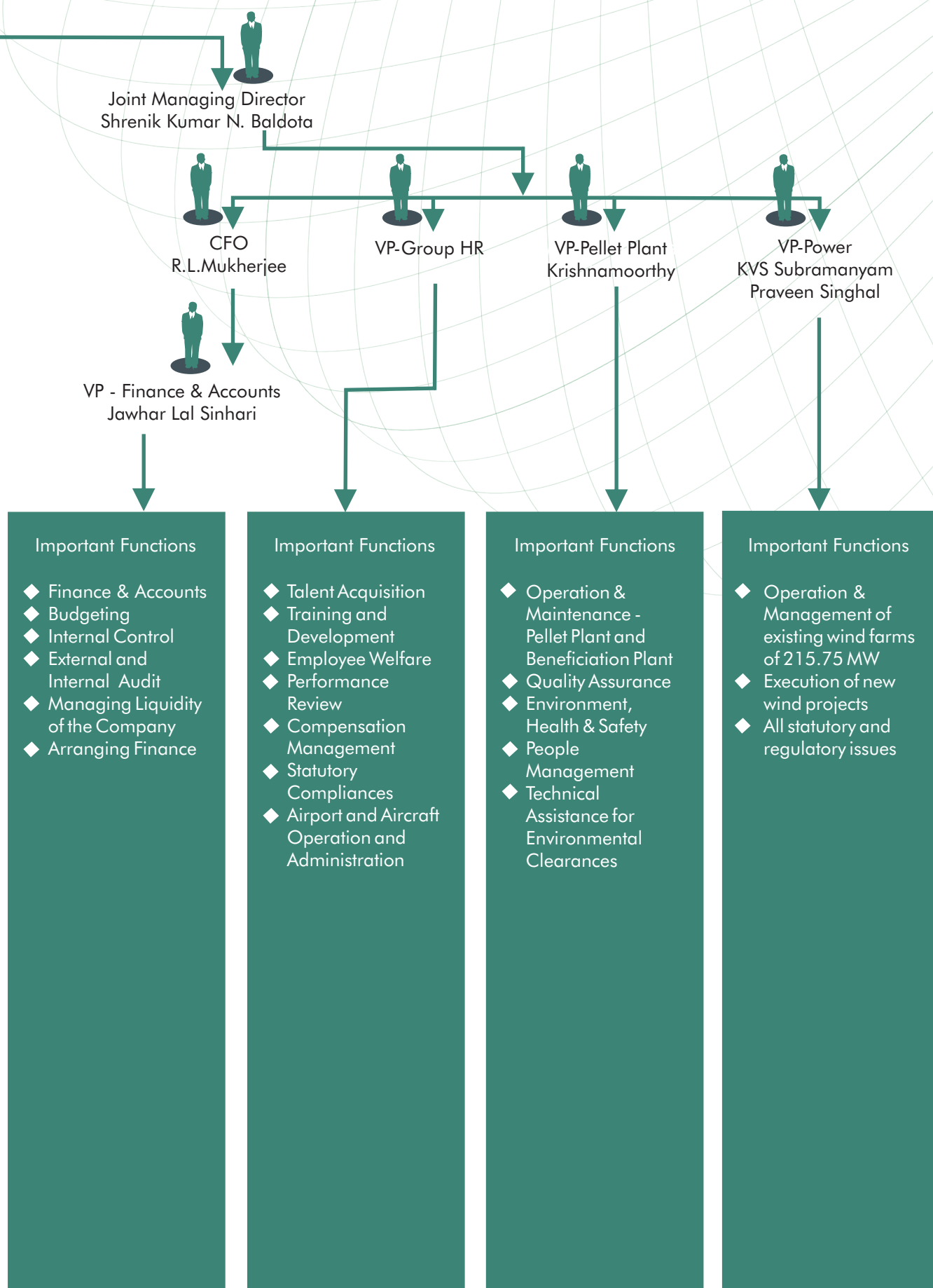
- ◆ Sale of Iron Ore from mines and processing units
- ◆ Sale of Pellets
- ◆ Procurement of Raw materials for Pellet
- ◆ Debtor Control
- ◆ Customer Satisfaction
- ◆ Timely supply of Iron Ore to Pellet Plant

Important Functions

- ◆ Drafting of Agreements, Contracts, Power of Attorney,
- ◆ Important Correspondence, Briefs etc.
- ◆ Study and update the management and respective dept. w.r.t latest law and amendments to law, court decisions having impact on business and activities
- ◆ Advising respective HODs on compliance Issues
- ◆ Briefing of suitable Advocate and strategising in litigations in the interest of the business

Important Functions

- ◆ Strategic Planning in developing & maintaining excellent relationship with state and central government
- ◆ Networking between the Company, Ministry and regulatory bodies in revamping organisation goodwill.
- ◆ Land Acquisition
- ◆ Addressing Pre and Post Land acquisition issues
- ◆ Statutory Clearances
- ◆ Manage with external PR agencies, media engagement strategies, manage media relations



Name of the Director	Nature of function & Independence	Committee of Directors	Audit Committee	Nomination & remuneration committee	Securities, transfer & shareholder s/ investors grievance	CSR committee
Narendrakumar A.Baldota	Chairman & Managing director Non-independent	Yes	-	Yes	-	Yes
Rahul Kumar N. Baldota	Joint Managing director	Yes	-	-	Yes	-
Shrenik Kumar N. Baldota	Joint Managing Director Non-independent	Yes	Yes	-	Yes	Yes
Rashmi S. Baldota	Director Non-independent	-	-	-	-	-
Ramakrishna Hemappa Sawkar	Non-executive Independent Director	-	Yes	Yes	-	Yes
Sutapa Adhikary	AVP Group HR	-	-	-	-	-
Madhava Ravindra	Non-executive Independent Director	-	Yes	Yes	Yes	Yes
Meda Venkataiah	Whole Time Director Non-independent	-	-	-	-	-

COMMITTEE OF DIRECTORS

This committee was constituted to undertake the crucial business decisions at the highest level, which also include the financial decisions. The committee directly oversees the liquidity management, application of surplus funds, opening and closing of bank accounts, and is the only authority to grant the Power of Attorney to act on the behalf of the company to raise funds and donations to do social good.

NOMINATION & REMUNERATION COMMITTEE [NRC]

The key function of NRC is to formulate and recommend remuneration policy to the Board and establish criteria to select the Directors. It further evaluates the independent Directors and the Board based on their performance. The selection criteria of Directors vary with the changing times and needs of the company. However, the basic criteria are given below,

- Person of Integrity, eminence, standing and possession of relevant knowledge with significant achievements in business, professions and or/public service
- Financial or business literacy/skills
- Sector specific experience - mining, wind power generation, aviation, steel industry
- Relevant qualification and experience

REMUNERATION COMMITTEE

We at MSPL, do not discriminate amongst our employees and ensure fair and competitive remuneration. The level of remuneration is influenced by various factors such as industrial sector, market size, business considerations, performance records, stakeholder expectations, peer benchmarking and profitability of the company. The NRC considers these factors and recommends the Board on the remuneration. It is in our policy that no individual at any level can decide his/her own compensation.

AUDIT COMMITTEE

This committee is primarily formed to oversee the financial reporting and disclosure of the company. It also provides oversight of company's audit process and compliance with all the applicable laws of the land. The company's internal controls on financial reporting, information security and operations fall under its purview.

SECURITIES, TRANSFER AND SHAREHOLDERS'/ INVESTORS' [STS] GRIEVANCE COMMITTEE

Our stakeholders' perspectives, opinions and interests are crucial to us. Hence, to strengthen the business bond and to maintain continuous dialogue with our investors the STS grievance committee was formed. This committee primarily looks into the share transfers and the investor grievances.

CSR COMMITTEE

Community development is ingrained in our business culture since our establishment in 1961. To further streamline our efforts towards community development and to fulfil the requirements of the Company's Act, CSR committee was formulated. The committee formulates and reviews the implementation of CSR policy, activities, and actively monitors the impact created in the community. It ensures that the funds are appropriately allocated and used for the continuous development and benefit of the communities we operate in.

BUSINESS ETHICS AND INTEGRITY

The core values and guiding principles, of our founder Shri. Abheraj Baldota, defines the way we operate. Our code of conduct details out values, that form the core of our governance. Our business ethics not only revolves around the governance related aspects but also emphasizes on our commitment and responsible actions towards environment and community. Our Code of Conduct is in line with our Group values to ensure ethical standards by our vendors and contractors through appropriate clauses in the work contracts. We are aware of the importance of ethics and integrity and therefore the Code includes Board oversight.



Our Code of conduct states that all employees should demonstrate equal treatment towards all people we interact with and organizations, with whom they come into contact or conduct business. We also address prevention of bribery, and corruption, gifts, anti-trust, confidential information, information security and conflicts of interest whilst emphasizing the Company's values, code of conduct, policies, and grievance mechanisms in the induction sessions for all our employees. The Company is committed to being well-informed with developments in diverse aspects which affects the operations. Therefore, the Code is not a static document, but flexible and is in alignment with the global business environment. Periodic evaluations are undertaken with the primary objective to remain appropriate to the changes in law and regulations. However, it remains unaltered at its core. During the reporting period there were no concerns raised on unethical practices.

VIGILANCE MECHANISM

We believe in fair and transparent business conduct with our constituents. For this, we have adopted highest standards of professionalism, honesty, legality, integrity, ethical behavior, business code of conduct and our commitment to open communication. We understand that any actual or potential violation such as unethical behavior, malpractices, wrongful conduct, fraud etc. would be a matter of serious concern for the Company. Hence, we have formulated a Whistle Blower Policy under the section 177 of the Companies Act, 2013 to encourage all our stakeholders to bring their genuine concerns, violations, and grievances to our notice. The Company's Whistle Blower mechanism ensures confidentiality and protection of whistle-blower from persecution. The realm of protection from persecution is broad in order to protect the interests of stakeholders concerned. The Company has an ethics helpline where employees can register complaints against unethical practices.

The Audit committee oversees the vigilance mechanism and is authorized to take suitable actions against the accused, if found guilty. The chairman of the Audit committee has direct access to the information received through whistle blowing, to reassure trust and transparency. All disclosures are addressed to the Ethics Counselor / Investigator of the Company at whistleblowing@mspllimited.com. In exceptional cases the disclosures can also be addressed to the Chairman of the Audit Committee of the Company. The contact details of the Ethics Counselor / Investigator and Chairman of the Audit Committee are communicated to all our stakeholders.

BRIBERY AND CORRUPTION

Our internal audit function monitors risks related to corruption and bribery within all our business operations. We as a company collectively follow the group level policies and code of conduct to address these issues. This showcases our commitment to zero-tolerance on bribery and corruption.

GIFT POLICY

Our employees are advised not to accept gifts from any of their official contacts, especially when they perceive that the gifts are intended with an unethical intention or which may influence the decision of the person receiving the gift in an official matter. The acceptance of cash gifts is strictly prohibited under our gift policy.

INFORMATION SECURITY



We ensure that any information which is deemed as confidential is protected against the unauthorized use, especially the data which would invite business risk. The information on Company's operations and performance which goes out to the external platforms such as regulatory authorities and public domains is thoroughly checked for its integrity and accuracy. The key aspects covered under our Code of Conduct includes,



Integrity is fundamental to maintain long-term trust with stakeholders and uphold highest professional standards. We are open fair and honest in our communications and work practices.

Integrity
Doing What
is Right



Our people our assets. We do not discriminate our people based on the hierarchy. We ensure that all our employees are given equal opportunities, dignity and respect.

Respect
Respect for



Safety is of utmost importance to us. We ensure safety of all our employees and stakeholders who are influenced by our operations. We follow stringent safety standards and monitor them to ensure safety of our people.

Safety
Safe
working
Conditions



We value our environment, beyond environmental compliance. Apart from adherence to all applicable laws, we also actively look for process improvements through technologies which help us reduce our environmental footprint.

Environment
Commitment
Towards
Environment



We always ensure adherence with all the applicable regulations and laws of the land. We also ensure timely reporting and disclosure of the relevant information with the regulatory authorities.

Compliance
Legal
Compliance



We guide our employees not to indulge in activities, positions, agreements, business and investments that may conflict with the interests of the company, both in their official or personal capacities. The concerns pertaining the same could be addressed by taking a prior written approval or timely disclosure to the appropriate company authority.

**Conflict of
Interest**
Transparent in
everything we
do

COMPLIANCE

We strive to maintain a culture of ethical behavior and compliance. We have implemented various policies and guidelines to ensure compliance with the applicable laws and regulations. For judicious, effective and vigorous compliance, we are exploring opportunities for implementing a legal tool. An online compliance tool that can help us track and manage compliance of various regulatory and legal requirements. Although, our current systems ensure compliance with the new and existing laws, regulations and policies and other applicable clauses of the relevant Indian Standards.

To ensure that we are compliant with all the applicable regulations, we have formulated a policy according to which all the departmental heads are responsible for driving compliance in their respective departments. A monthly 'Departmental Compliance Report' [DCR], is submitted by each department head. In case of any non-compliance, appropriate steps are taken by the department heads. The DCR is further compiled and presented to the Board as 'Company Compliance Report' [CCR], by our Chairman and Managing Director. During the reporting period, we have not had any incidences of non-compliance with environmental or socio-economic laws and regulations. There have been no incidences of breaches in customer privacy.

RISK MANAGEMENT

The environment in which we operate is ever-changing. We are presented with new challenges such as stricter regulations, inconsistent demand for raw material, shifting market trends, worker safety, climate change etc. This has created a dire need to work relentlessly towards balancing our triple bottom line performance to ensure business sustainability.

Risk Management is a synchronized process and an integrated instrument at MSPL. The Board is responsible for the overall process of risk management, with able support of Enterprise Risk Management Program. The program helps Company's business units, and corporate functions address opportunities and mitigate the risks through an established approach. In order to provide a foolproof mechanism, the risk management process is also facilitated by internal audit.

The method of managing business risks lies in cross-functional involvement and communication across businesses. After the process of risks assessment is complete, the results along with the residual risks are presented to the senior management to facilitate better decision making. The Audit Committee reviews business risk areas covering operational, financial, strategic and regulatory risks. We emphasize on identification of 'Risks' before committing to any new project. We thoroughly review the risk management procedures before beginning the mining operations and continuously monitor the operation level risks and their mitigation. To ensure effective internal risk identification and mitigation, we have partnered with a third-party audit firm. The audit is conducted half yearly, and the observations are captured in the internal audit report which is then submitted to the Board for periodic review. The internal audit process covers wide range of business aspects related to environment, social and governance, that include,

**Finance and Accounts | Mining operations | Pellet making operation |
Windmill operation | Sales, marketing & logistics | Procurement of materials |
Inventory and stores | Treasury | Human resources and payroll | Fixed assets
and Capex | IT general controls | Project management review | Insurance |
Legal | Corporate communications | Statutory compliance | Administration |
CSR | Aviation**

We believe that the 'business risks' if identified, managed and mitigated in a timely manner, can serve as an opportunity for improvement and ensure overall success of the business operations. Being a mining industry, we are also grappled with concerns such as high taxation, district specific taxation, increasing amount of royalty to the District Mineral Foundation which significantly affect the financial performance of the company with increased cost of operations. Fortunately, we at MSPL, can counteract these risks and pursue them as opportunities with our effective and robust risk management policy.

Proactive environmental risk management is an integral part of our business and strategic management. We are committed to the sustainable development and a greater emphasis is being given on environmentally friendly systems and products.

Shrenik Kumar N. Baldota
Joint Managing Director



OUR RISK MANAGEMENT POLICY

Our risk management policy involves monthly risk review from the business and functional units, followed by half-yearly review by our top management. Our Board ensures that all the policies are in place to mitigate and address such risks. It also outlines our approach to mitigate and address internal and external risks, material changes in our profile and the effectiveness of the internal control framework. The management incorporates the internal control system, integrates responses into the system when the need arises and reports the results of these assessments. Further, our Board ensures that the system in place for risk management and internal control are sound and effective. They oversee risk management by the Management. Our employees are also responsible for identifying, addressing, and reporting the risk.

INDUSTRY PARTICIPATION

With an objective to integrate and align our existing sustainability issues with the public policy, we are actively involved in advocating for a better policy framework. We partner with policy makers/ industry associations and regulators on these issues through our representations in several industrial forums and trade associations. Adhering to our Code of Conduct, we do not offer or give any company funds or property or other resources as donations to any specific political party, candidate or campaign and prevent any activity that could be interpreted as mutual dependence/ indulgence with any political body or person.

We actively participate in National forums, listed below, which are working on formulating policies and regulations for improvement of business practices across the country.

- ◆ Indian Wind Power Association (IWPA)
- ◆ Federation of Indian Chambers of Commerce & Industry (FICCI)
- ◆ Chemicals & Allied Products Export Promotion Council (CAPEXIL)
- ◆ Council for Fair Business Practices
- ◆ Karnataka State Council Membership
- ◆ Mines Safety Association Karnataka
- ◆ Federation of Karnataka Chambers of Commerce & Industry (FKCCI)
- ◆ Mining Engineers Association of India (MEAI)
- ◆ Federation of Indian Mineral Industry (FIMI)
- ◆ Mines Environment & Mineral Conservation Association (ME & MCA)
- ◆ PMAI-Pellet Manufacturers Association of India
- ◆ BKRISSE – Bellary Koppal Regional Industrial Safety Event



MSPL has played a pivotal role in industry associations and patronised them to promote the best practices and sustainable mining techniques. This is an important platform for us to engage with industry stakeholders.

Dr.Meda Venkataiah
Director





ENVIRONMENTAL PERFORMANCE



Environment is of extreme significance that needs to be protected and nurtured. We are aware that what we do can give rise to negative environmental impacts, from particulate emissions, hazardous waste, water extraction to alterations in the landscape. To minimize this, we manage our footprint to the most stringent standards throughout the project life cycle. We consider 'environmental protection' as an attribute towards decision making. As we cater to diverse business such as mining, pellet making, wind energy and aviation, we acknowledge the different environmental implications our operations may cause. Towards this, we have strengthened and streamlined our operations and have developed strategies to mitigate the negative effects on environment. For effective implementation of these strategies and monitoring the implementation we have also set ourselves goals and targets.

For MSPL, Environment management is one of the high-priority, and long-standing aspects of our company. Responsible environmental management creates value for the communities near our mining operations as well as for our stakeholders and shareholders. Meeting and exceeding environmental standards support mining, recruitment and retention of employees, as well as contributing to the objectives of UN SDG on a global scale. We are committed to sustainable development and recognize that the long-term success of our business is dependent upon good stewardship of the environment, both in terms of exploration and the extraction of mineral resources. We closely monitor and seek to continuously improve our performance in dangerous substance management, waste management, water usage, emissions, biodiversity and energy sources.

We have an environmental policy in place, followed by successful implementation of Environment Management Systems [EMS] at our mining operations. It is a standard practice for us, to assess the compliance and other operational risks related to environment and to take appropriate steps to mitigate them before the beginning of mining operations. Our operations are compliant with the environmental

regulations of the regions in which we operate, and our site environment teams continually strive to improve our processes and operations in pursuit of improved environmental performance and risk management. Further, we continuously monitor our operations to reduce the potential environment impact. During the



reporting period, there were no incidences of non-compliances related to environmental laws and regulations. Our VIOM operations have obtained ISO certification for Quality, Environment Management Systems and Occupational Health and Safety.

We are taking various initiatives inside and outside of our company to reduce our environmental footprint. Over the years, we have trained our employees on environmentally responsible actions. This has led to identification of various improvement areas in our operations, have set goals and implemented various eco-friendly technologies and techniques to reduce our overall environment footprint.



Every year, our employees proactively participate in the 'The Mines Environment and Mineral Conservation week' which is hosted by the Indian Bureau of Mines.



ENVIRONMENTAL POLICY

MSPL is committed to:

- ◆ Controlling pollution caused by mining activities and protect environment;
- ◆ Reducing air, soil and noise pollution to sustainable levels through continual improvement of operations;
- ◆ Reducing spillage and wastage of iron during various processes;
- ◆ Undertaking afforestation activities to balance disturbance due to mining and further improves ecology;
- ◆ Complying with all applicable legal requirements and with other requirements to which MSPL subscribes;
- ◆ Providing a framework for setting and reviewing environmental objectives and targets;
- ◆ Document, implement, maintain and continually improve its environmental management system;
- ◆ Make the Environmental policy available to public.

We also educate our external stakeholders on environmental issues and their role in protecting the environment. We also proactively undertake awareness on environmental issues and conduct various campaigns and drives in the local community to make them environmentally conscious.

At MSPL, we drive environmental performance by

- ◆ Ensuring transparency in operations
- ◆ Identification, management and mitigation of environment risks
- ◆ Compliance to all the applicable environment laws and regulations
- ◆ Minimizing the environment impact by implementing effective measures
- ◆ Reduction in spillage
- ◆ Achieving the set environment goals and targets
- ◆ Continuous improvement in Environmental Management Systems

EXTRACTION, CONSERVATION AND RESTORATION

Minerals are of strategic importance to Nation and businesses, as they drive industrial and economic growth of the country. Since our major operations include extraction of virgin minerals, we have well established procedures to extract minerals without causing much harm to the environment whilst keeping the quality of our minerals at the highest priority.

We lay greater emphasis on material recovery and strive to operate our mines optimally to ensure maximum outcome with minimum wastage of resources.

Apart from the extracted iron ore, the other minerals which are extracted in the process are also utilized by us. We are relentlessly looking for opportunities to utilize the low-grade minerals, overburden and the BHQ (Banded Hematite Quartzite) in other applications. The lime sludge and the ESP dust from our pellet plant operations are recycled within the pellet making plant. This not only reduces the waste generation at site but also, aids in resource conservation and its utilization to the maximum extent possible.

Material Consumption				
S. No.	Particulars	Unit	2017-18	2018-19
Vyasankere Iron Ore Mines (Oil & Grease)				
1	Grease	MT	0.3	0.5
2	Lubricating Oils	MT	2.3	1.5
3	HSD	MT	1898.2	2272.2
Vyasankere Iron Ore Mines (Explosives)				
1	Slurry	MT	116.6	184.6
2	Ammonium Nitrate	MT	207.7	251.0
3	Liquid Oxygen	MT	235.5	204.9

4	SOD (Detonators)	Nos.	1205.0	1740
5	Detonating Fuse	Meters	263300.0	275400.0
6	Safety Fuse	Meters	2238.1	3209.0
7	Other Explosives (Cord Relay + Excel)	Nos.	4224.0	11489.0
MSPL Pellet Making Plant				
1	Iron ore	MT	695394.1	1256617.0
2	Bentonite Lumps	MT	7142.9	12477.9
3	Limestone	MT	3900.3	5825.9
4	Dolomite	MT	3012.3	4546.2
5	Grinding balls	MT	744.6	803.4
6	Bituminous Coal	MT	1310.9	1677.5
7	Anthracite Coal/PCI	MT	26411.7	45808.7
8	Flocculent	MT	6.0	7.0
9	Furnace oil	KL	4774.5	6794.7
10	HSD	KL	495.3	504.8
MSPL Wind Farm				
1	Grease	MT	1.7	1.95
2	Lubricating oils	KL	1.4	11.9
3	Transformer oil	KL	0.9	0.9
4	Cotton	MT	1.3	1.7
5	Gearbox oil	Nos.	7.9	7.9
6	Hydraulic Oil	KL	0.8	0.8
7	Filter Element	Nos.	100	200
Corporate Office				
1	Paper	Reams	539	668

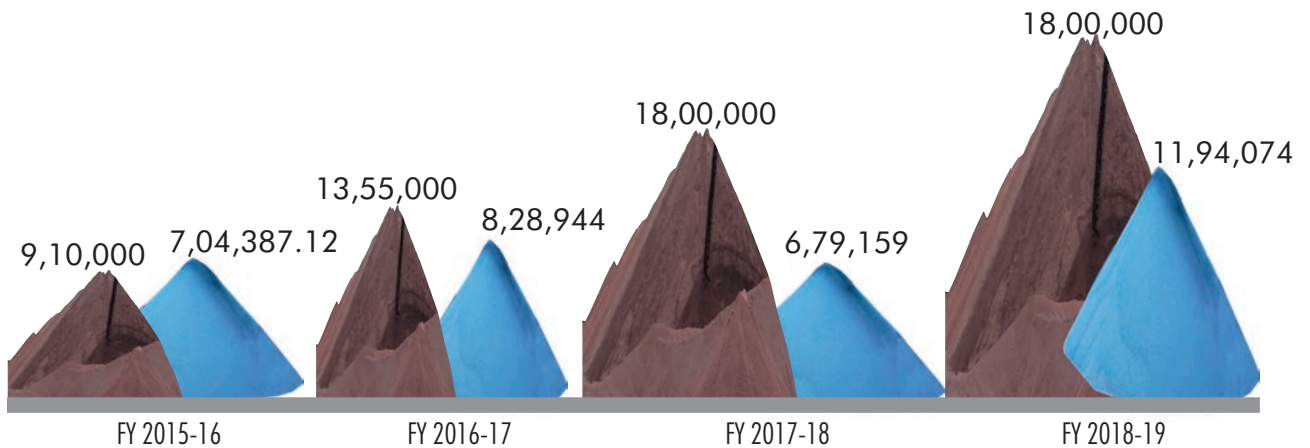
ENERGY AND EMISSIONS

Access and use of energy are important business drivers. We need to meet the current energy needs of our operations while maximizing our energy efficiency, as well as utilizing and developing clean and renewable energy sources. Our operations are energy intensive and use large amounts of diesel fuel and electric power. In addition to being among our largest expenditures, both of these energy sources emit greenhouse gases ("GHG"). Energy and emissions are the most important interrelated environmental aspects. We are determined to minimize those negative effects through improved management and are looking to move towards using renewable energy. Over the years, we have strived to improve our energy usage patterns by optimizing our operations and processes and installed energy efficient equipment in our pellet making facility to reduce energy consumption.



Production in tons 2015-19

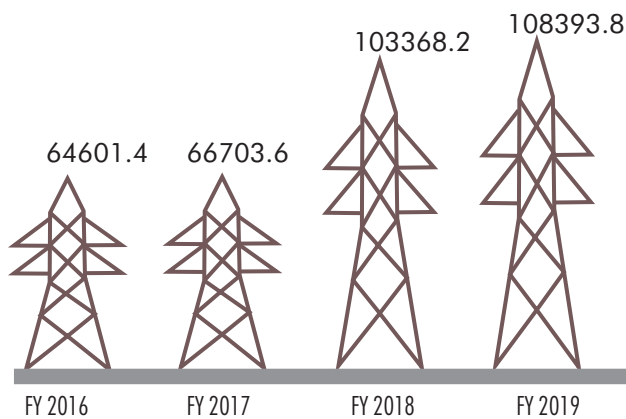
▲ Mining ▲ Pellet Plant



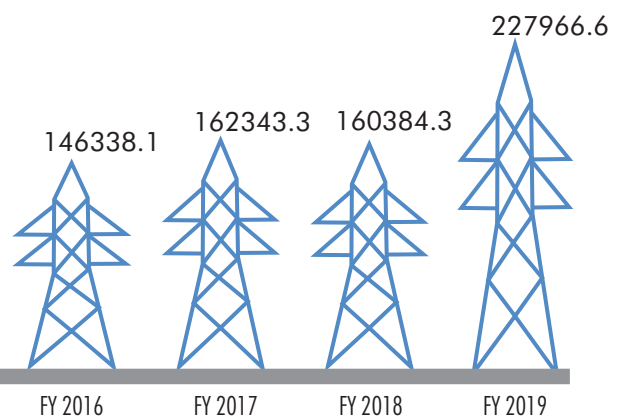
ENERGY USAGE INSIDE THE ORGANIZATION

The increase in the energy utilization is mainly due to the increase in the production quantity and energy utilization for the developmental works (restoration and reclamation). In the pellet making operation, HSD being the primary source, the energy consumption outside the organization is 73,036 GJ.

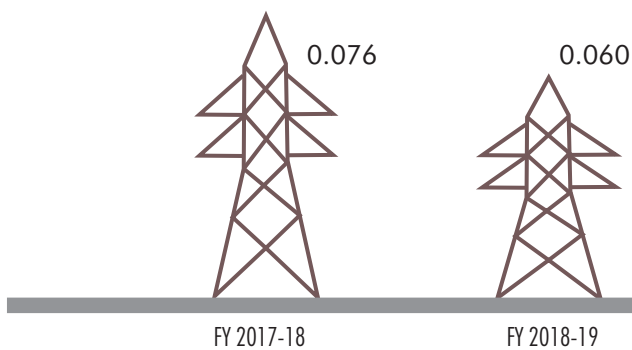
Energy Consumption within the organisation in GJ - VIOM



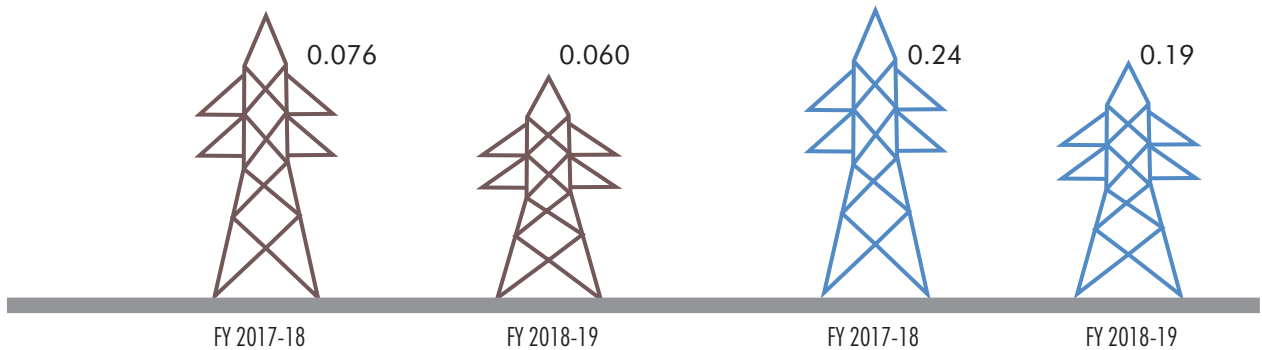
Energy Consumption within the organisation in GJ - Pellet Plant



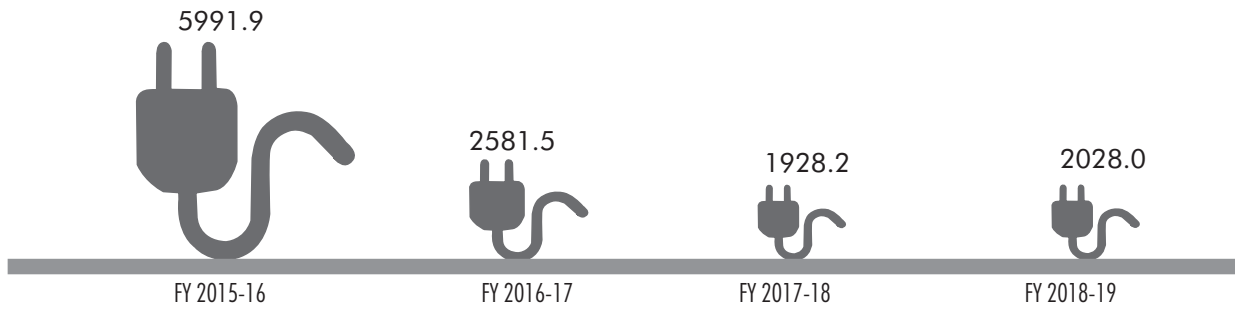
Energy Intensity GJ/Ton - VIOM



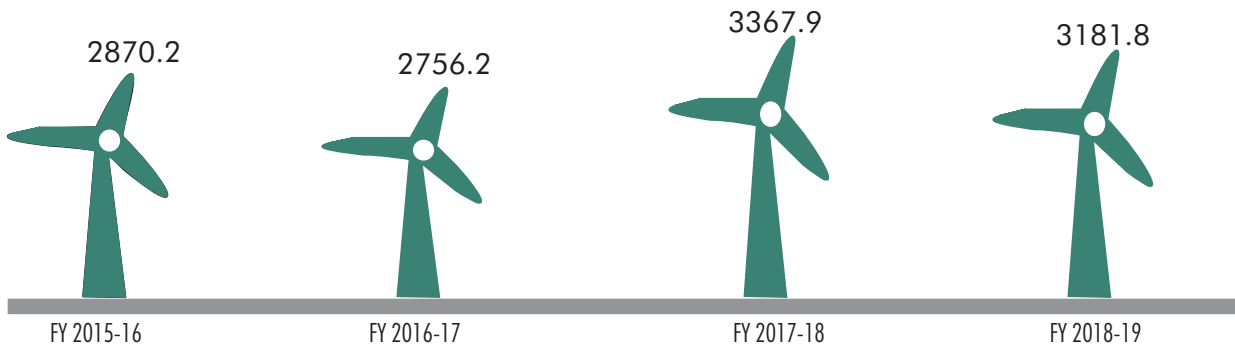
Energy Intensity GJ/Ton - Pellet Plant



Energy Consumption within organisation - Corporate Office in GJ



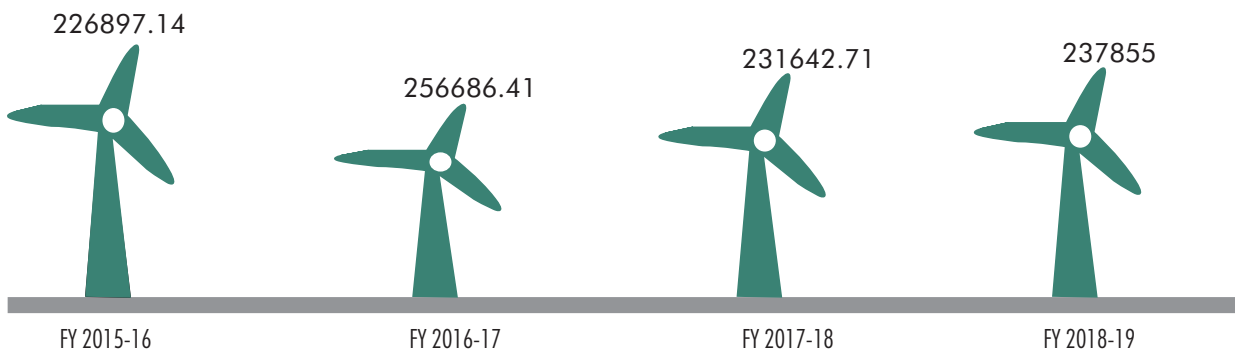
Energy (Grid Electricity) consumed in GJ - Wind Energy Division



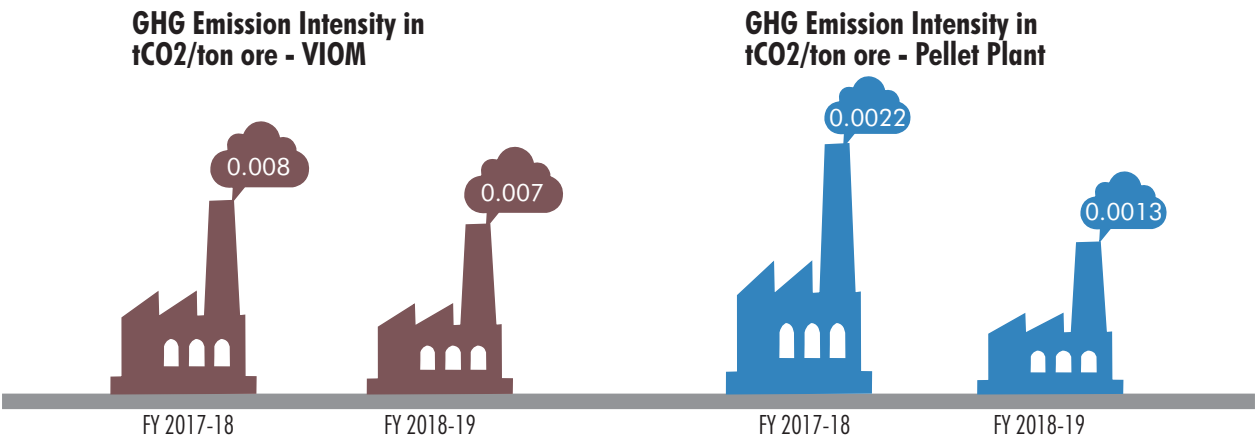
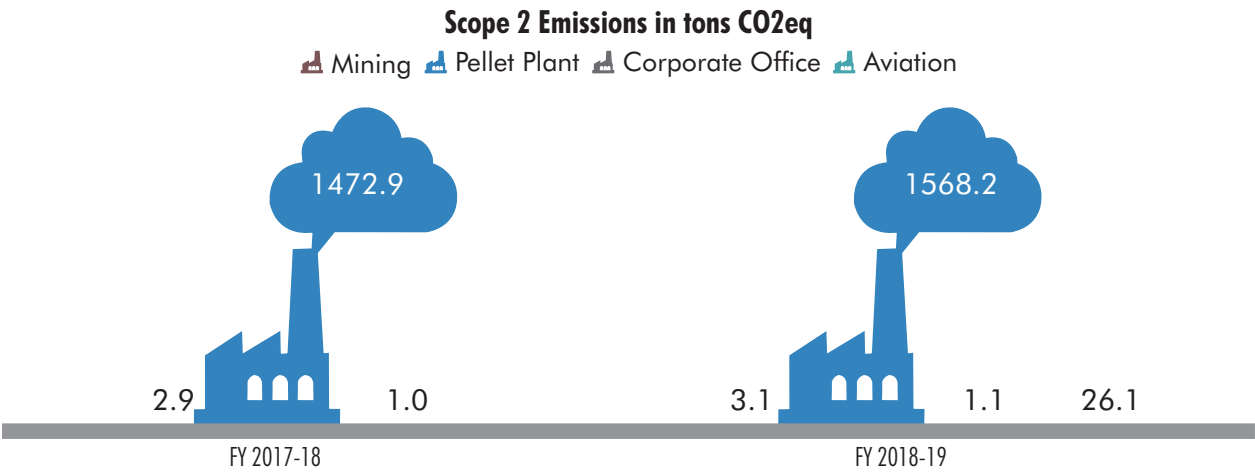
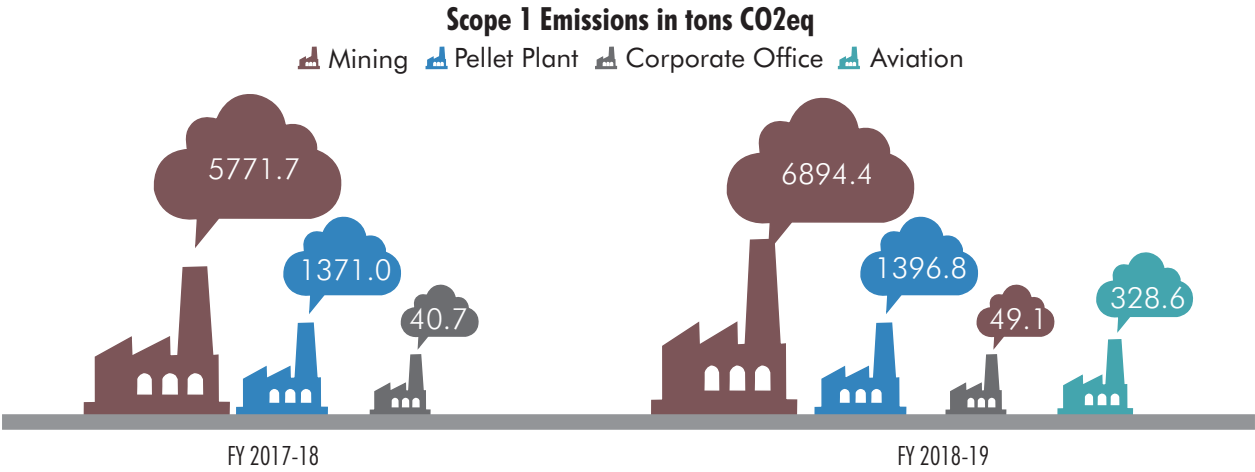
TOWARDS INDIA'S RENEWABLE ENERGY GOAL 2022

As India is heading towards becoming world leader in renewable energy, we realize it is important for us to be a part of this journey and contribute in our fullest capacity. Even though renewable energy is clean, inexhaustible and reliable source of energy, its dependability on the intensity and direction of wind, and inconsistent grid supply from KPTCL, makes it a challenging sector. We have established 127.8 MW wind energy farm at seven locations. However, we are overcoming the challenges through consistent efforts and planning to expand the capacity further in the years to come. This would help us to meet the energy needs in the fullest capacity. We have used 22.08 GJ and 23 GJ of Solar energy in FY 2017-18 and FY 2018-19 respectively and aim to utilize more renewable energy in the future.

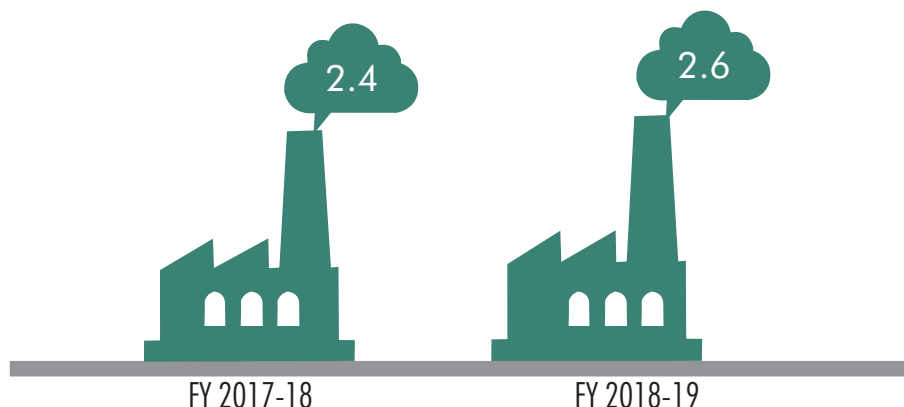
Wind Power Generation in MWh



According to the Global risk report 2019, extreme weather conditions and failure in climate change mitigation and adaptation, are ranked top two Global risks in terms of likelihood. Hence, it is important for people, businesses and government to come together to achieve the 'below 2 degree' goal set at the Paris COP25, in 2016. Presently, it is inevitable to be completely dependent on renewable energy. We use conventional fuels such as Coal and Oil as fuels in our pellet making facility. The Aviation Turbine fuel is primarily used in our Aviation division. We have come up with emission reduction strategies in our operations to reduce our carbon emissions to the best way possible.



Scope 2 Emissions in tons Co2eq - Wind Energy Division

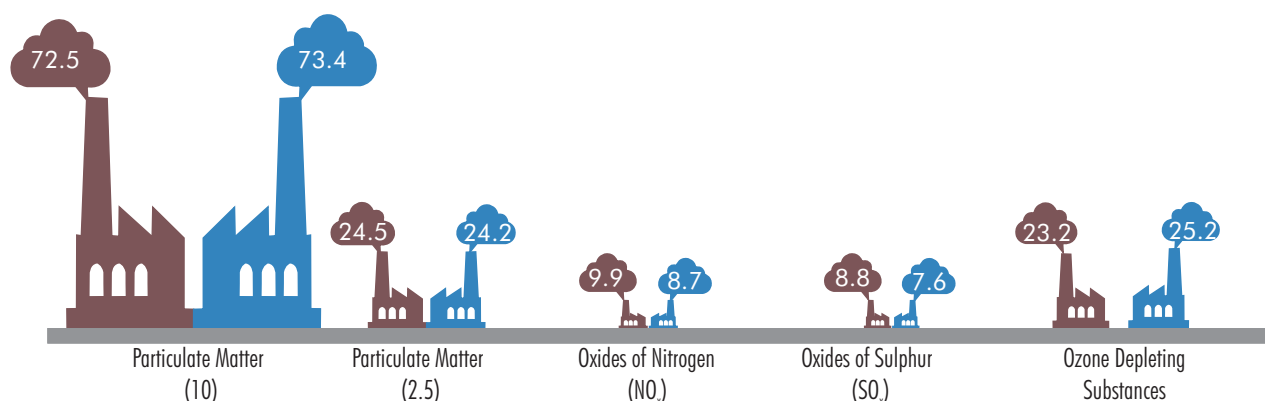


AMBIENT AIR QUALITY

We have adopted wet drilling system, dust suppression techniques and downhill conveyor system throughout our mining operations to reduce the fugitive dust emissions. We have installed air pollution control equipment such as ESP dust collectors to reduce emissions. We monitor our stack emissions at our pellet plant facility, once a month to keep a check on efficiency of our operations and air pollution equipment.

Average Ambient Air Quality condition in VIOM in $\mu\text{g}/\text{m}^3$

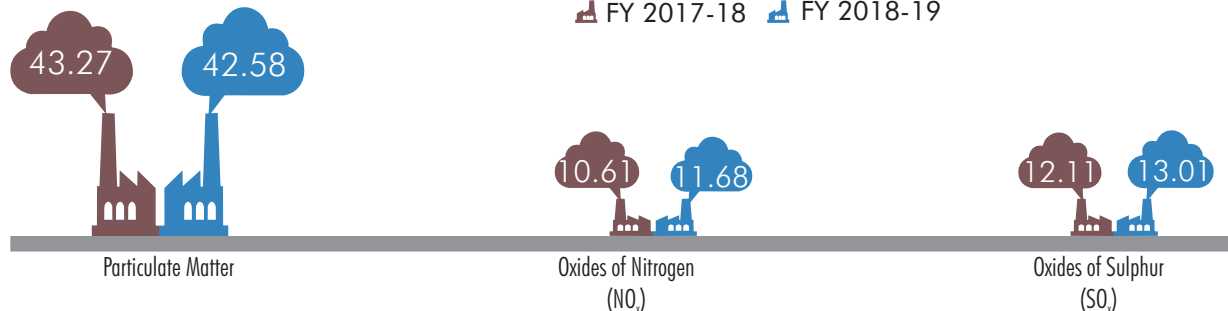
FY 2017-18 FY 2018-19



Other ambient air quality parameters such as benzene, arsenic and benzopyrene were found to be below detectable limit during both FY 2017-18 and FY 2018-19 at VIOM.

Stack Emission Levels [Stack 1] - Pellet Plant in $\mu\text{g}/\text{nm}^3$

FY 2017-18 FY 2018-19



The emissions of stack 2 is restricted to particulate matter generation of 39.6 mg/nm^3 and 40.8 mg/nm^3 for FY 2017-18 and FY 2018-19 respectively. The NO_x and SO_x parameters are found to be below detectable limit [BDL] during the reporting period.

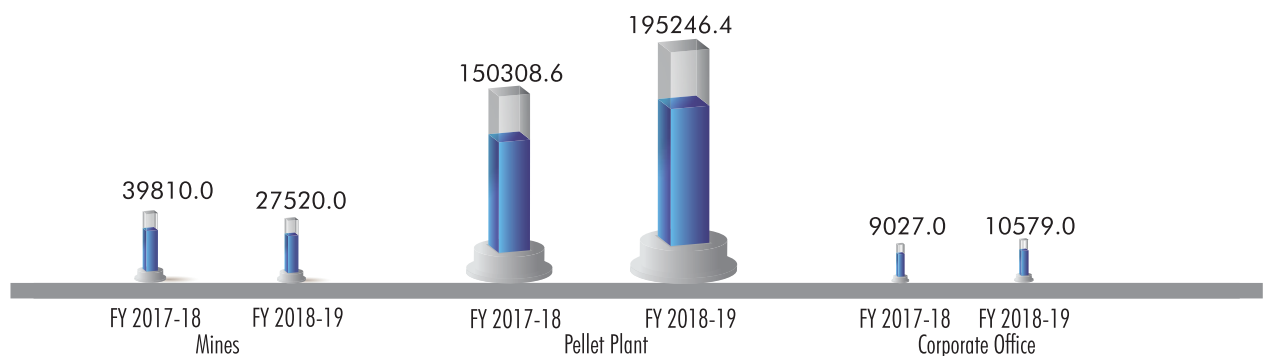
WATER CONSERVATION

Water is a shared resource of strategic importance for the business as well the community. As the world and particularly India is facing the daunting problem of water scarcity, it is crucial for all the industries, government institutions and people to conserve water.

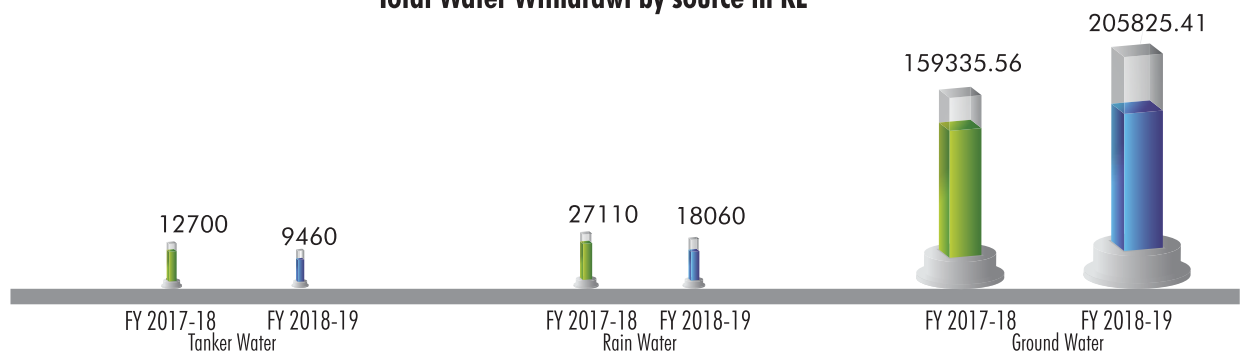
Mining processes use large volumes of water, which has the potential to affect water reserves, the water quality and other water users. We acknowledge that the mining industry needs to ensure the efficient use of water and the protection of water quantity and quality, especially in areas sensitive to water management issues and water scarcity. We are committed to constantly improving our water management systems and their efficiency to ensure an adequate supply for operations and to monitoring our usage of water resources in order to protect and improve the supply and quality of water for our local communities.

We consume harvested rain water, tanker water, and ground water, for all our operations. We are taking multiple initiatives to conserve water, hold the available water back and to harness it in the most efficient manner.

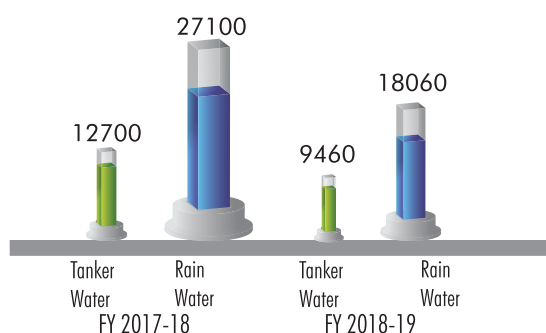
Total Water Consumption in KL



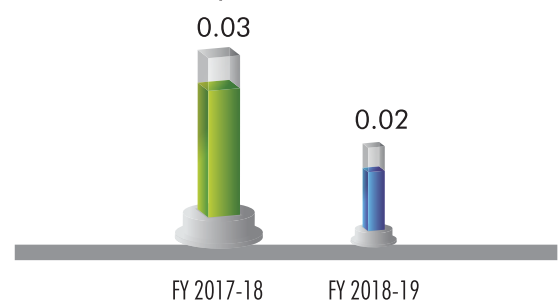
Total Water Withdrawal by source in KL



Water Consumption - VIOM in KL

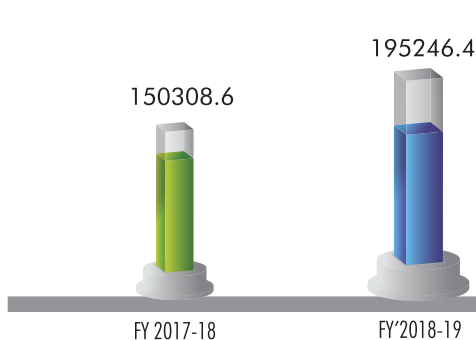


Water Intensity - VIOM in KL/ton of Ore

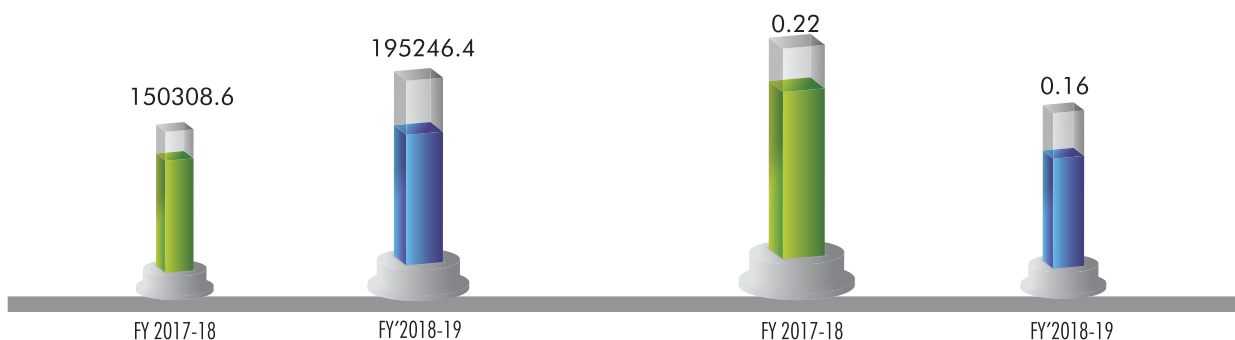




**Water Consumption - Pellet Plant
in KL**



**Water Intensity - Pellet Plant
in KL / ton pellet**



As mining operations require large amounts of water for processing of minerals and dust suppression, we have created rain water harvesting tanks and recharging structures. This has helped us conserve the run-off water at VIOM for ground water recharge, dust suppression and gardening purposes. We continuously monitor our consumption patterns and quality of water to ensure that our optimization of water consumption and efficient working of our operations. In pellet making facility about 2,730 KL of wastewater was generated in FY 2018-19, out of which 2450.7 KL (90%) of the treated water was used for gardening and dust suppression activities at our premises.

WASTE MANAGEMENT

We have diverse operations, we also generate different types of waste which include hazardous and non-hazardous wastes. Mining activities can generate considerable amounts of both mineral and non-mineral waste. This waste, as well as the process for storing and transporting it, can pose environmental and public health risks. We therefore acknowledge that effectively managing waste and ensuring its safe storage and transportation is critical to protecting people and the environment.

We have established a waste management plan which outlines systematic approach to ensure that all the resources are utilized and recovered to the maximum possibility. Each of our operation has its site-specific waste management plan that sets out how organic, inorganic and hazardous wastes should be handled, stored, separated, recycled or disposed, to ensure all waste is responsibly disposed of. The non-hazardous

waste such as paper, plastic, scrap etc., is handed over to authorized recyclers. The organic waste generated in the canteen is given away as cattle feed. The hazardous waste is categorized, handled, stored and disposed as per the 'Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 to ensure compliance and minimum environmental impact.

During the mining operations, along with the main mineral, other minerals and overburden also get extracted, which is inevitable. Hence, we practice resource recovery to optimize the resource extraction and to minimize their wastage. The overburden of mines is also handled with utmost care and disposed with proper monitoring at the designated areas. The tailings produced during the BHQ beneficiation are recycled and put into other applications.

Waste Generation

MSPL Wind Division				
Sr.No.	Type of Waste	Unit	2017-18	2018-19
1	Lubrication oil	L	7.54	17.27
2	Transformer oil	L	130	130
3	Hydraulic oil	L	50	50
4	Grease	Kg	670	580
5	Cotton Waste	Kg	730	750

MSPL Pellet Making				
Sr.No.	Type of Waste	Unit	2017-18	2018-19
1	Metal Scrap	MT	83.08	0.0
2	Used oil	KL	7.2	7.8
3	Grease	KL	9.68	0
4	Canteen waste	Kg	1040	1118

EFFLUENT TREATMENT

We have waste water treatment facility at our corporate office. The treated effluent is utilized in house for gardening purposes. The other sources of wastewater generation include the run-off water from the mining areas. Hence, to avoid the contamination of nearby water resources, we have constructed retaining structures to ensure zero discharge outside our premises. We have created natural rainwater harvesting ponds at all our operational sites. We have about 1.5 to 2.0 acres of natural rainwater harvesting pond at



BIODIVERSITY

Biodiversity is of extreme importance for environment protection for various reasons. It provides ecological life support, supports ecosystem services and helps in reduction of pollution. As our mining operations are near the Tungabhadra dam, which is rich in biodiversity, it becomes our responsibility to safeguard and nurture biodiversity across our operations. We have also maintained green belt across our operations to support the native species of both flora and fauna.



PARTNERSHIP FOR BIODIVERSITY CONSERVATION

As the first step towards biodiversity conservation, in collaboration with Abheraj Baldota Foundation and a Hosapete based NGO, SWaN (Society for Wildlife and Nature), we conducted a comprehensive biodiversity survey across our Hosapete operations. The objective of the survey was to identify the native flora and fauna. A detailed species mapping was done to understand the ecological importance of this region.

We also support the forest department of Hosapete in their activities to conserve nature, forest land and measures prevent poaching of endangered species. In association with local panchayats, forest departments, our employee volunteers, SHGs and our NGO partner, we also organize plantation drives and environmental awareness campaigns in our



surrounding communities. This has helped us create awareness on environment conservation and significance of biodiversity amongst the local community. We have planted more than 12,000 saplings till day in and around our pellet plant facility.

Till day we have planted about 19,00,000+ saplings in the reclaimed area of 130.05 Hectares, green belt development and gap filling activities in VIOM. We have spent about INR 9.28 Million towards, environment and ecology conservation, restoration and reclamation





OUR PEOPLE



OUR PEOPLE



As global demand for iron ore and associated product continues to rise, we depend on the skills and talents of our dedicated employees around our various business operations. Our success depends on having a great place to work and an inspired, skilled workforce that meets, if not exceeds, our customers' needs and expectations.

Attracting and retaining the right people ensures a healthy talent pipeline and providing effective training and development opportunities helps them achieve their potential. We remain committed to the health and safety of our people, and to advance diversity and inclusion in our operations. Our people are drivers of our business success. It is our people who help us achieve our business objectives, represent us and our brand.



We believe that developing our people and culture is a competitive strength and critical to our current and future success. We engage with our employees to understand their interests, concerns and expectations and strive to boost their morale. We help our employees enhance their skills and give them opportunities for advancement capabilities through various training programs round the year. This helps us improve our employee performance and productivity. We are committed to instill a mindset of safety for our employees that benefits them both inside and outside industrial premises.

Our workforce is vested to find safer and more efficient ways of working to fulfil our plan for a safe and productive operations. Our investments in technology and simplifying processes help our people achieve this vision. We provide competitive remuneration to reward employees for their expertise and commitment to fulfilling our business strategy and contribution to our long-term success. Our remuneration frameworks and principles inspire our employees to embrace the core objectives and values that reflect our commitment to safety, culture and productivity.

OUR WORKFORCE

Employment is one of the biggest concerns among our host communities, especially among the youth. As an important employer at our sites of operation, we are aligned with the SDG 8 to promote inclusive and sustainable economic growth, employment and decent work for all. We believe that all our people should have the opportunity to fulfil their potential and thrive in an inclusive and diverse workplace. Inclusion and diversity promote safety, productivity and wellbeing. We employ, develop and promote people based on merit and do not tolerate any form of unlawful discrimination, bullying or harassment. Our systems, processes and practices empower fair treatment.

We are also committed to complete compliance with legislative workplace requirements and agreements, both individual and collective, and we aim to continually improve our relationships through better engagement with our people.

Total Workforce in FY 2017-18

(As on 31.03.2018)

Employee Category	UOM	<30 Years	30-50 Years	>50 Years	Permanent	Contract	Male	Female	Local ¹	Non-Local
Managers (M grade)	Nos.	0	5	1	6	0	6	0	6	0
Officers (O1 & O2)	Nos.	2	7	0	9	0	9	0	9	0
Staff (S & O3 grade)	Nos.	14	8	0	22	0	16	6	22	0
Workers (W grade)	Nos.	25	26	0	9	42	33	18	51	0
Total	Nos.	41	46	1	46	42	64	24	88	0

¹Denotes India

Total Workforce in FY 2018-19

(As on 31.03.2019)

Employee Category	UOM	<30 Years	30-50 Years	>50 Years	Permanent	Contract	Male	Female	Local	Non-Local
Directors	Nos.	0	0	0	0	0	0	0	0	0
Managers (M grade)	Nos.	0	2	2	4	0	4	0	4	0
Officers (O1 & O2)	Nos.	1	7	2	10	0	10	0	10	0
Staff (S & O3 grade)	Nos.	15	13	3	38	0	31	7	38	0
Workers (W grade)	Nos.	38	52	2	18	67	70	15	85	0
Total	Nos	54	74	9	70	67	115	22	137	0

Total Workforce Turnover in FY 2017-18

(As on 31.03.2018)

Employee Category	<30 Years	30-50 Years	>50 Years	Male	Female
Managers	0	1	1	2	0
Officers	0	5	1	6	0
Staff	8	9	2	14	5
Workers	3	13	1	17	0
Total	11	28	5	39	5

Total Workforce Turnover in FY 2018-19

(As on 31.03.2019)

Employee Category	<30 Years	30-50 Years	>50 Years	Male	Female
Managers	0	2	2	4	0
Officers	1	7	2	10	0
Staff	15	13	3	31	7
Workers	6	10	2	18	0
Total	22	32	9	63	7

TALENT MANAGEMENT

We seek to engage and attract bright minds in the location where we operate. We enable our employees to develop high degree professional skills and expertise to make a difference to their careers and our company's growth. We at MSPL are committed to:



- ◆ Develop an adequate mechanism for health and safety of all employees.
- ◆ Create congenial atmosphere where people of all caste and creed work without any discrimination.
- ◆ Comply with all the laws pertaining to hours of work, leave, wages, compensation, health, safety and environment, etc.
- ◆ Work in accordance with SA 8000.
- ◆ Communicate internally and to interested parties about the policies, programs and procedures adopted by the company.
- ◆ Implement this policy through training, involvement and motivation for continual improvement

Total New Hires in FY 2017-18

(As on 31.03.2018)

Employee Category	<30 Years	30-50 Years	>50 Years	Male	Female
Managers	0	1	0	1	0
Officers	2	11	1	14	0
Staff	24	10	0	28	6
Workers	8	7	0	15	0
Total	34	29	1	58	6

Total New Hires in FY 2018-19

(As on 31.03.2019)

Employee Category	<30 Years	30-50 Years	>50 Years	Male	Female
Managers	0	5	1	6	0
Officers	2	7	0	9	0
Staff	14	8	0	16	6
Workers	5	4	0	9	0
Total	21	24	1	40	6



EMPLOYEE PERFORMANCE

Employee performance plays a pivotal role in the company's performance. We encourage our employees to outperform themselves by conducting regular performance assessments for all our permanent employees.

Performance and career development reviews in FY 2017-18

(As on 31.03.2018)

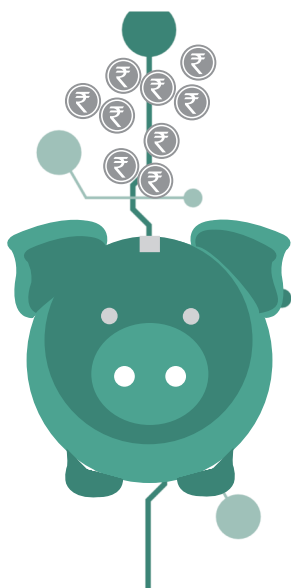
	No. of Employees			Percentage of Employees		
	Male	Female	Total	Male	Female	Total
Managers	77	3	80	96.25%	3.75%	100.00%
Officers	39	0	39	100.00%	0.00%	100.00%
Staff	145	5	150	96.67%	3.33%	100.00%
Workmen	294	0	294	100.00%	0.00%	100.00%

Performance and career development reviews in FY 2018-19

(As on 31.03.2019)

Employee Category	No. of Employees			Percentage of Employees		
	Male	Female	Total	Male	Female	Total
Managers	31	0	31	100.00%	0.00%	100.00%
Officers	92	6	98	93.88%	6.12%	100.00%
Staff	138	2	140	98.57%	1.43%	100.00%
Workmen	286	2	288	99.31%	0.69%	100.00%

EMPLOYEE BENEFITS



S. No.	Particulars	FY 2017-18 (in INR)	FY 2018-19 (in INR)
1	Provident Fund Contribution	458953000	427964024
2	Life insurance (GSLIS)	492643	330701
3	Mediclaime Policy	1707750	2800000
4	Group personal accident	706401	846991
5	Paid maternal leave	281620	38330
6	Bonus	17227648	20173235
7	Group insurance in lieu of EDLI	602000	0
8	Employee marriage gift	76489	154116
9	House warming gift	2000	2000
10	Gratuity	1506717	5073036
11	Safety PPE's	244020	317483
12	Canteen	221195	760560
13	Transportation	3071089	3476739

We provide parental leave according to the legal norms. During the reporting period, there have been none of our permanent employees have availed parental leave. There have been no case of employee return or resignation after availing parental leave.

HUMAN RIGHTS

We are an ethical company, who believe and practice principles of International Human Rights. Respecting human rights wherever we operate is critical to the sustainability of our business and is consistent with our vows to operate in a manner aligned with the United Nations (UN) Declaration on Human Rights, the UN Guiding Principles on Business and Human Rights and the UN Global Compact Principles.

We have a human rights policy, which protects the rights of all our internal and external stakeholders. The most relevant human rights risks for us are the rights related to occupational health and safety, security, labour conditions and the rights of Indigenous peoples and communities impacted by our operations. Human rights are integrated in our risk management system through our Human Rights policy. We seek to identify and manage human rights risks and perform due diligence across all our activities. We engage regularly with communities, investors, civil society and industry associations on human rights-related issues and impacts of our operations on communities.

We practice equal pay for equal work and do not discriminate our employees based on gender, race, age, religion, caste, disability or sexual orientation. Our employees are paid above minimum wage level set by the government. We do not encourage forced labor compulsory labor or child labor in our operations or value chain. To ensure this, we have human rights clauses in all our agreements. We also communicate our commitment towards protection of human rights to all our employees and our contractors. Before engaging ourselves with any contractors, we screen with in accordance with the human rights clauses mentioned in the agreements. We do not discriminate our employees based on their membership with labor union. Our employees have been given absolute freedom to join labor union and formulate collective bargaining agreements.

We advocate human rights and support the sustainable, long-term development of the communities in which we operate.

H.K.Ramesh
General Manager - CSR



LEARNING AND DEVELOPMENT



Employee Category	Training Manhours	
	FY 2017-18	FY 2018-19
Management	19	63
Officers	512	154
Staff	1261	211
Workers	421	419
Total	2213	847

Attaining maximum individual potential largely depends on how we engage with employee at work. Our evolution into a purpose-based organization is aligned with this aspiration. Our aim is to build a workforce of extraordinary leaders who are prepared to thrive and lead in an ever-changing world. An important way we keep employees engaged is through ongoing learning and development. Our development process is available to employees at all levels, from new hires to senior executives. We provide guidance and offer diverse opportunities, while encouraging employees to build skills and gain experiences that interest them most.

We offer our people exciting opportunities for their career development, learning, and wellbeing. We provide knowledge improvement programs such as AutoCAD, ISO training, quality management systems etc. to ensure quality production and quality products. We intent to develop programs, both internally and with our external partners, to bring new perspectives of creativity and thinking that prepare employees for emerging trends in our industry.

OCCUPATIONAL HEALTH AND SAFETY

Our commitment towards safety is fundamental to all our operations. Our vision is to ensure that our every employee reaches home safe and healthy every day. Our highest priority is the safety of all those impacted by our operations, including our employees and contractors and the communities in which we operate. We achieve nothing if we do not do it safely. There are inherent hazards in many of our operations, because of their nature and location. Our safety strategy is focused on strengthening safety culture, injury reduction, fatality elimination and catastrophic event prevention. We also have an Occupational Health and Safety policy in place that helps us drive effective safety risk identification and its management, by having risk mitigation strategies and robust operational controls in place. We strive to keep a check on process and equipment safety whilst driving behavioral safety amongst employees through appropriate training on workplace safety. Tragically we lost one of the employees of our 3rd party service provider (transporter) in the reporting period, at our VIOM stock yard, during transport of materials.

Following the event, we established working groups to identify organizational improvements that could prevent similar events from occurring again. The investigations were facilitated by site safety officers and led by senior leaders. In response to these incidents, Company-wide actions have been taken to review and improve our management processes. Building upon existing safety requirements in our operations, we are in the process of establishing minimum safety requirements for engaging and managing contractors. As part of safety priorities at site, we focus to deliver on the following :

- ◆ emphasize that safety comes before production;
- ◆ focus on field substantiation of material and fatal risks through entrenching field leadership;
- ◆ enhance our internal investigation process and widely share the lessons learnt;
- ◆ enable additional quality field time to engage our workforce

To reinforce our safety culture, we are educating our people to be watchful of the possibility of what could go wrong and are encouraging a healthy reporting culture where it is safe to speak up and report hazards and incidents.



SAFETY COMMITTEE

We have a unit level safety committee at VIOM and pellet making facility. 100% of our total workforce is covered under the formal joint management worker health and safety committees. In VIOM about 160 permanent employees and 110 contract employees are part of the safety committee. We have safety officers and health officers who are also representatives in these committees.

HEALTH AND SAFETY OFFICERS

Health and safety officers play a key role in implementing the safety strategy across all our operations. They assess the workplace for safety before commencing any operation and guide department heads and employees to follow the safety culture. They are also responsible for the incident investigation, reporting and root cause analysis of any major or minor incident that occurs inside our premises. All the safety related incidences are recorded and periodically consolidated as "Accident analysis report". This report is shared with the management and department heads to understand the cause of the incidence to take the best possible corrective actions.

Through Safety Week, mock-drills, skits, safety trade test competition etc., we have made safety as an integral part of our work culture and standard operating procedures. The purpose is to do first time right.

K.Madhusudhana
VP-Mines & CC



EMPLOYEE SAFETY

We conduct regular training programs to all our employees including contractors to ingrain safety culture and importance of using Personal Protective Equipment [PPE]. To keep a check on employee wellbeing, we conduct regular health check-ups and maintain their health records in registers, at all our offices operation sites. This is underpinned by a dedicated program to improve both safety and operational performance. High-quality planning integrated and standardized risk management processes and post-project reviews to capture and share best practice.



Temporary Employees				
Sr. No.	Description	Unit	FY 2017-18 (in INR)	FY 2018-19 (in INR)
1	Fatalities as a result of work-related injury	Number	0	1 *
2	High consequence work-related injuries (excluding fatalities)	Number	0	0
3	Recordable work related injuries	Number	0	0
4	Work related ill health	Number	0	0
5	Recordable work-related ill health	Number	0	0
6	Reportable Injuries (Male)	Number	0	0
7	Reportable Injuries (Female)	Number	0	0
8	Lost days (Male)	Number	0	6000#
9	Lost days (Female)	Number	0	0
10	Rate of fatalities as a result of work-related injury	-	0	0.39
11	Rate of high-consequence work-related injuries (excluding fatalities)	-	-	0
12	Rate of recordable work-related injuries	-	-	0
13	Lost day Rate	-	-	2325.51

*3rd party service provider (transporter) employee, in VIOM Operations

#Calculated as per Indian Standard IS:3786-1983

Recognizing that our operations can impact the health of our people, we set clear rations to manage and shield the health and wellbeing of our workforce. We keep abreast of emerging issues and trends through our membership of industry associations, informal benchmarking and networking, professional associations, participation in national and international conferences, monitoring of scientific journals, occupational health regulatory setting and advisory agencies. We will continue to collaborate internally, including with our Human Resources and Learning & Development function, to better integrate our priorities that good health, diversity and inclusion, flexible work options and the strengthening of leadership awareness and skills. We will also prioritize the development of additional skills in our workforce.

At MSPL, Zero is hero if zero means no accidents. Taking Care of Employee Health & Safety in each operation of the plant is an important performance benchmark.

V.Krishnamoorthy,
VP - Pellet Plant



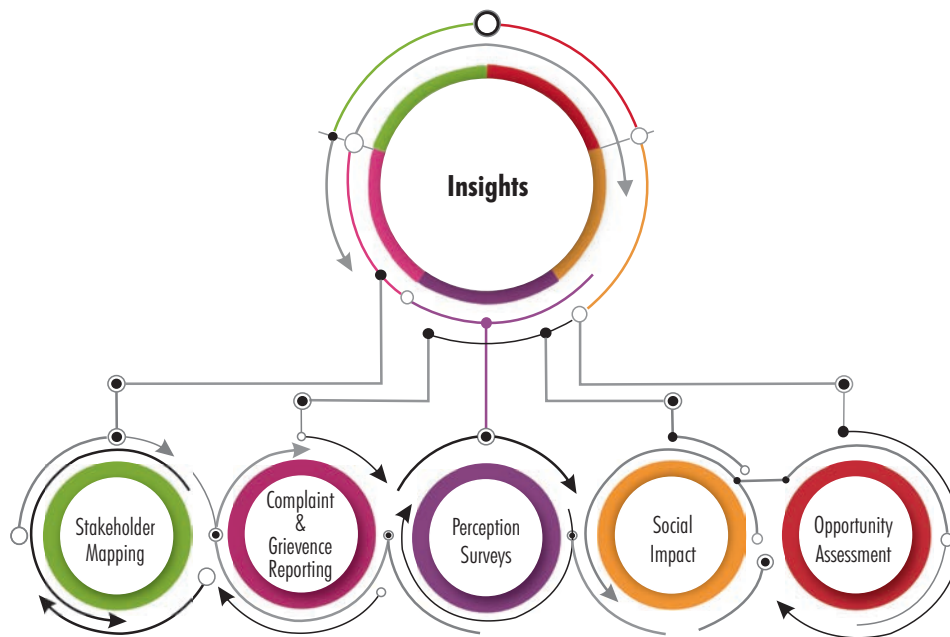


OUR COMMUNITY



Good community relations are crucial for company's success. We understand that a mining industry needs to work harder at developing trust through engaging in more meaningful dialogue with stakeholders. We believe this can be achieved through a collective approach of working with non-governmental organizations (NGOs), governments, local communities and other civil society groups to share knowledge, challenge we face or foresee and help address some of the most significant challenges our industry faces.

Our business is only as strong as the communities in which we all live and work. Our ability to conduct our business is closely tied to understanding our communities and their expectations, avoiding or minimizing potential negative impacts and identifying opportunities that deliver a sustainable future for all. As demand for resources grows and community expectations change, we need to ensure that the way we interact with community and other stakeholders continues to be effective. It is therefore in our mutual interest to support them and invest in them, through financial contributions and volunteering efforts, to improve quality of life and maintain trust. This support is aligned with our ambition to build a better world.



We seek to build good relationships with our stakeholders based on mutual respect, open and ongoing communications and transparency over our activities. Our community field officers use a range of tools that are tailored to the needs of our stakeholders. We plan, implement, evaluate and document stakeholder engagement activities, ensuring we include a range of culturally and socially inclusive engagement activities and update our plans annually. Our community engagement tools include stakeholder mapping, complaints and grievance reporting procedures, perception surveys and social impact and opportunity assessments. Through these we gain valuable insights into what we do well and where we need to improve our performance.

This practice of ours, has defined our approach towards building good quality relationships with the people in the areas where we operate. As we are a mining company, it is essential that we understand our stakeholder perspective and commit ourselves in doing better for the benefit of the society and environment across all our significant operations. We involve in yearlong stakeholder dialogue and try to meet their needs by initiating various CSR programs through broad-based community support.

Open channels of communication with local communities help us to build a common understanding of the issues, strengthen support for our operational activities and build trust. Our community field officers manage complaints and grievances through informal interactions,

community forums and formal complaint procedures, with the aim of having ongoing and proactive communication and achieving resolution. We focus on holistic development of the local communities. Hence, we have shortlisted 8 focus areas based on deliberations with our stakeholders and have been conducting various activities under these focus areas for the betterment of the society. Following are the CSR activities carried out from 2017 -19.





HEALTH CARE

SAFE DRINKING WATER

Protective role of water in healthcare, is often taken for granted. We have taken steps to promote preventive healthcare and sanitation in the communities where we operate. We have adopted villages to improve the quality of water and have installed about eight Reverse Osmosis [RO] plants in Hosapete. The RO plants are managed by a village level committee to continuously monitor and ensure for its proper functioning. We have also installed 2 water ATM systems at Hanumanhalli and Kallahalli.



We have installed 8 Reverse Osmosis plants followed by 2 Water ATMs, till day.

PREVENTIVE MEDICINE AND HEALTHCARE

We have always strived to provide accessible and affordable healthcare services to our local community. Therefore, we conduct various general and specialized health check-up camps pertaining to oral health, orthopedics, gynecology, ophthalmology and diabetes etc. These camps are conducted throughout the year at various villages. We also distribute free medicines during the health camp and provide support to the patients undergoing surgeries. This also help children, women, and senior citizens to avail the healthcare services free of cost and reduced travel time.



Eye Screening Camp

During the reporting period, about 31 screening camps were conducted at Hosapete and other nearby villages. About 3068 people were screened, out of which 834 people were referred for surgery and 495 underwent eye surgery.



General health camp



During the reporting period, about 17 general health camps were conducted in our adopted villages, where 1813 people were screened.

BP & Diabetic Screening Camp

We carried out about 30 Diabetes and BP screening camps for the people above the age of 40 years in adopted villages. We screened 1390 people, out of them, 309 people were suffering from BP and 220 from diabetes, and 95 people were found to be suffering from both.



Gynecology Camp

During the reporting period, 11 gynecology camps were conducted in adopted villages. About 944 women were screened.



Orthopedic Camp

3 orthopedic camps were organized wherein 236 people were screened during the reporting period.



Dental Camp



During the period 2 Dental camps were organized in Kidadal and Basapur village. About 234 patients were screened for their dental health.

Support for healthcare Through BIDS

BIDS Activities Snapshot - 2017-19

 **31460**
patients treated

 **8186**
under-privileged
patients treated

 More Than
3900
Doctors attended
Conferences & Courses

 **10**
expert doctors
35
staff members

 **6**
mega health
camps
organised

 **3**
book chapters
23
research papers
published



We are supporting the endoscopy research foundation - Baldota Institute of Digestive Sciences (BIDS) in promoting awareness on digestive system and treatment of related issues through mobile health units in rural areas of Maharashtra.

Supporting Ophthalmic Care



MSPL Limited provided financial aid to Subramanya Setty and Lakshmi Bai Trust Eye Hospital, Hosapete to buy Optical Biometer. The intervention is aimed at providing the best-in-class eye care to the surrounding communities.

This sophisticated and modern equipment will enable doctor to accurately and quickly diagnose eye problems.

Awareness on Cleanliness for School Children

To promote personal hygiene, we conduct various awareness programs on cleanliness in schools of our adopted villages. We teach the children five steps of hand wash and nail cutting through demonstration. We also give awareness on cleanliness of toilets, benefits of drinking RO water and water borne diseases such as typhoid, fever, dengue & malaria etc. to promote clean habits. We have provided 6 sets of first aid kits to Government primary schools of Basapura and Hanumanahalli villages. We conducted 53 programs in Govt. schools and 4330 students participated in this program, during the reporting period.

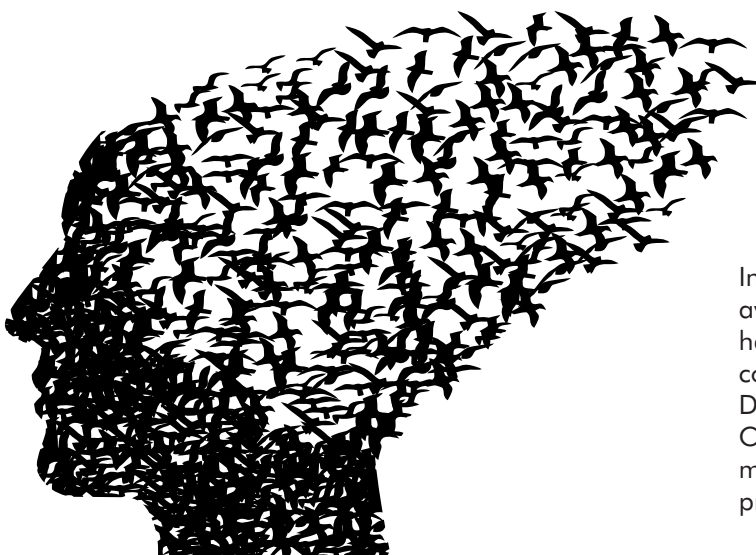


Awareness on Reproductive Child & Mother Health



In association with Anganawadi teachers, Asha workers of Women and Child department, we conduct reproductive and child healthcare awareness sessions for new mothers, and pregnant women in our adopted villages. This program aims to reduce infant mortality rate and improve mother and child health by making them aware about Nutrition, vaccination, breastfeeding, personal hygiene etc. We conducted about 60 programs, and 824 women were benefited during the reporting period.

Mental health



In today's stressful world, we all are aware that meditation is important to have a stress-free life. Hence, we conducted 12 meditation classes at Danapura, Hosalingapura and Chitrakeri of Hosapete and 456 members participated in this program.

Nutrition

To create awareness on the consumption of nutritious food and its health benefits, we organized about 5 cooking competitions (without fire) at Hosapete and adopted villages. About 101 self-help group [SHG] members participated in the program and 3 best participants were awarded based on the recipes, hygiene, taste & presentation.



SUPPORT FOR EDUCATION

We are cognizant of the fact that education is crucial for shaping the future of children. Hence, we at MSPL have been distributing notebooks to students and conducting free tuition centers to help class 10 students afford quality education in the rural areas. We have hired teachers exclusively for this purpose. The teachers visit these villages regularly and provide intensive coaching in Mathematics, English and Science to improve the student's performance.



Notebooks Distribution

During the reporting period we have distributed 88000 notebooks to government school children of Hosapete, Danapura, Hanumanhalli, Hosahalli, Basapura, Kidadal, Ingalagi, Belavinal, Venkatapura, Vysanakere and Inalli Government schools.

Free Tuition Centers

During the reporting period, a total of 166 students from Basapura, Hanumanahalli, Danapura, Kidadal and Halavarthi villages are benefited from this program.

ENHANCING EMPLOYMENT SKILLS

In our efforts to enhance skills and empower our people in the surrounding villages, we conduct various training programs such as computer classes, digital training, tailoring, spoken English and beautician courses. These courses help the participants get strong foundation and realize their potential to further enhance their skills. This helps people to find relevant employment opportunities and improve their standard of living.

Tailoring and beautician training



To provide women new opportunities to earn, we conduct various vocational courses. This helps women learn and develop skills in tailoring, embroidery and beautician courses. The skills acquired from the programs provide women the ability to work from their homes and become financially independent. We have successfully completed 12 tailoring batches at Hosapete and adopted villages and about 485 women got benefitted. Presently we are running tailoring classes at Hanumanahalli, Basapur, Belavinal and Chitrakeri, Bhagathsing nagar of Hosapete and 129 women are being trained. We have successfully completed 12 tailoring batches at Hosapete and adopted villages. 2122 women got benefitted from this programme as on date. 129 women have got benefitted from beautician course, and till date we have trained 254 women on beautician skills.

Computer training

This project intends to set foundation on computer basics and intermediate computer operations, software knowledge and application, and internet navigation for Job-searching and posting on websites, etc. This has enhanced the youth's capability to find relevant jobs and increase their earnings.

During the reporting period 6 batches of 6 months computer training program were completed at Danapur and Chitrakeri, Hosapete. 350 unemployed youth got benefitted from this training program for the reporting period. The company has issued certificates to students after completion of the program. The trainees have learnt basic computer, Tally, MS-



office, Nudi, etc. from this program. Presently we are running computer training center at Hanumanahalli and Hosapete, 105 students are being trained.

Digital Training Program



Through this program, we are training senior citizens on digital platforms, to help them connect with the society and access the banking and other online services. During the reporting period, we trained 407 senior citizens on the use of smart phone, computer for their day to day communication.

Spoken English Classes



To build confidence in youth and to make them fluent in English communication skills, we conduct spoken English classes for the rural youth. During the reporting period Company has completed 2 batches of spoken English classes at Hanumanhalli and Hosapete and 37 students got benefited from this program.

EMPOWERING WOMEN

Baldota Group has adopted the self-help group as the institution for the development of the poor and marginalized community. This supports SHGs to take effective steps towards greater control of their lives in private and in society. The group also provides a cost-effective credit delivery system to its members with the mutual trust and social binding. We have formed 100 such groups and working through them in their development.

Training for SHG Book Writer

We have conducted 46 trainings for SHG book writers to ensure the financial and social accountability in adopted villages. It enhances transparency amongst the group members and other institutions which SHG has established linkage for the financial and other support. We have assisted SHGs revolving fund of INR. 41.46 lakhs to 45 SHGs during the reporting period.



Animal Husbandry

We have introduced animal husbandry program to enhance the economic status of SHGs members by rearing milk animal. During the year we have assisted 25 families to take up animal husbandry.



ENSURING ENVIRONMENTAL SUSTAINABILITY

During the reporting period, world environment day was celebrated by Baldota group at different locations - Hosapete city, Vyasankere Iron Ore Mines and Pellet Plant. We conducted environmental awareness amongst school children and local community. The members of Vikasa Yuvaka mandali, Government officials, eminent citizens and leader from local community planted saplings at Valmiki circle, Sandur road, Hosapete. We planted about 5000 saplings in the VIOM leased area.

Road Side Plantation

Roadside plantation is an activity undertaken by CSR team as well as the employees in MSPL under employee engagement program. Our CSR team creates awareness amongst the surrounding community on environment and significance of planting trees. This in turn has motivated the local institutions and youth clubs to participate in the plantation drives at various locations. During the reporting period we planted 1834 saplings at Hosapete city and Koppal area.



Promotion of LPG



We have started promoting usage of cooking Gas (LPG) in the year 2009 through our SHG members to reduce the burden on forests for firewood. Using firewood leads to indoor air pollution, health hazards like respiratory illness in young children and women. We have connected LPG with 1277 families till date and during the year we promoted 23 families.

DARE (DEFENSE AGAINST RAPE AND EVE-TEASING)



We initiated DARE (Defense against Rape and Eve-teasing), a nationwide movement to train women on the best self-defense techniques. The training program creates awareness amongst young girls on the laws related to the protection of women as well as the knowledge, strategies and skills required to deal with any unwelcomed situations such as sexual threats and other offenses. We approach various school and college administrations for permission and their support to conduct workshops in their premises and to identify volunteers for the DARE program.

In the reporting period, we approached the Government of Goa and Telangana for permission to conduct trainings in the schools/colleges under their purview. Further, we trained 1,51,981 girls from 759 schools in Goa and Telangana state. This program received high appreciation by the school management and students. As on 31st March'2019, we have trained 2,43,697 girls from 1,417 schools across the states.



Infrastructure Development

Park Development at MJ Nagar, Hosapete

We strive to promote health, wellness and good environment, wherever we operate. For this, we have rebuilt the M.J. Nagar Park, under the Urban Development Authority of Hosapete. The Park now has facilities like walking path, play equipment, dedicated place for yoga, gym equipment to maintain fitness, illumination of the park for late evening users, house for security to stay, a stage to have a small public program. Every day more than 200 people visit this park.



Support for Police station with CC camera, Mariyammanahalli

To keep an eye on traffic rule violators, and to reduce the road accidents and other offenses, we have provided CC cameras for a Mariyammanahalli police station.

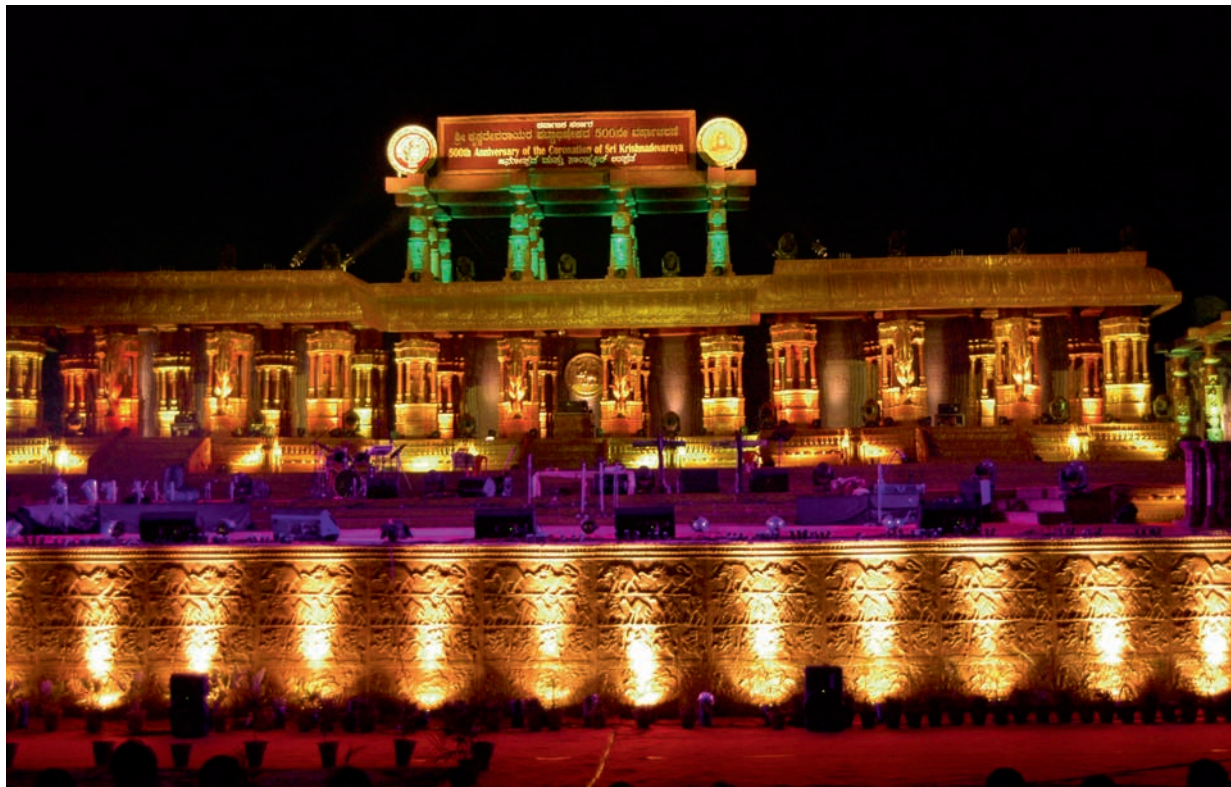
Road Construction

We supported construction of road from RS temple to TB Dam, Hosapete to improve public infrastructure for the welfare of local community.

Support for construction of Library

To enhance the knowledge of rural students, we have built a public library at Yashwanth nagar, by supporting Shree Siddarameshwara Samsthana, Yashwanth nagar, Sandur.

Protecting National Heritage



Supporting Hampi Utsav

Hampi being a World Heritage site and in the closer vicinity of Hosapete, it becomes our duty to promote its culture and heritage. Hence, we have supported by giving INR. 17 lakhs to State Government, to organize 'Hampi Utsav' to protect and promote the culture and heritage of the site under the protection of the National Heritage program. Many events were organized in the festival to recall the rich culture of Vijayanagara kingdom and contributions of Kannadigas in the fields of dance, music and art. We have supported by giving INR. 17 lakhs to State Government for Hampi Utsav.



OUR FINANCIAL PERFORMANCE



We are cognizant of the fact that the financial performance of the Company is crucial to determine its fiscal health, profitability and long-term viability; but not 'the' key indicator of company's overall success. Today, the environmental and social performance of the company are equally important. Along with the financial metrics, company's operational efficiency, environmental footprint and community development initiatives play critical role in understanding and developing Company's business continuity plans.

In line with the core values of our Group, we believe that the role of corporates truly goes beyond their performance in the arena of business, which is exclusively oriented towards generation of profit for the shareholders or investors. While we generate direct economic value through our operations, products & services, we also work towards nation building by contributing to significant indirect economic impacts which culminate in increased economic activity, reduced social disparity & enhancement in the quality of life. We provide mobility solutions thereby enabling people, enterprises & institutions to realize new possibilities. Communities chart a course for economic & societal wellbeing, enabled & empowered by our community development agenda.



We have formulated economic policies based on various factors entailing geographies where we operate, market conditions, our past performance, government regulations and our corporate governance, amongst others. Internally, we have established robust business planning and risk management process with stringent controls. These processes help us to maintain operational stability and ensure regulatory compliance. We ensure reliable and effective financial reporting through integrated financial accounting systems with in-built controls.

OUR ECONOMIC PERFORMANCE

Despite the dips in our profits in the recent past, we have overcome the challenges thrown at us and are back on track since the last two consecutive financial years 2017-18 and 2018-19. We have made significant progress in our stride to maintain the tag of being one of the best and leading mining industries in India.

(Amount in Million INR)

Sr. No.	Particulars	FY-2017-18	FY-2018-19
1	Direct economic value generated	9709	13995
2	Operation costs	5366	5971
3	Employee wages and benefits	1180	1578
4	Payments to providers of capital	851	614
5	Payments to the government	540	1324
6	Community investments	19	19
7	Economic value retained	1753	4489



Financial health of the company is secured by the finance and accounts department who work in collaboration with and assist staff, managers, functional heads, Board of Directors and various stakeholders. The department ensures that the corporate financial records comply with internal & external audits. The finance and accounts team maintain the smooth movement of finance, ensuring that the company operates within financial regulations & fulfils various external financial requirements.

INDIRECT ECONOMIC PERFORMANCE

MSPL believes in inclusive growth and responsible business conduct. Since our inception, we have strived to improve living conditions, and foster social well-being of people, where we operate. Over the years, we have strengthened our relationships with local communities, by continuous engagements, respecting their culture and heritage and minimizing our operational impact on the environment and society. About 89% of our total employees since the beginning of our operations belong to Hosapete.

Ever since we started our operations in 1961, we have been providing various business and employment opportunities to the local population. We have helped the people learn and enhance their skills and generated jobs to help them earn their livelihood. About 89% of our total employees since the beginning of our operations are from Hosapete. Our industrial set up has brought in positive changes to the locality in terms of infrastructural development and financial facilities. We have also encouraged development of small businesses as most of our materials are procured locally. These positive and progressive changes have resulted in strong relationship with the local communities. We have also undertaken development activities, based on the needs of the community and have initiated various CSR programs wherever we operate. This has led to harmonious co-existence of our industry and local community. While we generate direct economic value through our operations and products, we also contribute to significant indirect economic impacts which result in enhanced economic activity. In the reporting period, we have invested about INR 37.7 million for our CSR initiatives.

POLICY SUPPORT

Over the years, the greater emphasis on the infrastructure development and Make in India program, have made them prime business growth drivers of minerals and mining industry in the country. In the year 2017-18, the Indian Mineral production reached USD 17.62 billion, making India the 3rd largest steel producer with production of crude steel and finished steel production of 103.13 million tons and 104.98 million tons respectively. The Indian government has been making reforms in the policies and regulations to support the growth of the sector. The government initiatives such as allowance of 100 percent Foreign Direct Investment [FDI], grant of longer duration of mine lease period of 20 to 30 years and the launch of National Mineral Policy 2019, for increased transparency, better regulation and enforcement, balanced social and economic growth is propelling the growth of this sector.



GRI Content Index

GRI Standard	Disclosure Description	Remarks	Page No.
101: General Standard disclosure			
Organizational Profile	102-1 Name of the organization	Cover Page	
	102-2 Activities, brands, products and services		7-8
	102-3 Location of headquarters		6
	102-4 Location of operations		6
	102-5 Ownership and legal form		6
	102-6 Markets served		6-8
	102-7 Scale of the organization		6-8
	102-8 Information on employees and other workers		
	102-9 Supply chain		6-8
	102-10 Significant changes to the organization and its supply chain		6-8
	102-11 Precautionary Principle or approach		24
	102-12 External initiatives		25
	102-13 Membership of associations		25
Strategy	102-14 Statement from senior decision-maker		1
Ethics and Integrity	102-16 Values, principles, standards, and norms of behavior		3,9
Governance	102-18 Governance structure		18
Stakeholder Engagement	102-40 List of stakeholder groups		13
	102-41 Collective bargaining agreements		13-17
	102-42 Identifying and selecting stakeholders		13
	102-43 Approach to stakeholder engagement		13-17
	102-44 Key topics and concerns raised		13-17
Reporting Practice	102-45 Entities included in the consolidated financial statements	As disclosed in our audited annual report	
	102-46 Defining report content and topic Boundaries		15-17
	102-47 List of material topics		15-17
	102-48 Restatements of information	No restatements of any earlier disclosed information	
	102-49 Changes in reporting	There are no changes in the reporting period	
	102-50 Reporting period		4
	102-51 Date of most recent report		4
	102-52 Reporting cycle		4
	102-53 Contact point for questions regarding the report		4
	102-54 Claims of reporting in accordance with the GRI Standards		4
	102-55 GRI content index		60
	102-56 External assurance	The report is not externally assured	

Topic Specific Disclosure			
GRI Standard	Disclosure Description	Remarks	Page No.
Economic			
GRI 103 Management approach 2016	103-1 Explanation of the material topic and its Boundary		58
	103-2 The management approach and its components		58
	103-3 Evaluation of the management approach		58
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		58
Mines & Minerals Additional disclosure	Report countries of operation that are either candidate to or compliant with the extractive industries transparency initiative [EITI]	We are not candidate to the extractive industries transparency initiative.	India is not a partner country. We follow all the Indian government guided transparency and accountability standards and all applicable laws
Mines & Minerals Additional disclosure	Proportion of the facility's total workforce from the local community	Since our establishment, about 89% of our workforce in Hosapete operations are from local region.	
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption		22
Environment			
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its Boundary		27
	103-2 The management approach and its components		27
	103-3 Evaluation of the management approach		27
GRI 301: Materials 2016	301-1 Materials used by weight or volume		28
GRI 302: Energy 2016	302-1 Energy consumption within the organization		29
GRI 303: Water 2018	303-1 Interactions with water as shared resource		34
	303-2 Management of Water discharge related impacts		34
	303-3 Water Withdrawal		34
	303-4 Water discharge		34
	303-5 Water consumption		34
Mines & Minerals Sector Specific Indicators	MM1 Amount of land disturbed or rehabilitated	During the reporting period, there have been no resettlements or rehabilitations due to our VIOM operations	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		32
	305-2 Energy indirect (Scope 2) GHG emissions		33

GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method		35
GRI 307 Environmental Compliance	307-1 Any non-compliance related to Environmental laws and regulations		27
Mines & Minerals Sector Specific Indicators	Mm3 Total amounts of overburden, rock, tailings and sludge and their associated risks	Our Environmental Performance	28
Social Performance			
GRI 103 Management approach 2016	103-1 Explanation of the material topic and its Boundary		39
	103-2 The management approach and its components		39
	103-3 Evaluation of the management approach		39
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		40-41
Mines & Minerals Sector Specific Indicators	MM4 Number of strikes and lock-outs exceeding one week's duration	During the reporting period, there were no incidences of strikes or lock- outs exceeding a week's duration	
GRI 403: Occupational Health and Safety 2018	403-1 OHS management system		44-46
	403-2 Hazard identification, risk assessment and incident investigation		44-46
	403-3 Occupational health services		44-46
	403-4 Worker participation, consultation and communication on OHS		44-46
	403-5 Worker training on OHS		44-46
	403-6 Promotion of worker health		44-46
	403-7 Prevention and mitigation of OHS impacts directly linked by business relationship		44-46
	403-8 Workers covered by an occupational health and safety management system		44-46
	403-9 Work related injuries		44-46
	403-10 Work related ill health		44-46
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		44
Mines & Minerals Sector Specific Indicators	MM5 Total number of operations taking place in or adjacent to indigenous people's territories and number/percentage of operations or sites where there are formal agreements	The mining land is leased from the government. We do not have formal agreements with indigenous people to carry out our operations.	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs		48

Mines & Minerals Sector Specific Indicators	MM6 Number & description of significant disputes related to land use, customary rights of local communities and indigenous people	There are no disputes related to land use, customary rights of local communities and indigenous people. The concerns of the local community is captured by our CSR department and the same is addressed as per our CSR policy
Mines & Minerals Sector Specific Indicators	MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous people	The concerns and needs of the local community are captured by the CSR and PR dept., as they are in continuous interaction with the local community on a daily basis
Mines & Minerals Sector Specific Indicators		
Artisanal & Small Scale Mining	MM8 Number of company operating sites where artisanal & small-scale mining takes place on or adjacent to the site. The associated risks and actions taken to manage the same.	Our Vyasankere Iron ore mines have two small scale quarries in its surroundings. But they are categorized under 'C' category mines by the regulators. Both these mines are not operational.
Resettlement	MM9 Sites where resettlements took place, the number of households resettled in each and hoe their livelihoods were affected in the process	No resettlements. The mining land leased falls under the forest area. We have obtained all the applicable clearances from the regulatory bodies.
Closure Planning	DMA for closure planning MM10 Number and percentage of operations with closure plans	100% of our mining operations have closure plans from the Ministry of Mines and Geology



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