

Rashtriya Chemicals and Fertilizers Limited

(A Government of India Undertaking)



Let us grow together

SUSTAINABILITY REPORT

2014-15



A GRI-G3.1 Compliant
Application Level
'B' Report
Self Declared





Shri Jugal Kishore Mohapatra, IAS, Secretary, DoF and Shri R. G. Rajan, CMD, RCF signed Memorandum of Understanding in presence of Shri Sham Lal Goyal, IAS, Jt. Secretary, DoF, Shri Neeraj Singhal, Director (PSU), DoF for the year 2015-16.



Hon'ble Shri Ananth Kumar, Union Minister of Chemicals & Fertilizers, laid Foundation Stone of RCF-BPCL Sewage Treatment Plant on 14th November 2014, in presence of Hon'ble Shri Devendra Fadnavis, Chief Minister, Maharashtra, Shri Jugal Kishore Mohapatra, IAS, the then Secretary, DoF, Shri Rajiv Yadav, IAS, Addl. Secretary and Financial Advisor, DoF and Shri R. G. Rajan, CMD, RCF.



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ABOUT OUR COMPANY

Rashtriya Chemicals and Fertilizers Ltd., (RCF) was incorporated on 6th March, 1978 on the reorganization of erstwhile Fertilizer Corporation of India Ltd. Presently the authorized share capital of RCF is ₹ **800 Crore** and paid up capital is ₹ **551.69 Crore**.

RCF is a leading fertilizer and chemical manufacturing company. RCF has two operating units, one at Trombay in Mumbai and the other at Thal, Raigad district, about 100 KM from Mumbai. RCF manufactures Urea, Complex fertilizers (NPK), Bio-fertilizers, Micronutrients fertilizers, 100% water soluble fertilizers and a wide range of Industrial Chemicals.

The Ujjwala(Urea) and Suphala (Complex fertilizers - NPK 15:15:15 & 20:20:0) brands of fertilizers manufactured by RCF carry high brand equity and are recognized brands all over the country. RCF has countrywide marketing network in all major states. RCF also produces various industrial chemicals that are important for the manufacture of dyes, solvents, leather, pharmaceuticals and a multitude of other industries. Govt. of India has accorded "Mini Ratna" status to RCF and we are now poised to get "Navratna" status.

Continuous emission monitoring is done through four dedicated continuous Ambient Air Monitoring Systems located around the boundary of the factory, at Trombay and Thal unit. Real time emission levels are exhibited through an illuminated board placed at the entrance of the factory for public viewing. The company is maintaining ISO 14001:2004 (Environment Management System) certification for environment since last fifteen years. Both the manufacturing units are certified under ISO 9001:2008 (Quality Management System) for quality and under OHSAS 18001:2007(Occupational Health and Safety Management System) for Occupational Health and Safety. Also ISO 50001:2011 (Energy Management System) has been successfully implemented at RCF Trombay Unit.

At RCF, Safety of people, process, plants and surrounding is of paramount importance. Various safety measures have been implemented at RCF. Some of the pillars of safety culture at RCF are as follows:

- Implementation of Process Safety Management
- Timely upgrading of safety facilities
- Training on Safety
- Use of Personnel Protective Equipments (PPEs)
- Rescue operations,
- Mock drills,
- Efficient fire-fighting crew with latest techniques and equipments,
- Auditing and inspections,
- Online Near-miss reporting,
- HSE index for competitiveness among the plants,
- Walkthroughs showing management commitments towards the cause of safety,

Safety information bulletin is published and widely circulated

during the Safety Week every year. Safety statistics, current safety issues, environment and health related topics are covered in the bulletin with inspiring messages from top management.

RCF's Research & Development Division has developed Bio-fertilizer named "Biola", liquid micronutrient fertilizer named "Microla" and 100% water soluble (w.s.) fertilizer "Sujala" (19:19:19) with drip and foliar variants. In addition to this, RCF has setup an MAP (100% w.s.) plant in December 2011. This 100% w.s. MAP is being utilized as a raw material for manufacturing of Sujala 19:19:19 (100% w.s.) grade.

Recycle and reuse of resources has been the basic philosophy of RCF. The company has set up Sewage Treatment Plant (STP) at Trombay Unit, which is one-of-its-kind in the country. The STP is based on conventional Activated Sludge Process followed by Reverse Osmosis (RO). The plant treats around 22.75 Million Liters per Day (MLD) of sewage received from MCGM which otherwise would have been drained in to the sea after minimal treatment. The plant generates about 15 MLD of treated water which is being used in our plants as process water. RCF is setting-up one more Sewage Treatment Plant of similar capacity at Trombay Unit.

RCF runs 18 Soil Testing Laboratories (12 static and 6 mobile) in the state of Maharashtra, Andhra Pradesh, Karnataka, Chhattisgarh and Odisha at which thousands of soil samples are analyzed and soil health cards are distributed to the farmers. RCF also runs two training institute; one at Nagpur and other one at Alibagh, Dist. Raigad, where experts from RCF and external faculties from Agriculture universities impart free training to farmers. RCF, as a part of its farm extension services has launched 'Kisan Care Service', a toll free helpline (**1800-22-3044**) for farmers. RCF prints and distributes monthly magazine called "RCF Sheti Patrika" free of cost to 50,000 farmers of Maharashtra.

RCF strongly believes in discharging its Corporate Social Responsibility (CSR) in rural areas and has focused its CSR activities towards empowering the under privileged. A host of CSR activities are undertaken by the company which includes adoption of villages, providing drinking water, providing schooling facilities and scholarship, special measures for SC/ST and under privileged, providing training to farmers, mobile medical Van scheme, mid-day meal scheme, Setting up of skill development centers, Building Roads, Pathways and Bridges, etc.

The Company is poised for growth through implementation of expansion projects which will help to reduce the demand-supply gap of fertilizer in the country and will contribute in fulfilling the "Make In India" agenda of the Country. Company is engaged in developing project for 1.27 million MT Urea plant at Thal under its Thal – III expansion plan and another 1.27 million MT Urea plant based on coal gasification at Talcher in Odisha. RCF is also exploring growth opportunities through overseas joint venture projects.



Objectives of the Company

- ✓ To produce and market fertilizers and industrial chemicals efficiently, economically and in an environmental friendly manner.
- ✓ To maintain optimum levels of efficiency in the use of resources for maximizing return on investment.
- ✓ To take up and implement modernization and energy saving schemes.
- ✓ To continuously upgrade the quality of human resources and promote organizational and management development.
- ✓ To care for and protect the environment by minimizing the emissions including greenhouse gases and also improving on the standards laid down by Pollution Control Authorities and taking action to meet the requirements of ISO 14000 Standards.
- ✓ To increase customer satisfaction by providing quality products and services.
- ✓ To ensure corporate growth by expansion as well as diversification.
- ✓ To impart training and education to farmers.

OUR VISION

“To be a world class corporate in the field of fertilizers and chemicals with dominant position in Indian market, ensuring optimal utilisation of resources, taking due care of environment and maximising value of stakeholders.”

OUR MISSION

“Exponential growth through business excellence with focus on maximising stakeholder value by manufacturing and selling fertilizers and chemicals in a reliable, ethical and socially responsible manner”

VALUE STATEMENT

“RCF shall deal in all aspects of business with integrity, honesty, transparency and with utmost respect to the stakeholders, by honouring our commitments, providing results and striving for the highest quality.”

FROM CHAIRMAN AND MANAGING DIRECTOR'S DESK

Dear Stakeholders,

Sustainability is of paramount importance to Rashtriya Chemicals and Fertilizers (RCF) and we have continuously endeavoured to improve our performance on various facets of Sustainability.

It gives me immense pleasure to present RCF's Sustainability Report for the year 2014-15, our third successive Sustainability Report. Sustainability as a practice is at the core of all the activities of RCF, including its corporate social responsibility initiatives and is intricately woven into all its business functions.

Our vision clearly states that we would strive to be world class corporate ensuring optimal utilization of resources and to taking due care of environment. This shows our commitment towards adopting new highly efficient technologies, resource management and care for environment. Our Sustainability Policy continues to guide in this direction. Over the years we have been initiated and taken up the activities and programmes that are helping us move forward to achieve our vision.

The performance of the Company in the financial year 2014-15 has been excellent in all the areas. The production from both our Trombay and Thal units have set records exceeding last year production figures with improved energy consumptions. The total fertilizer sales volume during the year has far exceeded the last year achievement even though the import volume was low. The Industrial Products Division (IPD) also registered higher sales than the last year.

It gives me enormous pleasure to share with you that the total income of the Company during 2014-15, was INR 7787.81 Crore as against INR 6661.64 Crore in the previous year, registering an exceptional increase of 17%. The Profit Before Tax (PBT) stood at a record high of INR 509.63 Crore which is an increase of about 39% over the previous year PBT of INR 367.32 Crore. The Company has also achieved the highest ever Profit After Tax (PAT) of INR 322.06 Crore as compared to previous year PAT of INR 249.89 Crore, resulting in an increase of 29%. A dividend of 18% of equity has also been declared which is the highest ever.

The Company has been working on the development of the Thal III expansion project as well as the Joint venture fertilizer project at Talcher. It is expected that Thal III project may take off in coming financial year.

During the year we have already taken steps towards realising our vision of foraying into generation of renewable energy, by entering into a contract for setting up a 2 MW Solar power plant at our Trombay unit. The Solar power plant is likely to be commissioned in the year 2015-16, resulting in generation of around 3 Million units per annum of green power.

At the same time, we are aware of the challenges before us which are straining the operational viability in both the fertilizer and chemical segments. The Company is facing a number of critical issues like increase in gas prices, past dated recoveries on account of gas usage as well as proposals to reduce the gas allocation to our units. This shall critically affect non-Urea operations such as manufacture of Complex Fertilizers and Industrial Chemicals.





In the year 2014 -15, due to increase in gas prices, we had to stop the production of Methanol and Sodium Nitrate / Nitrite plants as these products were no more economically viable. Further, if pooling of gas is also introduced for P&K fertilizers and chemicals as has been done in the case of Urea, the viability and profitability of this segment may be adversely affected.

Nonetheless, despite of these adversities our performance was outstanding in 2014-15. With this we have raised the bar for ourselves by setting a high benchmark with all-round good performance. We shall be making all the possible endeavours to carry this momentum forward and achieve higher levels of excellence in our activities.

Best Wishes

(R. G. Rajan)

Chairman and Managing Director

August 2015

ABOUT THIS REPORT

This is our third consecutive Sustainability Report. The purpose of Sustainability Report for the year 2014-15 is to convey an update on efforts and performance of RCF in the field of Sustainability and Corporate Social Responsibility (CSR) during the year. The report has been prepared using Global Reporting Initiative Guidelines (GRI- G3.1) for Sustainability Reporting. The report is of application level 'B' and covers 33 core and 9 additional GRI performance indicators.

The GRI content index is provided at the end the report, which gives a detailed reference on the GRI performance indicators and standard disclosures. This report also addresses the nine principles of National Voluntary Guidelines on Social, Environmental and Economic responsibilities of business, published by the Ministry of Corporate Affairs, Government of India.

Scope and Boundary of the Report:

The report covers two operational Units of RCF viz., Trombay unit at Mumbai and Thal unit at Raigad district. Our residential colonies, marketing offices and corporate office have been excluded from this year's reporting boundary. Also this report does not include the sustainability performance of our joint ventures and subsidiaries.

Information on earnings and financial data including Consolidated Financial Statements of the Company is available in our Annual Financial Report.

Reporting Period:

This report provides an update on our Sustainability performance for the year 2014-15. However, to enable trend analysis, along with the data for the year 2014-15, we have also reported data for last two years 2012-13 and 2013-14.

Measurement Approach for Data:

While reporting on performance indicators, we have made an attempt to apply uniform approach for data collection, measurements and calculations for both of our manufacturing units. Any assumptions and methodology used for analysis or reporting are included in the report wherever relevant.

Feedback:

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

Mr. R. B. Patil,

Executive Director (Finance & Chief Sustainability Officer)

Phone Number: (022) 25522000

E-Mail Id: sustainabilityfeedback@rcfltd.com

OPERATIONAL STRUCTURE

Nature of Ownership & Legal Form:

RCF was a wholly owned Public Sector Unit (PSU) till 1992. In 1992-93, Government of India divested and gave 7.5 % share of equity to other stakeholders such as financial institutions and Indian public. Further 12.5% share was divested in March 2013. Government of India is still a majority shareholder in RCF with 80% of the total equity.

TABLE 1 : SHAREHOLDING PATTERN FOR RCF AS ON
31.03.2015

Name of the holder(s)	No. of shares	Percentage of shareholding
Govt. of India	44,13,53,888	80.00%
Mutual Funds / UTI	1,72,868	0.03%
Financial Institutions / Banks	3,80,77,431	6.90%
Foreign Institutional Investors (FII)	1,60,46,886	2.91%
Private Corporate Bodies	80,81,789	1.47%
Indian Public	4,38,78,771	7.95%
Non Resident Indians / OCBs	40,76,467	0.74%
Total	55,16,88,100	100.00 %

Joint Controlled Entities:

TABLE 2 : JOINT CONTROLLED ENTITIES' DETAILS 2014-15

Name of the Company	Percentage of Ownership held by RCF
Rajasthan Rashtriya Chemicals and Fertilizers Ltd.	51.00 %
FACT-RCF Building Products Ltd.	50.00 %
Urvarak Videsh Ltd.	33.33 %



AWARDS, ACCOLADES AND EVENTS

Dun & Bradstreet India's Top PSUs Awards 2015

Shri R. G. Rajan, CMD, RCF, receiving 'Dun & Bradstreet India's Top PSUs Awards-2015' in the Fertilizer sector at the hands of Shri R. M. Malla, Former CMD, IDBI, Former CMD, SIDBI and Current Chairman, of SME Ratings Ltd.



Signing of MoU for Talcher Project

Shri R.G.Rajan, CMD, RCF and Shri B. C. Tripathi, CMD, GAIL exchanged Joint Venture Agreements on behalf of JV-2 and JV-1 for setting up an integrated coal gasification cum fertilizer and Ammonium Nitrate Complex in Talcher, Odisha in presence of Hon'ble Shri Ananth Kumar, Union Minister of Chemicals and Fertilizers. Hon'ble Shri Dharmendra Pradhan, Union Minister of State for Power and Coal (I/C), Hon'ble Shri Piyush Goyal, Union Minister of Petroleum and Natural Gas (I/C), Hon'ble Shri Hansraj Ahir, Union Minister of State for Chemicals & Fertilizers, Shri Jugal Kishore Mohapatra, IAS, Secretary, DoF, Shri Saurabh Chandra, IAS, Secretary, Ministry of Petroleum & Natural Gas.

PSU Award for CSR Initiatives

Shri R.G.Rajan, CMD, RCF receiving Governance Now PSU Award - 2014 for CSR initiatives at the hands of Shri. Kalraj Mishra, Union Minister of MSME in presence of Shri Ram Vilas Paswan, Union Minister of Consumer Affairs, Food and Public Distribution and other dignitaries.



Golden Peacock National Training Award

Shri Suresh Warior, Director (Finance) receiving Golden Peacock National Training Award at the hands of H. E. Sheikh Nahyan Bin Mubarak Al Nahyan, Minister of Culture, Youth and Community Development, Govt. of UAE, Dubai in presence of Justice (Dr) Arijit Pasayat, Co-Chairman, IOD and former Judge, Supreme Court of India, Lt. Gen. J.S. Ahluwalia, PVSM(Retd.), President, Institute of Directors, India.



‘Golden Peacock Environment Management Award’ for the year 2014. Received in New Delhi on 12th July 2014.

Paryavaran Gaurav Puraskar from Maharashtra Pollution Control Board, Pune region and Environmental Club of India in 2014.





Corporate Vigilance Excellence Award

Shri R. G. Rajan, CMD RCF and Shri Rajesh Kundan, IRS, CVO receiving Corporate Vigilance Excellence Award 2014-15, instituted by Institute of Public Enterprises, Shri Naresh Masand, Dy. GM (Vig.) also received individual award for meritorious services in the vigilance department.

ICWAI Excellence Award

Shri Suresh Warior, Director (Finance) receiving ICWAI Excellence Award for Excellence in Cost Management 2013 at the hands of Shri Jayant Sinha, Hon'ble Union Minister of State for Finance in presence of Shri M. Joseph, IAS, Addl. Secretary, Ministry of Corporate Affairs and other dignitaries. This award was given by Institute of Cost Accountants of India.



Safety Excellence & Environment Award:

Safety Excellence Award for the year 2013 and Environment Award for 2014 from Greentech Foundation was awarded to RCF. Shri. Abir Banerjee, Executive Director (Trombay), received the award on behalf of RCF.



9th state level First Prize for "State Level Excellence in Energy Conservation & Management" for the year 2012-2013 from MEDA, Govt. of Maharashtra.



CORPORATE GOVERNANCE

The Company believes that sound corporate governance is fundamental to the enhancement of the value of the Company and its long term growth. Based on the core principles of fairness, transparency and accountability, the Company strives to maintain a high standard of corporate governance through the establishment of a comprehensive and efficient framework of policies, procedures and systems and the promotion of a responsible corporate culture.

All items which are obligatory as per the Corporate Governance code to be brought in the Board meetings are regularly discussed. Detailed agenda notes are circulated generally about a week in advance of the Board meetings. During the year, 11 (Eleven) meetings were held by the Board.

CONSTITUTION OF THE BOARD

Decision making and regulatory powers in RCF vest with the Board of Directors. The President of India nominates/ appoints all the members of the Board. Our Chairman and Managing Director (CMD) is the head of the Board. Currently, we have seven Directors on the Board. Out of this, our CMD and three Directors are functional and wholetime to oversee the Technical, Financial and Marketing operations of the Company. We have three non-executive Directors, two of them are government nominees and one independent Director.

The Company strives to maintain an appropriate balance of responsibility between the Board and the executive management of the Company. The whole time Directors, supported by senior managers, are vested with the responsibilities of administering the day-to-day business and operations of the Company. The Board is responsible for comprehensive leadership, formulating corporate strategy and exercises appropriate levels of control in the Company. In order to achieve this, the Company also maintains a prescribed agenda notes reserved for Board decision to ensure a clear delineation of Board and executive management functions.

BOARD COMPOSITION AS ON 31ST MARCH 2015



Shri R. G. Rajan
Chairman and Managing Director



Shri C.M.T. Britto
Director (Technical)



Shri Ashok Ghasghase
Director (Marketing)



Shri Suresh Warior
Director (Finance)
(From 18.07.2014)



Shri Sham Lal Goyal, IAS
Director (Non-executive)



Prof. Damodar Acharya
Independent Director



Shri S.C. Gupta, IAS,
Director (Non-executive)
(up to 02.07.2014)



Shri Sushil Kumar Lohani, IAS
Director (Non-executive)
(from 02.07.2014)

To get assistance in its functioning, the Board has established six separate committees, each comprising of a majority of Non-executive Directors, charged with individual functions which are essential for contributing to a sound corporate governance system. All the committees are required to report to the Board on their decisions or recommendations. They also work towards enhancing transparency in the operations of the Company which is crucial to build and maintain the trust of our stakeholders such as employees, suppliers, customers and investors.

The Audit Committee is responsible for reviewing the Company's financial reporting and policies and overseeing internal controls and compliance. Currently the Audit Committee comprises of Prof. Damodar Acharya, as Chairman with Shri Sham Lal Goyal, Shri CMT Britto and Shri Ashok Ghasghase as other members. Director [Finance], Chief Vigilance Officer and Chief Internal Auditor are the permanent invitees. During the year 2014-15, the Committee reviewed the audits conducted by Internal Audit Department, gave directions and sought further investigations and examinations wherever necessary.

During the year, the Audit Committee met five times on 13th May 2014, 19th June 2014, 12th August 2014, 13th November 2014 and 6th February, 2015.

The Stakeholders Relations Committee oversees the system in place to ensure that all issues of Investors are addressed promptly. The Stakeholders Relations Committee comprises of Shri Sham Lal Goyal as Chairman, Prof. Damodar Acharya and Shri Ashok Ghasghase as Members and Company Secretary as Secretary. There have been no serious complaints made by any shareholder, during the year.

Corporate Social Responsibility Committee is entrusted to formulate and recommend to the Board, a CSR policy which shall indicate the activities to be undertaken by the Company, recommend to the Board the amount of expenditure to be incurred on CSR activities and monitor the CSR policy of the Company from time to time.

The CSR committee comprises of Shri Sham Lal Goyal as Chairman, Prof. Damodar Acharya, Independent Director and Shri C.M.T. Britto, Director [Technical] as members. During the year 2014-15, the Committee met on 13th May 2014 and 17th December, 2014.

Nomination and Remuneration Committee is entrusted with the responsibility for formulating remuneration policies in accordance with the directions and guidelines issued by the Government of India from time to time. The Nomination and Remuneration Committee comprises of Prof. Damodar Acharya as Chairman, Shri Sham Lal Goyal and Shri Sushil Kumar Lohani as Members. During the year 2014-15, the Committee met on 18th September 2014 and 14th October 2014.

Share Transfer Committee is entrusted with the responsibility to effect transfer of shares and issues of duplicate share certificates, de-materialization, and re-materialization, etc. The Share Transfer Committee comprises of Shri R. G. Rajan, Chairman, Shri C. M. T. Britto and Shri Suresh Warior as Members and Company Secretary as Secretary. This committee regularly met to effect transfer of shares, and there are no pending cases for transfer.

Board Management Committee is entrusted with responsibilities to make certain operational decisions which are beyond the delegated power of CMD.

For the year 2014-15, there was no Board Management Committee and Stakeholders Relations Committee. The committees and their chairpersons are listed in the following table.

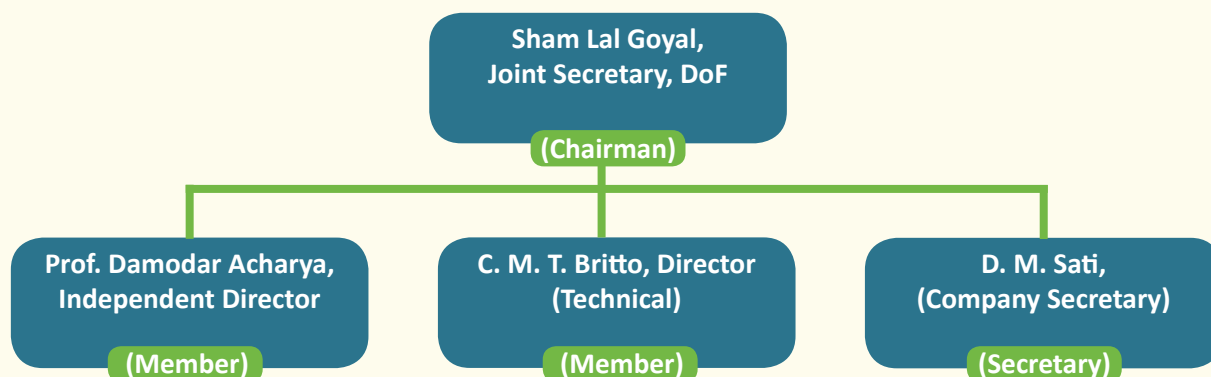
TABLE 3 : COMMITTEE DETAILS FOR RCF 2014-15

Name of the Committee	Chairperson	No. of Meetings held
Audit Committee	Prof. Damodar Acharya	5
Share Transfer Committee	Shri R. G. Rajan	5
CSR Committee	Shri Sham Lal Goyal	2
Nomination & Remuneration Committee	Prof. Damodar Acharya	2

GOVERNANCE FOR SUSTAINABILITY

RCF is committed to address the issues that go beyond the financial performance such as those relating to corporate citizenship, health, safety, education, social justice, gender, climate change, and environmental sustainability. The company shall carry out its operations and business conduct, to the extent feasible, to benefit the local community in which the company operates without being detrimental to the company's interest or to the local environment.

Corporate Social Responsibility Committee is a Board level sub-committee on CSR and Sustainability. The committee gives impetus to sustainable development. It approves various sustainable development plans and oversees the execution of the projects. It also recommends to the Board the amount of expenditure to be incurred on CSR activities and monitor the CSR policy of the Company. It assesses overall sustainability performance of the company. The structure of Board level sub-committee is as follows:



At RCF, we realize the importance of sustainable development. For us sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. The real challenge is to find ways that meet the needs of the present generation while keeping in view the needs of future generations. Development, if it is to be sustainable, should be environmentally safe, socially and economically equitable.

RCF strives for Economic, Environment and Social Sustainability. We focus upon manufacturing fertilizers and chemicals at optimum economic value by way of retrofitting plants for energy reduction.

We are committed to produce products adhering to stringent 'Quality, Environment, Health and Safety (QEHS) Policy'. As part of this policy, we commit to comply with applicable legal and other requirements and shall strive to achieve excellence in Quality, Environment and Occupational Health and Process Safety Management.

This methodology is implemented and reinforced through

the 'Integrated Management System Policy' at our units. We are committed to ensuring efficient and effective performance in all our activities related to production and dispatch of fertilizers and industrial products. While such performance will help us attain high quality products, and customer satisfaction, we also have the highest concern for maintenance, preservation and improvement of environment.

CODE OF CONDUCT

RCF strongly believes in making its operations transparent at every level. The company has put in place the following systems in order to enhance transparency in business operations:

- Delegation of Powers
- Tender Guidelines
- Internal Audit System
- Code of Discipline and Appeal (CDA) Rules for employees

In a large organisation like RCF, vigilance is an essential vehicle for maintaining transparency in our business dealings with various stakeholders. Our Vigilance department is headed by a full time Chief Vigilance Officer (CVO), deputed from the All India Services by the Government of India. The position of CVO is at par with the Functional Directors. CVO reports directly to the Chairman and Managing Director and he is assisted by a team of officers drawn from various functional departments. The activities of Vigilance department cover corporate office, Trombay unit, Thal unit and all the Marketing offices situated throughout the country. In line with the Central Vigilance Commission guidelines, the thrust of Vigilance in the Company is to bring greater transparency, integrity and efficiency. The focus of Vigilance department is on preventive and participative Vigilance.

The Vigilance department has made efforts to bring out the following policies:

- Whistle Blower Policy-procedures for receipt, retention and dealing with complaints
- Fraud Prevention Policy of RCF

The Vigilance Department receives complaints through any of the available media like written application sent to headquarter, by filing online complaints (e-mail and other forms) or by reporting any fraud to the nodal officers in any of the departments. At the same time we also put significant emphasis on fraud prevention and maintenance of transparency.

Various programs are organized throughout the year on topics like Moral Values and Ethics, Good Governance etc. Details of such programs are given below:

TABLE 4: SESSIONS DURING VIGILANCE AWARENESS WEEK

SN	Session Date	Session Topic	Faculty Name
1.	31-10-2014	How technology helps to prevent corruption	Dr. Ajay B. Pandey IAS – Dy. Director Gen. - Aadhar Card
2.	30-10-2014	Quiz On Vigilance Awareness	Shri. Sanjay Arora, Chief Manager (Corp. Comm.)
3.	30-10-2014	Combating corruption-tech. as an enabler	Dr. Shrikant Chatterjee – Indian Revenue Service (IRS) – Income Tax Commissioner

In the above programs, Shri Chatterjee, IRS, gave a detailed presentation on the reasons for establishing the CVC and the whole gamut of activities carried out by it in the last 50 years in curbing corruption in India. He also stressed on the world-wide phenomenon in this regard and the factors that led to Indian Parliament passing the law on whistle blower policy.

Shri Ajay Bhushan Pandey, IAS, spoke at length on the Aadhar Card Project undertaken by the Govt. of India and gave a practical demonstration on the relevance or efficacy of the Card in linking with all the personal data/details of the individual as well as in establishing his identity in the system.

As a part of creating vigilance awareness among IPD dealers, IPD Dealers Meet was arranged on 27th Oct. 2014. Dealers were briefed about various vigilance activities carried out at RCF and an appeal was made to all the dealers that, they should be vigilant to weed out corruption in all spheres of life. A brief presentation on CVC and various activities undertaken by Vigilance Department of RCF was also made to the Dealers.

A program was arranged on 27/10/2014 for Jyoti Ladies Club (a club of wives of employees living in RCF Trombay colony)members for bringing awareness regarding documentation etc.and its importance in their respective homes. They were also educated on various precautions to be taken while doing online banking/shopping/railway ticketing transactions. A quiz contest with a theme of Vigilance Awareness was also organized for them. Essay competition on “The role of Homemakers in curbing corruption” was conducted as a part of this program.

A Vigilance Presentation was also arranged for Management Trainees under Modular Training on 28/10/2014, in which the trainees were briefed on CVC and various activities undertaken by RCF in creating vigilance awareness. The management trainees were also urged to be vigilant and be zero tolerant about corruption.

A quiz contest on vigilance subjects/topics for the Trombay unit employees was organized at Suraksha Bhawan. Apart from five teams that took part in the contest, some questions were kept open for a keen audience numbering over 200 employees.



A training programme was organized for Farmers from Parbhani District of Maharashtra at the Farmers Training Institute, Nagpur on 01/11/2014. The farmers were briefed on the activities of Vigilance department in RCF and it was further stressed upon them that they need to be vigilant and thereby support RCF and the efforts of GOI in promoting transparency.

A Fertilizer Dealers Meet was arranged on 01/11/2014 in Nagpur for Vigilance awareness among dealers to sensitize them regarding roles and functions of Vigilance as well as their rights and statutory obligations. They were also briefed about various measures like SMS Alerts, access to Account Statement in Portal etc. taken by RCF to bring about transparency.

EXTERNAL CHARTERS AND INTERNATIONAL STANDARDS:

The company has ISO 14001 compliant Environment Management System. Both the manufacturing units are certified with Quality Management System (ISO 9001:2008) and Occupational Health and Safety Assessment Series (OHSAS 18001:2007). The three separate systems are all brought under Integrated Management System (IMS). Internal audits, Surveillance (external) Audit and Management Reviews are carried out regularly to ensure compliance and continually improve and to upgrade the system.

CORPORATE MEMBERSHIPS:

The list of memberships held by RCF in various associations and/or national/international advocacy organizations, is as under:

TABLE 5: LIST OF CORPORATE MEMBERSHIPS

SN	Corporate Memberships
1.	International Fertilizer Industry Association (IFA)
2.	Fertilizer Association of India (FAI)
3.	Standing Committee of Public Enterprises (SCOPE)
4.	Indian Chemical Council (ICC)

RISK ASSESSMENT AND MANAGEMENT

Fertilizer industry is a highly regulated industry in India. Prices of both the main raw material i.e. natural gas as well as the fertilizers itself are regulated.

The fertilizer industry is facing the following risks:

- » Availability of Natural gas
- » Pricing of Natural gas
- » Pricing of other raw materials like MoP, DAP, MAP, Rock Phosphate, Sulphur, etc.
- » Changes in the agro-climatic conditions
- » Fluctuation in the demand for fertilizers
- » International pressure to regulate the use of chemical fertilizers
- » Contractors/Parties unable to meet project schedule
- » Changes in Govt. policies/legal frame work / statutory levies/regulations
- » Operational risks in production units

All these factors adversely affect the economic feasibility of operations of fertilizer units. RCF, as part of this industry, prepares itself to manage such risks to ensure smooth operation of our business. RCF has robust systems for internal audit, risk assessment and mitigation. We have an independent Internal Audit Department which does internal audits and risk management. Internal Audits are performed by an in-house team of multi-disciplinary professionals comprising engineers and finance representatives. The risk management meeting is conducted on a quarterly basis to review and discuss various types of risks that the Company is facing.

The Company's risk identification and assessment process is dynamic and hence the Company has been able to identify, monitor and mitigate the most relevant strategic and operational risks.

The Company has framed Risk Management Policy for risk assessment and minimization procedures. Risk Management Policy developed with an objective of having balanced approach towards business plan and mitigating the associated risk. The system identifies better management practices to ensure greater degree of confidence amongst various stakeholders and facilitates good Corporate Governance practices. All risks associated with Operations, Environment, Finance, Human Resource, Legal, Information, Security etc., are continuously analyzed.

The degree of impact of the perceived risks financially, their likely effect on the assets, facilities and our stakeholders are assessed regularly. In order to mitigate losses arising out of such perceived risks, appropriate procedures are adopted. Also the practices adopted

during emergencies, including the communication system and mode of disseminating information are periodically reviewed and updated to minimize the impact on the performance of the Company.

'Risk Management Policy' improves our preparedness for future and minimizes vulnerability of our company and the stakeholders to unforeseen conditions. This policy lays guidelines for assessing, controlling and reporting the risk. It also guides the management to constitute a Risk Monitoring Cell consisting of a three tier system. It comprises of a Chief Risk Officer (CRO), Risk Managers and Risk Officers. The Chief of Internal Audit is the CRO while the senior managers nominated by the Functional Heads act as the Risk Managers. They are further supported by Risk Officers identified in different sections of each Function.

All of them are responsible for identifying and mitigating any imminent risk. At least one monthly meeting is held for the Risk Cell to review the procedures for risk management.

Our risk management policy puts in place the framework for:

- » Identification and grouping of potential risks.
- » Classification and grading of risks on the basis of their impact.
- » Indicators or triggers for risks.
- » Framing strategies for mitigating identified risks.
- » Procedure for monitoring and systematic reporting
- » Periodic review of the risk matrix.
- » Communication of the risk management policy across the company.
- » Communication to the Stakeholders/Authorities.

We also have a Risk Management Information System. Each Risk Officer maintains a Risk Register to capture all potential risks in the specific area of operation. These are further monitored and reviewed by the Risk Managers and CRO.

We aim to review our Risk Management Policy continuously in order to scan the business environment and identify any new risk to which the company is getting exposed. The task of risk management is overseen by the Board of Directors which provides important insight to enterprise risk management. A summarized Risk Report is placed before the Board, on quarterly basis, for review and advice. At RCF, we nurture ourselves to transform perceived risks into new opportunities. Our Annual Report for the year 2014-15, available at www.rcfltd.com can be referred for details of risks and opportunities at RCF.



STAKEHOLDERS' ENGAGEMENT

RCF is a leading company in fertilizer and chemical industry. Our stakeholders belong to various economic and social segments and are spread throughout the country. We follow a holistic approach which aims for the growth of the company and the stakeholders simultaneously. We believe that we have an inherent responsibility to improve the quality of life of our stakeholders. Stakeholder Engagement is an essential tool to make our business participatory and receive feedback from the members of the society with whom we share a mutual relationship. Our formal and informal interaction with the stakeholders through various media is core to our efforts to attain sustainability. RCF as a responsible corporate firmly believes in its responsibility towards sustainable

development. In line with this commitment, RCF makes consistent efforts in enhancing the sustainability of our operations.

For preparation of this sustainability report under the GRI framework, we identified stakeholders on the basis of the impact of our operations on them and their influence on us. They are classified into two main categories, namely internal and external stakeholders. The internal stakeholders are mainly the employees who work for the Company on full-time or contractual basis. The external stakeholders are greater in number and include our investors, suppliers, government, industrial associations and customers. A list of key stakeholders is presented below.

TABLE 6 : KEY STAKEHOLDERS IDENTIFIED 2014-15

Internal Stakeholders	External Stakeholders
Employees	Shareholders /Investors/ Government
Contract and Mathadi workers	Local Community
	Customers (Farmers and Dealers)
	Suppliers
	Contractors
	Regulatory Bodies
	Industry Associations

The stakeholders are involved in the sustainability reporting process at various levels such as identification of material issues amongst the economic, social and environmental indicators which they believe are critical for the company. There are various forums through which we are constantly engaged with our stakeholders.

TABLE 7 : STAKEHOLDER ENGAGEMENT

Stakeholder	Engagement Type	Forum	Frequency and Agenda
Shareholders / Investors / Government	Communication / Consultation / Dialogue	Secretary level review	Quarterly Review Meeting (QRM) is conducted to discuss the overall performance of the company. QRM is chaired by Secretary (Fertilizers), Dept. of Fertilizers (DoF) along with CMD and all Directors to discuss performance of the company.
		Annual General Body Meetings	For the year 2014-15, AGM is planned in the month of August 2015. Grievance: Non-receipt of Dividend Warrants Corrective Action: RCF reviewed list of unpaid dividend account for the past 7 years and despatched letters to shareholders for claiming dividend.
		MoU Review Meetings	The status and actual achievements up to the quarter for MoU targets is discussed as part of MoU review during QRM via presentation and discussions.



Stakeholder	Engagement Type	Forum	Frequency and Agenda
All Employees	Communication / Dialogue	Grievance Mechanism	The grievances are addressed by special officer of the Company not below the rank of Dy. General Manager who acts as the Nodal Officer for redressal. It is assured that the Nodal Officer will immediately take up the issue with the concerned department and appropriate action is taken within seven days from the date of receipt of the complaint or an appropriate reply is sent as the case may warrant. Separate female senior manager is designated to receive and address grievances from female employees. Grievance: Non-availability and poor state of residential quarters. Corrective Actions: Extensive repair and demolition of old township buildings and construction of multi-storeyed apartments.
		Performance Reviews	Performance reviews of all employees are conducted through Performance Appraisal System (PAS) and Confidential Report (CR).
		Trainings	Training for employees is conducted in-house as well as with the help of external faculty. The training programs are conducted throughout the year and are need-based.
		Open-House Sessions	Meetings are held between management and workers' union & officers' association to discuss various issues faced by workers and officers.
Customers	Consultation	Meeting with Farmers and Dealers	During the year 2014-15, 522 Farmer meetings and 75 Dealer meetings were held as compared to 446 Farmer meetings and 40 Dealer meetings in 2013-14 respectively. Farmer meetings are held so as to disseminate correct and advanced agricultural technology to the farming community. The crop and product literatures are also distributed to them, followed by question and answer session where the specialists from company and agriculture dept. of the state satisfy the queries of farmers. RCF conducts program for dealers to impart the information/know-how about Govt. policies, terms and conditions of the company, use of fertilizer products for different crops, tie-up with different companies for mutual benefit and Fertilizer Control Order of the GoI. Grievance: Non-availability of product at right time and right price. Corrective Actions: RCF started delivery of products at doorstep of dealers, instead of railway delivery point. It also reduces price of the product as cost of transportation from rake point to dealer warehouse, is borne by RCF.
		IPD Dealers meet	<ul style="list-style-type: none"> An all India meet held once in two years is considered as platform for dealers to meet top management of RCF. Issues relating to marketing, product quality and availability, policy matters etc. are discussed. Need based quarterly meet with customers. Issues relating to product quality and availability, weighing, dispatch, safety aspects, legal compliances etc. are discussed. Customer satisfaction survey conducted half-yearly for feedback of dealers on product availability, quality, loading etc. Felicitation of Dealers for outstanding performance on 26th January of every year.



Stakeholder	Engagement Type	Forum	Frequency and Agenda
		Customer Support services	<p>Soil Testing: RCF also runs 18 soil testing laboratories (12 static and 6 mobile) in Maharashtra, Andhra Pradesh, Karnataka, Chhattisgarh and Odisha. Soil samples are collected from farmers by our marketing staff from all over the states. Soil samples are analysed for NPK and micro-nutrient contents and soil health card for each soil sample is generated which is sent to farmer. During 2014-15, 1.43 lakh soil samples were analysed as compared to 1.10 lakh soil samples which were analysed in 2013-14.</p> <p>Method and Product Demonstration: In order to demonstrate and educate farmers the scientific practices, the method and product demonstrations are organized in the field of farmers wherein Agriculture officers extend technical knowledge to the farmers. During 2014-15, 62 Method demonstrations and 390 Product demonstrations were carried out as compared to 114 Method demonstrations and 292 Product demonstrations in 2013-14.</p> <p>Toll free helpline: RCF runs a customer care no. (022 – 2552 3044) and toll free helpline service called as RCF Kisan Care no. (1800-22-3044) to help farmers. Information regarding use of fertilizers, soil testing, crops, cultivation practices of different crops, Variety, pest, disease, weed control, weather report, dealership, subscription of RCF Sheti Patrika etc. is given to the farmers. During the year 2014-15, we have received 19,748 No. of calls on our toll free helpline no.</p> <p>Farmers training: RCF runs Farmers Training Center (FTC) at Nagpur and Alibagh, Dist. Raigad, where 3 days residential training with free lodging, boarding and to & fro transportation facility is provided to farmers. Employees of RCF and external faculties from Agriculture universities impart training to farmers, which helps to increase awareness in employees and farmers. During the year 2014-15, in all 92 programs were organized at both of our FTCs providing training to 5,826 farmers.</p> <p>Sheti Patrika: RCF prints and distributes 55,000 copies of 'Sheti Partrika' free of cost to the farmers. Inputs for the magazine are provided by RCF employees and articles are collected from numerous Agriculture scientists and professors.</p>
		Krishi Melas and Exhibitions	During the year 2014-15, RCF has organized 63 Krushi melas and 53 Exhibitions. Exhibition sets are displayed at the venue to disseminate complete information about company's products and different package of practices followed in various crops. During Krishi Melas, literatures about the crops and fertilizer products, their use in field etc. were distributed.
Suppliers	Dialogue	Pre-bid Conference	<p>Pre-bid meeting is held with prospective suppliers or contractors. This is need based as per the requirement of item to be purchased or the project. During the pre-bid meetings queries of the prospective suppliers or contractors are addressed.</p> <p>Grievance: Delay in making payments</p> <p>Corrective Actions: Vendor information database is continuously updated and payment made through RTGS. Payment status of vendors on RCF's portal is also updated.</p>
Community		Programs on Need Assessment through TISS and Cultural Events	RCF engages with local community as and when needed for conducting general safety awareness programs, and assessing needs (sanitation, healthcare, education) through TISS. It also engages by providing logistic and financial support for cultural events during festival celebration at colony campus, sports events.
Contract Labour			RCF engages with contract labours in pro-active manner and provides them with basic information about first aid, on-job safety practices, use of safety appliances etc.

KEY SUSTAINABILITY CHALLENGES

Sustainability involves a triple bottom line approach and sustainability focus areas include environment & Climate Change, operation & waste reduction, technology & innovation, safety, Community Development aspects. Based on the materiality assessment done during the year and the stakeholder needs, we continue to drive sustainability.

Materiality analysis is done to identify aspects that are of utmost significance to our stakeholders and are relevant to our sustainability context. At RCF, materiality analysis done through a formal and structured process of mapping the expectations of our stakeholders and aligning our overall organizational strategy with them.

Materiality analysis is based on our internal experience and engagement with our primary stakeholders - employees. Going forward, we intend to improve our materiality analysis and include detailed discussions with all our other stakeholders.

The materiality issues identified through engagement with employees were prioritized based on the following risk factors associated with each of the issues. Each of the materiality issue was ranked based on the different types of risks involved with it. The risk types were ranked as follows, starting from highest to lowest priority:

- » Impediment to production and marketing plans
- » Increasing cost of operation that negatively impacts profitability
- » Risks related to statutory non-compliances
- » Risks related to social unrest in the vicinity of factory
- » Customer feedback

Availability and Pricing of Natural Gas:

Description of issue: In the recent years, prices of raw materials have seen an upward trend. Govt. of India has increased natural gas price per mmBTU from US\$ 4.2 on NCV basis to US\$ 5.05 on GCV basis (approx.. US\$ 5.61 on NCV basis). This increased natural gas price may pose a serious threat to profitability of our Industrial Products. With implementation of Gas Pooing policy for Urea, the cost of Natural gas is expected to increase further. Dwindling domestic production of gas and its increasing price have led to creation of scarcity, impeding production

and marketing plans. The profitability of our products has been affected by the rising raw material costs. Additionally, increase in demand of natural gas for use in other purposes like power production, will further stretch the availability of material for our consumption.

Measures Undertaken: In order to curb the impact of limited availability of natural gas, RCF has focused on economizing use of natural gas through various energy conservation measures. RCF is exploring alternative cheaper source of gas through Joint ventures abroad and usage of alternative feed stock. Coal Gasification project is planned at Talcher which will use coal as basic raw material in place of natural gas. RCF, CIL, GAIL and FCIL as Joint Venture partners propose to set up a brownfield Coal Gasification project comprising of Ammonia, Urea plants at Talcher, Angul District, Odisha. Capacities considered for Ammonia, Urea plants are 1 x 2200 MTPD, 1 x 3850 MTPD respectively.

Energy Demand:

Description of issue: At Thal all the energy required for operations is met through natural gas including captive power generation. At Trombay, due to shortage of gas, total power required is met through external power supply. In view of increasing cost of gas and power efficient utilization of energy becomes our priority.

Measures Undertaken: We have put in place various energy efficiency measures and a comprehensive energy management policy to improve our energy consumption. Solar power generation unit of 2MWp is being set-up at RCF Trombay. Further RCF intends to reduce the specific energy consumption of Ammonia and Urea Plants at Thal. For this, some of the turbine driven equipments of Ammonia plants are proposed to be converted to motor driven equipment by RCF. To meet the power requirement, RCF has proposed to install Gas Turbine (GT) along with Heat Recovery Steam Generator (HRSG).

Community Relations:

Description of issue: Since the time of its inception, RCF has extensively engaged with the community members surrounding its operating units. Assuring good community



relation is important for us to ensure continuity of our business operations. We take appropriate measures to ensure that our operations do not lead to any inconvenience to the surrounding community at both the plant locations.

Measures Undertaken: Our services to the community include:

- » Free water supply to the neighboring villages at Thal
- » Infrastructure support to school
- » Develop greenery/park and maintain them in areas of vicinity
- » Active involvement with local community for CSR activities
- » Mobile medical van for health check-up
- » Mid-day meal program for school children
- » Scholarship to meritorious student
- » Building of road, bridges and pathways

Employee and Contract Worker Safety:

Description of issue: Safety of our workforce has been identified by us as the materiality issue of highest priority. Ensuring safe working conditions for our workforce is also part of our business objectives and we have put in place various systems and processes to ensure this.

Measures Undertaken:

- » Training to employees and contractors' workers on health and safety.
- » Online system for reporting 'Near-Miss' incidents
- » Safety-permit system to ensure that employees and contractors' workers are adequately safe-guarded

Water Management:

Description of issue: Our operations are water intensive, as huge volume of water is required in our cooling towers. Our plant at Trombay is located in densely populated area and water needs to be sourced through local municipality. With growing population the availability of water to our plants is constrained.

Measures Undertaken: In order to be self-reliant and as a responsible corporate citizen, we endeavor to achieve highest levels of efficiency in water consumption. We have set up first-of-its-kind Sewage Treatment Plant at

Trombay unit, which treats the city municipal sewage and the treated water is used to meet around 55% of our total water requirement at RCF, Trombay. We are setting up another Sewage Treatment Plant (STP) at Trombay. This new STP will not only make Trombay unit self dependent in terms of process water requirement, but also the surplus water will be supplied to adjacent factory of Bharat Petroleum Corporation Ltd. (BPCL).

Customers Relations:

Description of issue: Meeting our customer expectations is instrumental for the financial growth of our company. We endeavor to ensure complete customer satisfaction by supplying quality products and services to our customers.

Measures Undertaken: We have a strong customer relationship management approach and believe in working with our customers at grass root level. We run a Kisan Care toll-free number (1800-22-3044) and customer care no. (022-25523044) to address the issues, problems and queries of farmers.

Air Emission Reduction:

Description of issue: Due to proximity to residential areas at both Trombay and Thal, we ensure that air emissions from our operations are within permissible limits as specified by the State Pollution Control Board.

Measures undertaken: Our air emissions are always kept under check and they are well within the statutory requirements. In the past we have taken several initiatives to reduce our air emissions, and as a result of this, our SOx and NOx emissions have come down. We also monitor our Greenhouse Gas emissions through Carbon Footprint Study and have taken several emission abatement initiatives through implementation of energy efficiency measures. We have installed rooftop solar power generation units at five locations and are setting up a 2 MWp solar power generation unit at Trombay.

Economic Performance



OUR ECONOMIC PERFORMANCE

RCF is committed to producing and marketing Fertilizers, Specialty Fertilizers and Industrial Products of stipulated quality standards in order to achieve complete satisfaction of customers.

The company's strength lies in its skilled manpower, high brand equity of the products manufactured such as Ujjwala, Suphala, Microla, Biola and Sujala and the wide spread marketing network that ensures its products reach the desired destination.

The company has a wide portfolio of chemical products and can withstand difficult economic situations by adopting optimal mix of production. The well maintained plant and machinery ensure uninterrupted production and distribution of goods.

Manufacturing and marketing of Fertilizers is the core business of RCF. Agro-climatic conditions have a large effect on the performance of the company. In the recent years, there has been high volatility in the prices of raw material resulting in creation of scarcity, impeding production and marketing plans. The profitability is susceptible to the input costs of major raw materials, such as Natural Gas, Rock Phosphate, Sulphur, DAP, MOP, MAP. The Fertilizer and Chemicals business is exposed to cut throat global market competition besides, being affected by high input cost of natural gas and its limited availability. In order to meet the economic pressures, RCF has made efforts to increase material efficiency and has been able to reduce specific consumption of natural gas.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

During 2014-15, total turnover (Gross) was INR 7787.81 Crore against INR 6661.64 Crore in the previous year, registering an exceptional increase of 17%.

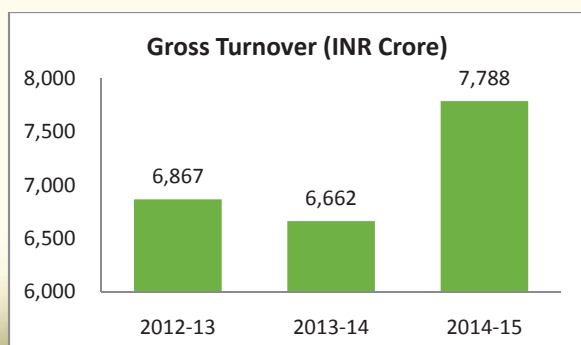


FIGURE 1 : GROSS TURNOVER (INR CRORE)

With the increased turnover, the operating cost relating to payment to suppliers has also increased in 2014-15, as compared to that in 2013-14. Payment to suppliers has increased to INR 5435.6 Crore in 2014-15 as compared to INR 4,490.46 Crore in 2013-14.

The contribution to shareholders in terms of dividend paid is as shown below:

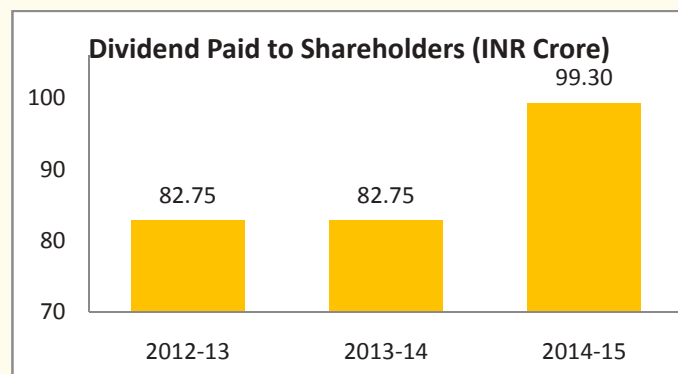


FIGURE 2 : DIVIDEND PAID TO SHAREHOLDERS (INR CRORE)

RCF has contributed significant amount to Government of India Exchequer in the form of taxes and duties.

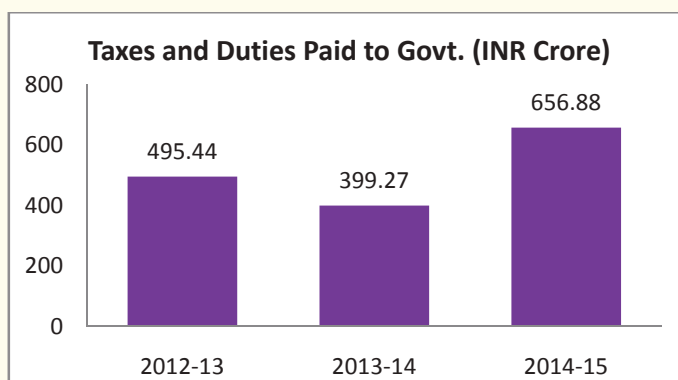


FIGURE 3: TAXES AND DUTIES PAID TO GOVT. (INR CRORE)

RCF has increased focus on investments in community development projects during the year 2014-15. As per the MoU between RCF and Ministry of Chemicals and Fertilizers, GoI, a minimum of 2.0% of Profit Before Tax (PBT) of previous year should be spent on Corporate Social Responsibility activities. RCF in line with MoU target for the same has made expenditures for community improvement projects.

TABLE 8: EXPENDITURE ON COMMUNITY INFRASTRUCTURE FOR 2014-15 (INR Lakhs)

Description	Investment amount
Adoption of villages	25.33
Supply of safe drinking water to nearby villages	124.55
Supply of Mid Day Meal	161.76
Providing medical facilities thru. Mobile Medical Van	100.07
Distribution of free Sanitary napkins to female population of slums of Chembur and villages of Thal	5.72
Running of Pathology lab – Chembur	10.50
Providing Aids and Appliances to differently able persons belonging to under-privileged section of society	9.42
Providing edurecreational training to boys and girls from slums of Trombay thereby teaching basics of Hygiene ethics manners etc.	15.00
Conducting training for students of interior districts of Maharashtra for IIT entrance examination.	102.41
Providing scholarship to SC/ST students of tribal villages for education in annual batches of 10 from 5th till they reach 12th std.	9.34
Installation of Bio toilet in villages of Thal	4.14
Installation of solar water heating system	16.00
Contribution to “SWACHH BHARAT KOSH”	100.00
Undertaking soil testing analysis and sending soil testing reports to farmers directly for providing information about soil health and balanced soil nutrition.	23.82
Conducting farmers training at two designated centres at Thal and Nagpur and providing training and imparting knowledge regarding soil health and balanced soil nutrition.	30.02
Printing and distribution of free famers booklet which provides information about use of balanced fertilizer and to have balanced soil nutrition	31.81
Printing and distribution of free crop literature(State wise) in local languages which provides information about use of balanced fertilizer and to have balanced soil nutrition	13.77
Holding of Yoga shibir at RCF Premises for general Public	8.67
Maintenance of N. G. Acharya Garden in Chembur (Diamond Garden) which has been developed by RCF.	18.00
Repairs undertaken at local school (Savitribai Phule school) which imparts education to under privileged children of slums of Trombay.	6.81
Repairs undertaken and providing lights at local school (Jawahar vidhya Bhavan) which imparts education to under privileged children of slums of Trombay.	4.28
Providing Furniture to Kalgaon school in Thal area (nearby our plant) which imparts education to under privileged children of Thal and nearby villages.	5.20
Holding Medical camp in Slum of Trombay namely Bharat Nagar along with NGO Chembur citizen forum and Radhey foundation where in number of underprivileged people from slums took advantage.	2.50
Other CSR Activities	00.88
TOTAL	830.00

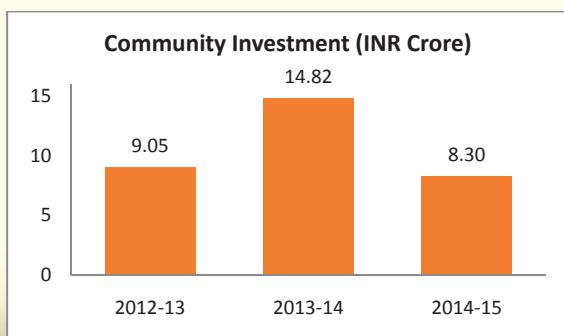


FIGURE 4: COMMUNITY INVESTMENT (INR CRORE)

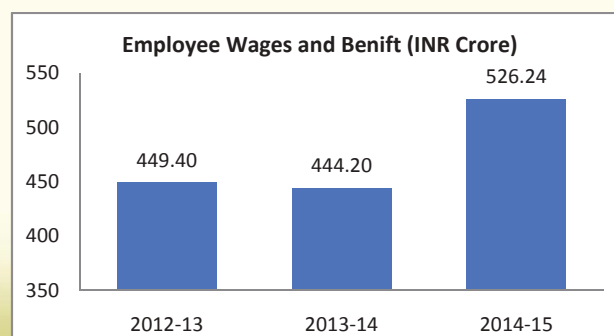


FIGURE 5: EMPLOYEE WAGES AND BENEFITS (INR CRORE)

The wages and benefits paid to employees in 2014-15 has increased to INR 526.24 Crore as compared to INR 444.20 Crore, registering a sweeping increase by 18%. The major increase is due to increase in Staff Welfare expenses during 2014-15.

PROVISION FOR EMPLOYEE SUPERANNUATION BENEFITS

The retirement plans offered by RCF are based on both 'Defined Benefit Plans' and Contributory Benefit Plans.

'Defined Benefit Plans' include Provident Fund, Gratuity, Leave Encashment, Post-retirement medical benefits. Provident Fund and Gratuity constitute mandatory retirement schemes which are self-managed by separate exempted Trusts. The provisions towards leave encashment and post-retirement medical benefits are made from company's general resources every year as per actuarial valuation at end of financial year. The provisions made by the Company towards these benefits as on 31st March 2015 are as under:

- Leave encashment : INR 178.47 Crore
- Post-retirement medical benefit : INR 55.52 Crore

Contributory Benefit Plan consists of Contributory Superannuation (Pension) Scheme where both Company and Employees contribute. The same is managed by a separate Trust and is administered through a separate policy with LIC of India. RCF's obligation to pay under this benefit plan is met from organization's general resources. Contributions from employer and employee towards contributory retirement plans have been furnished below:

TABLE 9: CONTRIBUTION TO DEFINED BENEFIT PLANS FOR EMPLOYEES

Employee / Employer	Benefit
Percentage of salary contributed by employee	For Provident Fund @ 12% of Basic Pay and Dearness Allowance. For Contributory Superannuation Scheme @ 10% of Basic Pay
Percentage of salary contributed by employer	For Provident Fund @ 12% of Basic Pay and Dearness Allowance. For Contributory Superannuation Scheme @ 10% of Basic Pay Annual contribution to Gratuity Fund based on actuarial valuation

COMPETITIVENESS OF WAGES PROVIDED BY RCF

RCF is a Central Public Sector Undertaking where the scale of pay is defined by Government of India for Officers and the same is uniform for all Officers located across the country. As regards workmen, the scales are decided by benchmarking to the scale of Officers which are also uniform.

The following table shows wages provided by RCF to workers of various grades starting from 'Unskilled' to 'Highly Skilled' workers and a comparison with local minimum wages as per legal requirement:

TABLE 10 : MINIMUM WAGES PAID TO RCF EMPLOYEES - REGION WISE 2014-15

Location	Benefit Level	Local minimum wage (INR per month)	RCF's entry level wage (INR per month)	Ratio of the entry level wage to the local minimum wage
Manufacturing Units	Skilled	12620.5	40,701	3.22 : 1
	Semiskilled	11920.5	30,385	2.55 : 1
	Unskilled	11420.5	15,683	1.37 : 1

For sustained agricultural growth and to promote balanced nutrient application, it is imperative that fertilizers are made available to farmers at affordable prices. The problems faced by the manufacturers in earning a reasonable return on their investment with reference to controlled prices, are mitigated by providing support under New Pricing Scheme (NPS) for Urea and the Nutrient Based Subsidy Scheme (NBS) for Phosphatic and Potassic Fertilizers. The statutorily notified sale price and indicative MRP is generally less than the cost of production, irrespective of any manufacturing unit. The difference between the cost of production and the selling price/MRP is paid as subsidy/concession to manufacturers. RCF has received INR 3876.52 Crore as subsidy during the financial year 2014-15.

POLICY AND PRACTICES FOR SUPPLIERS

The manufacturing facilities of RCF are located at Trombay and Thal in Maharashtra. Hence the company considers the state of Maharashtra as the local area for procurement of raw materials and services. However, considering the nature of raw materials required for manufacture of fertilizers and industrial products, RCF has to procure its raw materials from outside Maharashtra and import as well.

RCF, however, prefers locally based suppliers/ vendors for regular services which do not require specific skill sets. Selection of supplier/ vendor is mainly done through competitive bidding process and criteria for selection are documented in the tender guidelines used for bidding.

TABLE 11: PURCHASES MADE FROM LOCAL SUPPLIERS

	FY 2012-13	FY 2013-14	FY 2014-15
Overall	100%	100%	100%
Maharashtra	43%	52%	54%
Outside Maharashtra	38%	34%	28%
Imports	19%	14%	18%

LOCAL HIRING

RCF considers local hiring of those employees who have domicile state as Maharashtra (where manufacturing units are located).

TABLE 12: LOCAL HIRING AT SENIOR LEVEL (as on 31st of March)

Particulars		FY 2012-13	FY 2013-14	FY 2014-15
Thal	Total Managers	508	509	511
	Local Managers	452	446	442
Trombay	Total Managers	765	731	780
	Local Managers	620	587	598

The numbers are the status as at the end of the year and not necessarily hired within the year.

Enviroment Performance



ENERGY MANAGEMENT

At RCF, Natural gas is the main source of energy which accounts for 90% of the total energy consumption and rest is met through electrical power and High Speed Diesel (HSD). With the rising demand for Natural gas, non-availability of natural gas is becoming a major threat to our operational sustenance. Also the proposed increase in Natural gas price is being a serious threat to financial viability of many of our products. This may adversely affect the Fertilizer cum Industrial Chemical Product mix of the Company. In addition to that, Government of India is also considering to rearrange the Natural gas allocation priority. This necessitates us to reduce our energy consumption levels by improving energy efficiency of our processes leading to efficient utilization of resource.

Energy consumption at Trombay:

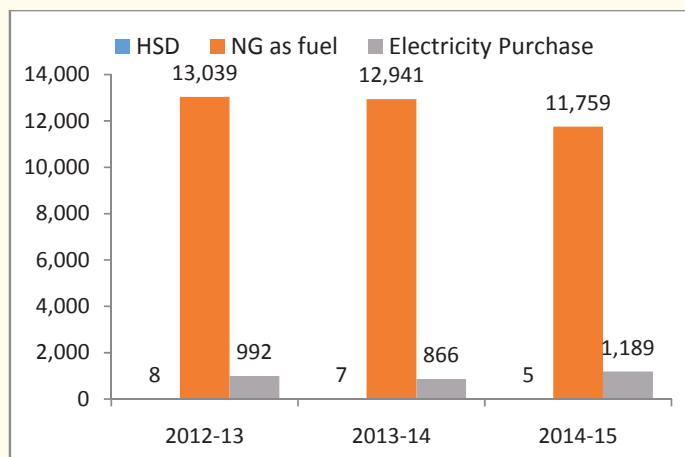


FIGURE 6(A): DIRECT AND INDIRECT ENERGY CONSUMPTION IN TROMBAY UNIT (IN '000 GJ)

As a result of various energy saving schemes and measures implemented during the year 2014-15, RCF Trombay Unit witnessed decrease in overall energy consumption by more than 6%. In the year 2014-15, Ammonia – V plant and Urea-V plant registered lowest ever specific energy consumptions as detailed below :

(In Gcal/MT)

Plant	Lowest ever sp. Energy consumption	Previous best sp. Energy consumption
Ammonia–V	8.971	9.278 in 2012-13
Urea-V	6.865	7.071 in 2013-14

Energy consumption at Thal:

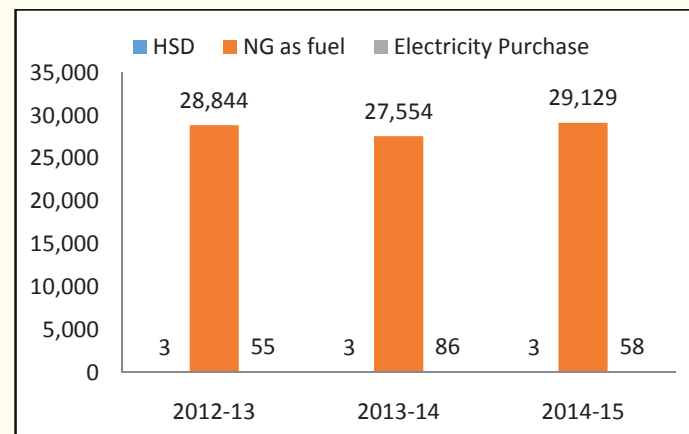


FIGURE 6(B): DIRECT AND INDIRECT ENERGY CONSUMPTION IN THAL UNIT (IN '000 GJ)

In the year 2014-15, RCF Thal has registered best ever specific energy consumption in Ammonia and Urea Plants. For Ammonia Plant, lowest ever yearly energy of 8.24 Mkcal/MT was achieved which is 4% lower than the previous lowest specific energy of 8.594 MKcal/MT in 2013-14. For Urea Plant, lowest ever yearly energy of 5.87 Mkcal/MT was achieved which is 4% lower than the previous lowest specific energy of 6.098 MKcal/MT in 2013-14.

(In Gcal/MT)

Plant	Lowest ever sp. Energy consumption	Previous best sp. Energy consumption
Thal Ammonia	8.240	8.594 in 2013-14
Thal Urea	5.870	6.098 in 2013-14

The major energy saving schemes implemented at Thal unit during the year is as follows:

1. In Ammonia Plant, new Advanced Process Control (APC) from M/s.HAIL (Honeywell Automation Industries Ltd.) was installed and commissioned in 2014-15. This helps to reduce the variation in parameters leading to smoother and safer plant operation. This has resulted in saving of 38.14 lakh NM3 natural gas.
2. High pressure (HP) feed water heater was replaced



with new improved HP Feed water heater in Steam Generation Plant. This has improved the performance of the boiler. This has resulted in saving of 46.48 lakh NM3 natural gas.

3. Replacement of old Air conditioners(AC) with energy efficient AC was carried out at DMF plant. Split AC was replaced with new AC in(Process Air Compressor) PAC III. This has resulted in saving of 0.694 lakh KWH of electricity.
4. At Thal, 1,247 numbers of lamp fittings were replaced with LED lamps during the year 2014-15. This has resulted in saving of 3.15 lakh KWH of electricity.

Major energy saving opportunities implemented at Trombay Unit during 2014-15 as suggested by the auditor are given below:

1. Ammonia-V Audit recommendation to stop 1 CT pump of full capacity and run half capacity pump. Normally 6 full capacity cooling water pumps used to be in line. It was observed during the audit that the cooling water (CW) flow to Water Cooler in Refrigeration Section was on higher side. Therefore the CW flow to water cooler was reduced maintaining the operating conditions by throttling the CW inlet valve. This reduction in CW flow has helped to stop one full capacity CT pump and start half capacity CW pump reducing the energy consumption.
2. Replacement of LRB Insulation of furnace walls of Boilers as per Plant Health Services (PHS) / NPC report. This has reduced the heat losses resulting in to the energy saving. All three boilers LRB insulation has been replaced resulting in saving of Natural Gas to the tune of 3.5 Lakh Nm3 per annum.
3. Increasing flow of MDEA solution from 300 Nm3/hr to 500 Nm3/hr through Hydraulic Turbine in Ammonia-I plant has resulted in reduction of power consumption of Benfield electrical motor of Benfield Pump. The savings due to this scheme is to the tune of 4.8 Lakh kWh per annum.
4. Insulation of furnace walls of all the three service boilers replaced. This has resulted in to saving of 3,80,160 Sm3 of Natural Gas and would reduce 740.69 tonnes of CO2 eq. emission.
5. Installation of new high efficiency Ammonia Feed pump in Urea Plant. This will result in savings of 220 kWh of Electrical Energy. With this reliability of operation will also increase.

ISO 50001:2011 (Energy Management System) has been successfully implemented in RCF Trombay unit in March 2015. All plants have been covered under this system. During implementation of the system, total 37 Energy Reduction Projects (Energy Management Action Plans) have been undertaken. Out of these about 20 Projects have been successfully implemented. The expected energy reduction due to these completed projects is to the tune of 7.5 Lakh kWh Electrical power per year. The remaining 17 Energy Management Action plans shall be completed in 2015-16.

Also at Trombay unit, external Energy Audit of Ammonia-V, Ammonia-I, Methanol and Urea plants were carried out during July 2014 to December 2014 by accredited Energy Auditor M/s National Productivity Council (NPC) Mumbai.

As result of above efforts taken by RCF, the specific energy consumption of Trombay Urea has come down from 7.555 GCal/MT in 2013-14 to 7.234 GCal/MT in 2014-15. Similarly specific energy consumption of Thal Urea has also come down drastically from 6.220 GCal/MT in 2012-13 to 5.867 GCal/MT in 2014-15.

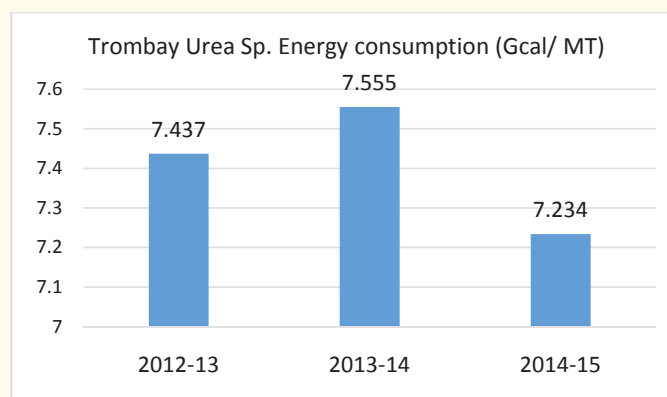


FIGURE 7(A) : SPECIFIC ENERGY CONSUMPTION OF TROMBAY UREA

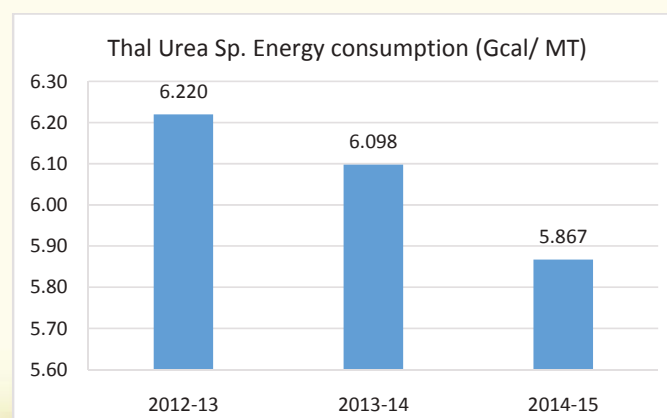


FIGURE 7(B) : SPECIFIC ENERGY CONSUMPTION OF THAL UREA

Additionally, we have put our best efforts to save energy by retrofitting, process modification and implementing various energy efficiency initiatives in our existing systems.

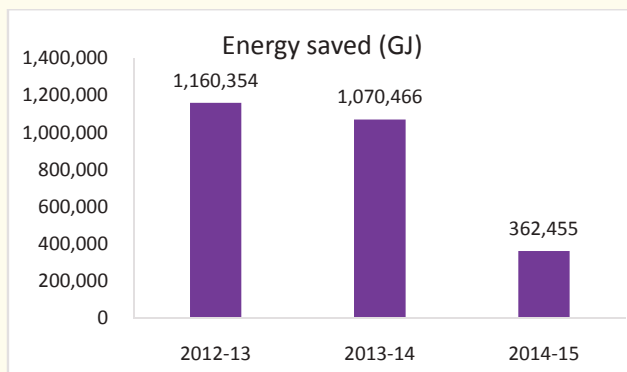


FIGURE 8 : TOTAL ENERGY SAVED DUE TO RETROFITTING, ENERGY EFFICIENCY AND PROCESS MODIFICATIONS SCHEMS (IN GJ)

Some of the key initiatives undertaken during the year 2014-15 are as given below:

TABLE 13(A) : KEY INITIATIVES FOR REDUCTION OF ENERGY CONSUMPTION AT THAL UNIT

SN	Energy Efficiency measures implemented	Nature of initiative	Energy saved in GJ
1	Optimization of flow of Rich MDEA through hydraulic turbine (PT1) to reduce load on Semi lean Solution pump motor in Ammonia-I plant.	External Energy Audit Recommendation	3,024
2	Provision of VFD for Cooling Tower Fan 'C' in Ammonia-I Plant. Savings can be achieved during winter season.	Process Optimization	233
3	Associated gas getting vented at the outlet of the specific gravity analyzer connected to the fuel gas header in the plant and used as fuel in the primary reformer of Ammonia-I plant.	Reduction of wastage	6,242
4	Replacement of 2 nos. Cooling Tower fan shaft with light weight composite fiber shaft.	Energy Conservation and Reliability Improvement	72
5	Secondary air duct modification of Furnace and hot air duct replacement of spherodizer resulting in Suphala plant resulting in saving in Natural Gas.	Retrofitting of equipment	18,725
6	Installation steam turbine driven for BFW pump (KP006) in HPNA Plant by using steam being let-down from 40 Ata to 12 Ata.	Process Modification	2,138
7	Energy efficient motors (39 Nos.) installed in Methanol and Methyl Amine Plant and Storage area	Energy Conservation	109
8	Insulation of furnace walls of all the three service boilers replaced.	Retrofitting of equipment (Insulation replacement)	14,830
9	New Ammonia Feed pump in Urea Plant – Savings of 220 kWh of Electrical Energy.	Addition of Equipment	6,273
Total			51,646

TABLE 13(B) : KEY INITIATIVES FOR REDUCTION OF ENERGY CONSUMPTION AT THAL UNIT

SN	Energy Efficiency measures implemented	Nature of initiative	Energy saved in GJ
1	Installation of Advance Process Control System (APC) for optimisation of process parameters in line Ammonia line I & II.	Energy Conservation	1,48,786
2	Medium pressure steam lines were insulated in Urea-31 unit.	Energy Conservation	219
3	Peek wear ring installation to DM pump(MP3411A, B).	Retrofitting of equipment	35
4	HP Heater replacement.	Energy Conservation	1,81,317
5	Use of energy efficient 90 KW motor (PDM) in WTP-II.	Energy Conservation	46
6	40 W Well glass fitting (20 Nos.)	Energy Conservation	50
7	Replacement of 4 ft LED tube (20 W) 977 Nos.	Energy Conservation	739
8	Replacement of 90 W street light fittings (W/S-E) 105 Nos.	Energy Conservation	91
9	Replacement of 2 ft LED tube (10 W) 145 Nos.	Energy Conservation	255
10	Replacement of forced draft CT with natural draft CT at Ammonia CCR	Energy Conservation	126
11	Replacement of old Package A/Cs with energy efficient A/Cs at DMF plant.	Energy Conservation	76
12	Split A/C replacement by new package A/C for PAC III,NFSS	Energy Conservation	173
Total			3,31,913



WATER MANAGEMENT

Water management is an extremely challenging task for RCF, particularly at Trombay unit. RCF Trombay Unit is situated in the highly populated Mumbai City. In case of any shortage of water in the city especially during summers, supply of water from Municipal Corporation of Greater Mumbai (MCGM) to industries like RCF is curtailed first. To overcome this problem of MCGM water supply cut, in the year 2000, RCF commissioned Sewage Treatment Plant (STP) at Trombay Unit. STP is a unique example of meeting industrial water requirement through Sustainability Development Project.

Sewage Treatment Plant:

The Sewage Treatment Plant at Trombay was one-of-its-kind in the country at the time of its commissioning. The STP is based on conventional Activated Sludge Process followed by Reverse Osmosis (RO). The sewage received from MCGM is cleaned, aerated, filtered, chlorinated and made virtually fit to drink using five-stage recycling technique. The sludge generated from the treatment is being used as fertilizer by our horticulture department. The plant treats around 22.75 Million Liters per Day (MLD) of sewage received from MCGM which otherwise would have been drained in to the sea after minimum treatment. The plant generates about 15 MLD of treated water which is used in our plants as process water. STP meets about 55% of process water requirement of our Trombay unit.



Sewage Treatment Plant Building

Advantages due to the setting up of Sewage Treatment plant:

STP has been a great help to Trombay unit in terms of reducing dependency on water supply from Municipal Corporation. It has improved availability of process water for the operations of Trombay unit plants. This has enhanced overall reliability of operations.

Besides this, installation and successful operation of Sewage Treatment Plant by RCF is of great help to residents of Mumbai and society at large, as about 15 MLD of potable water which would have been supplied for industrial usage, is made available for the domestic use. RCF's unique initiative of treating raw sewage in STP has allowed MCGM to channelize distribution of more water to low-income group and slum areas, where more than 75% of the residents are considered as Water Deficient Households (where water consumption is less than 100 liters per consumer per day).

In a way RCF also helps MCGM in dealing with huge quantity of sewage generated in Mumbai City by treating 22.75 MLD of sewage at our Sewage Treatment Plant. This helps MCGM to save on account of cost of sewage treatment and sewage transportation.

To further reduce the dependency of water supply on MCGM and make Trombay Unit self-sufficient in terms of water requirement, RCF is setting up one more Sewage Treatment plant of similar capacity. The work of New STP is in full swing. The plant is likely to be commissioned in August 2016. When new STP becomes operational, it will indirectly make additional 15 MLD of water available to residents of Mumbai.



Final Storage Tank of STP

Recovery of process water from RO reject water of STP Plant:

This is one of the in-house water saving schemes designed and implemented by RCF. In our existing STP, we use Reverse Osmosis (RO) units in the final stage of purification. In this RO section, RO units recover 75% to 80% of input water as good quality water and balance water is rejected. This rejected water from RO is called as RO reject water. About 7,000 M3 of RO reject water is generated every day. This RO reject water was used to meet for low grade requirements, but still major portion of RO reject water was not being utilized and was sent to Effluent Treatment Plant (ETP) as waste water.

Realising the potential for savings, an innovative scheme for further recovering good quality water from RO reject to the extent of 50% was finalized and has been executed successfully. As a part of the scheme, an independent RO skid with water feed pumps has been installed. The RO reject is purified further using newly installed RO membranes. By this method about 50% of the RO reject i.e. 3 MLD (3,000 M3/day) is recovered as a good quality treated water.

During the year 2014-15 we have produced 5.31 million M3 of treated water in STP thereby making equivalent quantity of fresh water available to residents of Mumbai for domestic purpose.

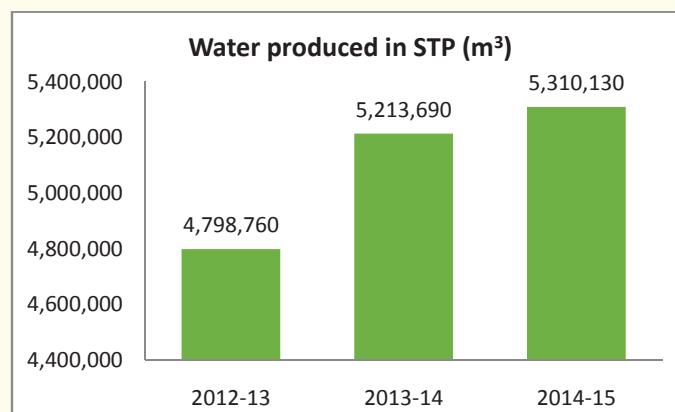


FIGURE 9 : WATER PRODUCED IN SEWAGE TREATMENT PLANT (IN M3)

The entire water requirement for Thal Unit is sourced from MIDC. We do not draw any ground or surface water.

The water consumption in both Trombay and Thal units has increased marginally during 2014-15 as compared to previous years on account of increase in throughput.

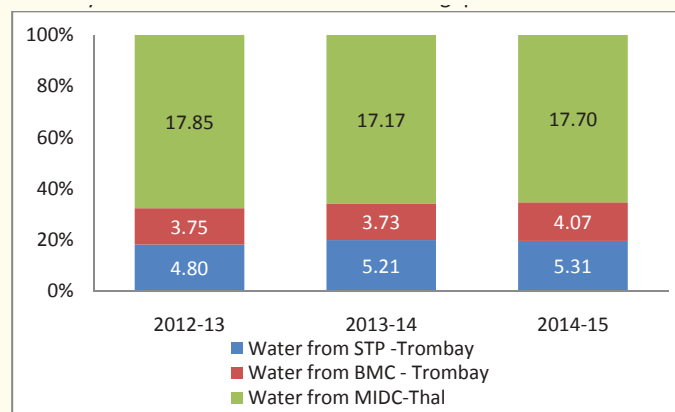


FIGURE 10: WATER CONSUMPTION (MILLION M3)

Water Conservation:

Considering the importance of water conservation, RCF has taken various initiatives for water conservation. Care is also taken to ensure that optimum utilization of water can be achieved. The following water conservation techniques are followed at RCF:

- » Recycle and reuse of effluent in various Plants thus minimizing the effluent generation.
- » Maintaining high Cycle of Concentration (COC) in cooling towers.
- » Reusing treated effluent water for floor washing in various plants.
- » Mixing of STP reject water with gypsum to make



slurry so as to convey it to gypsum pond through pipe for open drying.

- » Using reject water from Sewage Treatment Plant for horticulture.

Recycle and Reuse:

- » RO reject is used in place of fresh water for low grade applications like Gypsum slurry preparation, toilet flushing etc. This saves fresh water.
- » Emphasis is given on recycle, reuse & reprocessing of solid waste generated.

At RCF we try to maximize recycling of waste water. Due to higher waste water recycling, process water reuse as a percentage of total water consumption has increased from 14.2% to 16.9%.

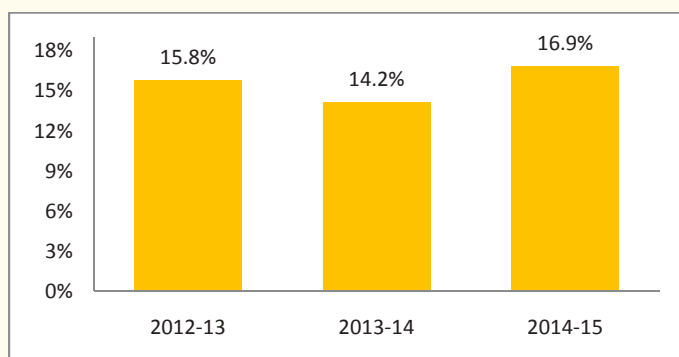


FIGURE 11 : PROCESS WATER RECYCLED AS A % OF WATER CONSUMPTION

At Trombay following major effluent recycle schemes were in operation:

- ✓ Use of STP reject in place of fresh water in tail gas scrubber in granulation section of Ammonium Nitrophosphate plant.
- ✓ Reduction in effluent generation in STP by about 36% due to implementation of 6th RO for reject water reclamation.
- ✓ Use of STP RO Reject water for equipment cleaning, floor washing etc. leading to conservation of Process water.
- ✓ Reduction in effluent generation in Urea-V Plant by about 8% as Ammonical Urea effluent is used in PAP for gypsum slurry washing to maintain pH.
- ✓ Recycle and reuse of process water to reduce the process water consumption.

- ✓ Using STP reject water as Second wash of Gypsum filter in Phosphoric acid plant.
- ✓ Reduction in effluent generation in Suphala Plant by about 22% due to recycling of effluent back to process and use of reaction scrubbing liquid for preparation of Urea solution rather than using fresh water.
- ✓ Generated Ammonical effluent is reused as water flushing condensate in HP Carbamate Pump (P 602) in urea plant.
- ✓ Use of reaction scrubbing liquid for preparation of urea solution instead of fresh water in Suphala Plant for improved nitrogen efficiency and reduction in effluent.

CLIMATE CHANGE MITIGATION

At RCF, utmost attention is given to pollution control and industrial safety. Selection of best available technologies for the plants and time to time up-gradation of technology help to maintain pollution free environment. RCF's Environment Management System is ISO 14001-2004 certified demonstrating the company's commitment towards Environment Protection. With effective pollution control systems in all the plants, pollution level is maintained well below the stipulated norms. Continuous monitoring of stack emissions, effluent, ambient air and work place monitoring enables us to be vigilant all the time for environment protection. In our efforts to reduce stack emissions, we have installed Medium Pressure stripper in Ammonia plant to recover ammonia from condensate.

For conservation of natural resources 3R methodology i.e. Reduce, Recycle and Reuse is employed at RCF. As a major initiative to conserve natural resources about 57% of total process water requirement of the factory is met by treating municipal sewage in the in-house 5 MGD Sewage Treatment Plant. This has enabled the local municipal corporation to divert around 15,000 M3 per day of potable water to the citizen of Mumbai. In the year 2014-15, about 17% of the effluent generated is recycled in the plant. Further for rain water harvesting a natural pond near Sewage Treatment Plant is being maintained. Use of renewable energy in the form of solar water heaters in RCF Hospital, Factory Canteen and in Sewage Treatment Plant is adopted. During the year 2014-15, the company has spent about Rs.4870.61 lakh towards various activities for environment protection. RCF factory covers around 560 acres area and more than 30% of open land is already under green cover. In the year 2014-15, we have also planted 15,000 numbers of trees.

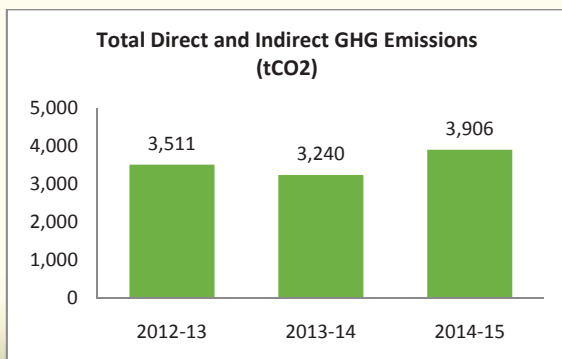


Figure 12: GREENHOUSE GAS EMISSION ('000 tCO₂e)

The total direct and indirect GHG emission due to combustion of High Speed Diesel (HSD) and Natural Gas and net purchased electricity has increased during the period 2014-15 as compared to 2013-14. This is mainly on account of higher production activities. During 2014-15, total production of all products was 5.86 million MT, 14% higher as against 5.16 million MT in 2013-14. The GHG emission has been calculated based on site-specific emission factor and Net Calorific Value of natural gas, high speed diesel and standard grid emission factor of the grid. To reduce GHG emissions in our operations, we have taken several initiatives, both in-process improvement and energy efficiency enhancement.

GHG emissions are directly related to the overall energy consumption. RCF has implemented various measures for energy efficiency improvement which has helped to reduce the GHG emissions. Through these energy efficiency measures we were able to reduce GHG emission by about 19,000 tCO₂e in 2014-15.

OZONE DEPLETING SUBSTANCES

There is no consumption of Ozone Depleting Substances (ODS) in our processes other than air-conditioning units and chillers. Hence our consumption of ODS is very low. The following graph shows emission of ODS in tonnes during last three years.

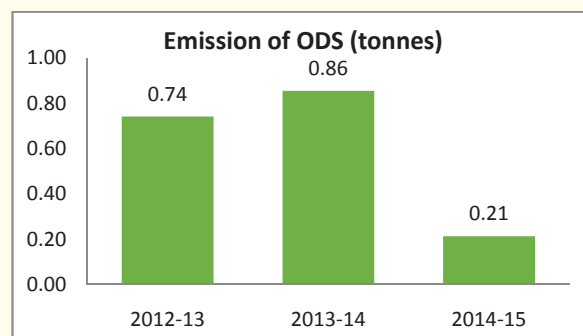


FIGURE 13 : EMISSIONS FROM ODS (IN TONNES)

During 2013-14, we had installed one chiller unit and two Air Conditioning units in RCF Thal Units, resulting in to higher ODS consumption. During 2014-15 we have replaced the machines with screw compressors by reciprocating compressors having less maintenance. This has led to lower consumption of ODS in 2014-15.

**OTHER AIR EMISSIONS:**

RCF has efficient emission monitoring system which helps to take immediate preventive/corrective action in case of any abnormality occurring in plant. For emission monitoring, a three tier system is in place. Installation of four fixed ambient air quality monitoring system, online stack monitoring system, workplace monitors keeps us vigilant all the time.

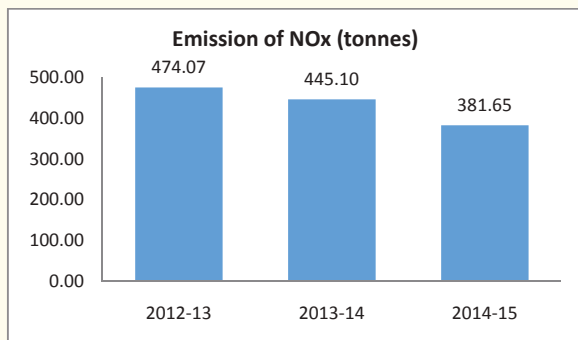


FIGURE 14 : EMISSION OF NOx (IN TONNES)

Because of this highly efficient monitoring system, NOx emission levels at RCF have come down from 474 tonnes in 2012-13 to 319 tonnes in 2014-15.

Some of the major initiatives taken up in our Sulphuric Acid Plant to reduce the SOx emissions are as follows:

- » Installation of new Final heat exchanger (FHE) to reduce SO2 emission due to tube leakages.
- » New MECS catalyst (30 M3) is added in place of V2O5.
- » New Final Absorption Tower (FAT) is installed to minimize the acid leakage
- » For reduction of acid mist, candles of Intermediate Absorption tower (IAT) are replaced with new candles.

Above measures have helped to reduce SO2 emission by about 10%. Replacement of candles in Intermediate Absorption tower (IAT) helps to reduce acid mist. Better conversion of SO2 to SO3 has reduced emission of SOx, at the same time resulted in an equivalent increase in production.

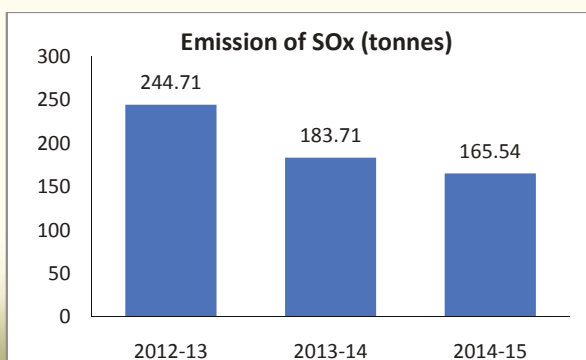


FIGURE 15 : EMISSIONS OF SOx (IN TONNES)

Other major initiatives taken towards environment protection in the year 2014-15 are as follows:

- Installation of New above Ground Sulphur Melter for reduction in Sulphur spillage in Sulphuric Acid Plant.
- Installation of scrubber for bi-carbonation towers to reduce Ammonia loss through off gases in Ammonium Bicarbonate Plant.
- Installation of new improved scrubbing system for product cooler gases in Suphala Plant to reduce Dust emission.
- Installation of new cyclone for product cooler gases in Suphala Plant to reduce dust emission.
- Installation of HF Analyzer in reaction section in Phosphoric Acid Plant for work place monitoring.
- Replacement of tail gas pre-heater with new one to prevent process gas leakage into tail gas. This also reduces NOx at Selective Catalytic Reactor inlet.
- Regular maintenance and replacement of critical equipment for environment protection like – Re-tubing of existing tail gas pre-heater in Medium Pressure Nitric Acid Plant, rerouting of duct is done to reduce fugitive emission & leakages.

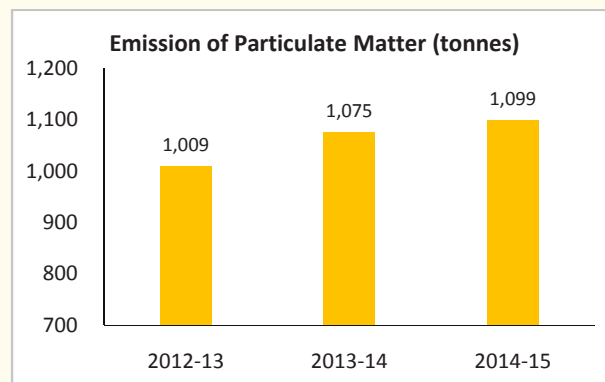


FIGURE 16 : EMISSIONS OF PARTICULATE MATTERS (IN TONNES)

There is marginal increase in emission of Particulate matters in 2014-15 over 2013-14. This is mainly due to higher total Urea production of 2.60 million MT in 2014-15 as compared to 2.35 million MT in 2013-14.

EFFLUENT AND WASTE MANAGEMENT

RCF has Central Effluent Treatment Plant (CETP) for treating effluents generated from individual plants. Main features of Effluent Treatment at RCF are as follows:

- Liquid effluents generated in each process plant are collected in dedicated effluent pits installed in each plant.
- The liquid effluents are treated for the removal of fluorides, phosphates, suspended solids, ammonical nitrogen, and nitrate nitrogen and for the correction of pH.
- Regular monitoring and control actions are taken to reduce the quantum of liquid effluents generation.
- Regular analysis of liquid effluents is also carried out through laboratories wherein quality of effluents is monitored.
- Measures like recycling of rich effluent back to the process, adoption of effective operational control procedures for close monitoring of effluent generation, its collection, handling not only reduced effluent generation but also play an important role in resource conservation.
- Ammonical effluent is reused as water flushing condensate in a pump (P 602) in urea plant.
- Use of reaction scrubbing liquid for preparation of urea solution instead of fresh water in Suphala Plant for improved nitrogen efficiency and reduction in effluent.
- Recycle of rich effluent in Suphala, PAP and ANP plants to reduce effluent generation as well as increase in nutrient recovery.
- Use of Urea effluent to maintain pH of Gypsum slurry in Phosphoric Acid Plant. Use of RO reject water for washing, cleaning and gardening.

With all the plants running at optimum capacity, though the amount of effluent generated has increased marginally over the previous year, implementation of 3-R Principle has enabled in maintaining the effluent discharged more or less at the same level.

Apart from reduction in effluent generation, recycle of rich effluent in Suphala, ANP and Phosphoric Acid Plants has helped prevent the loss of nutrients.

RCF Trombay Unit has a Sewage Treatment plant with capacity of 5 MGD. Out of total daily water requirement of factory, about 57% of water requirement is fulfilled by this Sewage Treatment plant. In all there are 5 Reverse Osmosis (RO) Units there to recover water from Sewage. RO reject recovery system is also installed in the plant to further recover about 3000 m³ per day of water from RO reject water. Conservation of fresh water is done by using this RO reject water in place of fresh water where ever possible. Also a natural pond is used for rain water harvesting along with storage of reject. About 17% of effluent generated is reused and recycled back in process.

As a part of Reduce-Reuse-Recycle methodology adopted by RCF, emphasis is given for reuse of treated effluent. Some of the major measures taken are as follows:

- Use of STP Reject in place of fresh water in tail gas scrubber in granulation section of Ammonium Nitro-phosphate Plant.
- Use of STP RO Reject water for equipment cleaning, floor washing etc. leading to conservation of Process water.
- Using STP reject water as Second wash of Gypsum filter in Phosphoric acid plant.

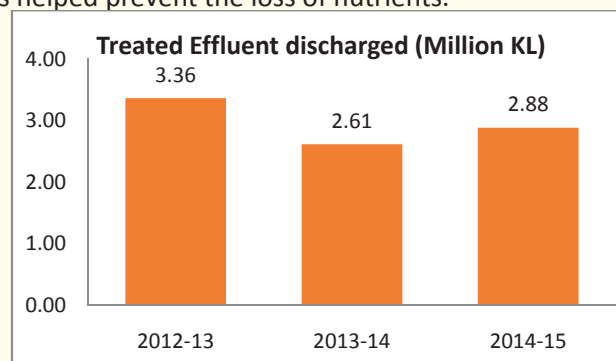


FIGURE 17 : TREATED EFFLUENT DISCHARGE (MILLION KL)

At RCF, we segregate hazardous and non-hazardous waste and dispose the same using either scientific methods or sale to registered recycling agencies.



FIGURE 18 : HARARDOUS WASTES (IN TONNES)



Bio-medical Waste (BMW) generated at RCF Hospital is collected by M/s SMS Envolveclean (p) Ltd. who is authorized by MPCB for treatment and /or disposal of BMW generated.

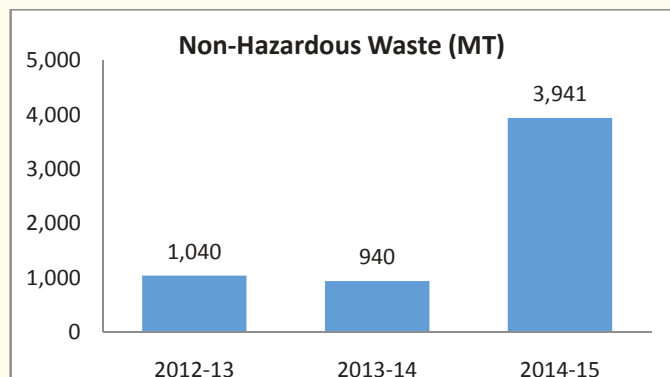


FIGURE 19 : NON-HAZARDOUS WASTE GENERATION (MT)

Non-hazardous waste generated during 2014-15 is high as compared to 2013-14 due to huge amount of scrap metal generated due to rehabilitation work of Suphala Plant at Trombay unit.

TABLE 14 : HAZARDOUS WASTE GENERATED (METRIC TONNE)

Name of Waste	Category of Waste	Disposal Method	Unit	2012-13	2013-14	2014-15
Bio-medical Waste	Hazardous	Sell through auction, carried in trucks	MT	1.08	1.10	0.80
Spent Catalyst			MT	172	813	171
Sulphur sludge			MT	137	83	0
Used Oil			MT	48	101	76
Chemical Sludge from ETP			MT	1,034	1,285	2,292



BIODIVERSITY CONSERVATION

RCF factory at Trombay covers around 560 acres area and more than 30% open land is already under green cover. Keeping in view the climatic conditions and status of soil, species of plants are selected for plantation. Mangium trees are planted along the boundary wall as it grows better in humid tropical climatic conditions. Available open space in the premises is also covered by plantation of fruit yielding and shade trees. Fruit plants like Sapota, Guava and custard apple are planted near Effluent Treatment Plant and Sewage Treatment Plant. Karanj trees are planted along the roads to stop soil erosion. In the year 2014-15 RCF has planted 15,000 trees in factory premises and township.

Green Belt Development activity is not only limited in and around factory premises but efforts are also taken to develop the neighborhood areas of the factory. Maintenance and beautification of Acharya Garden (Diamond garden) is done at Chembur in co-operation with Brihan Mumbai Mahanagarpalika to serve the public of Mumbai. Proper disposal of municipal waste through initiatives such as Biogas Plant in Govandi Hospital, Sewage Treatment Plant for safe disposal of about 5 MGD sewage helps to conserve the natural resources.

Biodiversity in India is under threat from increasing urbanization. One of the major threats is improper disposal of municipal solid waste. As an initiative for proper disposal of Municipal waste, a Biogas Plant is installed in Shatabdi Hospital, Govandi for Biogas generation from Hospital waste at a cost of Rs.18 lakh.

We have conducted Environment Impact Assessment (EIA) study as per Environment Protection Rules by Ministry of Environment and Forest (MoEF) for Thal unit. It includes the impact assessment and risk analysis on biodiversity. RCF is well aware of the importance and conservation of green belt in and around its fertilizer complex and have about 1,000 species of trees within its premises. About 35% of the factory area is under green belt development. About 660 vascular plants belonging to 37 families were observed in RCF Thal campus. The various varieties like Medicinal plants, oil yielding plants, Fodder plants, Dye yielding plants, fiber yielding plants, edible plants etc., are found in the RCF Thal campus. It also holds about 425 indigenous indicant trees making for 66.39% of the trees, leaving 33.6% for invasive plant species. There are a few tall trees of endemic origin in the RCF Thal campus as the vegetation of RCF is mainly composed of thorny scrub jungle and grassland.

The small sized trees prominently include Bor – *Zizyphus mauritiana* Lam, Peru – *Psidium guajava*, Sitaphal –

Annona squamosa, Pangara – *Erythrina stricta*, Ghol – *Trema orientalis* etc.

The tallest trees in the campus are *Eucalyptus globules Labill* (About 40 feet), *Plyalthia longifolia* (Sonner – about 30 feet). Some of the other tall trees in the campus are *Roystonia regia*, *Zyzygium cumini*, *Mangifera indica*, *Terminalia catapa*, *Anthocephalus chinensis*, *Tamarindus indica*, *Araucaria excelsa*, etc.

As per data obtained from Satellite Imagery, out of 706 Km² area around Thal complex, about 32 Km² area is covered with Mangroves. Mangroves have four species namely *Avicennia marina*, *Canthus ilicifolius*, *Ceripos tagal* and *Rhizophora muchronata*. The associated species of mangroves are *Clerodendron inermi*, *Savadora persica*, *Sesuvium portulacastrum* and *Pandanus odoratissimus*. While *Avicennia marina* and *Acanthus ilicifolius* were observed in patches throughout the coastal zone within the study area. *Ceripos lagal* showed limited distribution and *Rhizophora muchronata* are found only inside RCF complex.

Similarly, RCF Trombay unit residential colony has variety of forest plant species that include Palas (*Butea monosperma*), Shisam (*Dalbergia latifolia*), Sawar (*Bombax ceiba*), Neem (*Azardirecta indica*), Teak (*Tectona grandis*), Saja/Ain (*Terminalia tomentosa*), Shirish (*Albizia lebbeck*), Awala (*Embllica officinalis*), Kadamba (*Anthocephalus cadamba*), Karanj (*Pongamia pinnata*), Tamarind, Ashoka, Arjuna (*Terminalia arjuna*), other *Terminalia* species, *Acacia* spices, *Ficus* species (Vad/ Pimple / Ornamental rubber tree, Umbar), Putranjeeva, Raintree etc.

In addition to this, various types of fruit tree species like Jack fruit, Jamun, Mango, Mulberry, Coconut, Tad tree, Badam, Guava, Sapota, Pomegranate, Beal fruit, Ramphal, custard apple, cashew nuts etc., are present in RCF Trombay colony.

As a part our National mission “Swachh Bharat Abhiyan” a major cleanliness drive is carried out both in RCF Factory area and in township. This drive was not only limited to cleaning surroundings but a massive tree plantation is also done in factory area.

RCF does not own, lease, manage or have operations adjacent to any Protected Area of high Biodiversity value.

At RCF, “Swachh Bharat Abhiyan” was conducted on 2nd October 2014. Major cleanliness drive was organized in all the plants, township and hospital. Cleanliness drive is being carried out by all plants and departments regularly.



RESOURCE MANAGEMENT

Now-a-days all fertilizer plants have switched over to Natural gas and it is chief raw material for manufacturing of Fertilizers. The availability, pricing and priority of allocation of natural gas have been areas of concern for the users of natural gas. The Govt. of India has increased natural gas price per MMBTU from US\$ 4.2 on NCV basis to US\$ 5.05 on GCV basis (approx. US\$ 5.61 on NCV basis). Considering this increase in energy cost, it is imperative for us to make every possible attempt to improve our natural gas consumption efficiency. Through our continuous efforts in this direction over the years, we have drastically reduced specific consumption of natural gas from 0.968 (thousand SCM/MT of Ammonia) in 2012-13 to 0.911 (thousand SCM/MT of Ammonia) in 2014-15

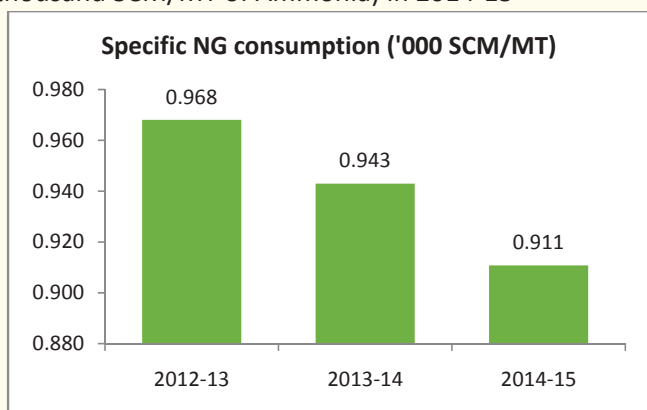


FIGURE 20 (A): SPECIFIC NATURAL GAS CONSUMPTION (MATERIAL EFFICIENCY)

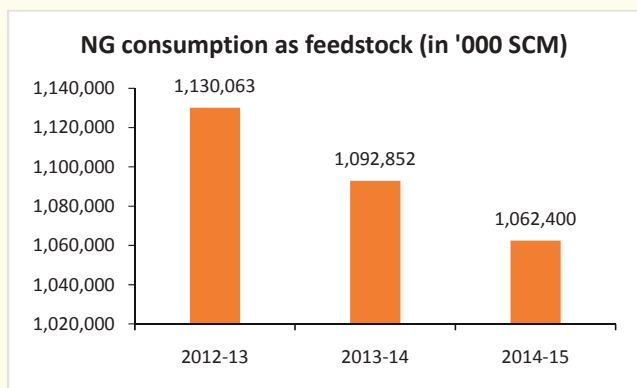


FIGURE 20(B) : QUANTITY OF NATURAL GAS USED AS RAW MATERIAL AND MATERIAL EFFICIENCY

RCF, in line with its environmental policy of reusing and recycling of resources in its operations, has increased reuse of waste gas generated in the production of Ammonia, Methanol and Urea for use of the same as substitute fuel for boiler for steam generation.

Waste Gas Usage as Substitute Fuel for Boiler at Trombay (in GJ)

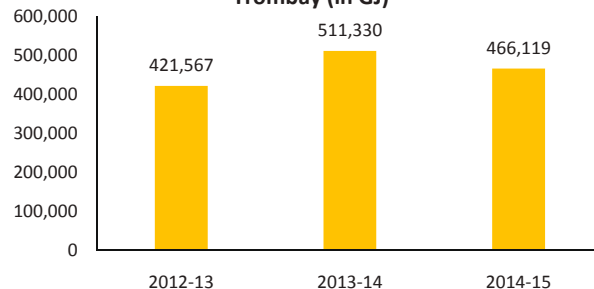


FIGURE 21 : WASTE GAS USAGE AS SUBSTITUTE FUEL FOR BOILER IN TROMBAY UNIT (GJ)

RCF has considerably increased reuse of process waste materials namely purge gases, ETP sludge, sulphur sludge and gypsum (by product) in its operations.

Process Waste and By-product Reuse in Operations at Trombay Unit (in MT)

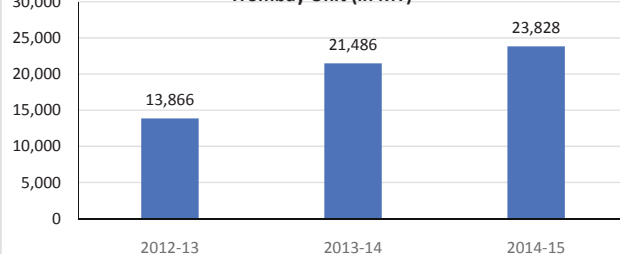


FIGURE 22 : PROCESS WASTE AND BY-PRODUCT REUSE IN OPERATIONS IN TROMBAY UNIT (MT)

At Trombay, purge gas from Methanol Plant and Ammonia – I plant synthesis section as well as Off Gases from Urea Plant are being used as fuel in boilers at Steam Generation Plant in order to reduce natural gas consumption. Similarly at Thal unit waste gases generated from Hydrogen Gas Recovery Unit (HGRU), Purge Gas Recovery Unit (PGRU), Argon Plant and Urea Plant are used for gainful purposes in Primary Reformer and Steam Generation Plant.

Waste Gas Usage as Substitute Fuel for Boiler at Thal Unit ('000 GJ)

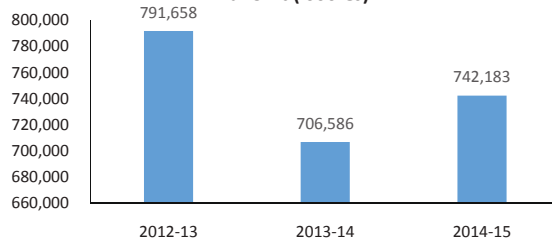


FIGURE 23: WASTE GAS USAGE AS SUBSTITUTE FUEL FOR BOILER IN THAL UNIT ('000' GJ)

Rapid Wall Technology - Using waste responsibly:

At RCF Trombay Unit, we have Phosphoric Acid plant of 100 MTPD capacity. Phosphoric acid is one of the raw materials required for production of complex fertilizers. In Phosphoric Acid production process gypsum is produced as a by-product to the tune of 4.5 MT per MT of Phosphoric Acid. In its endeavor to reuse the by-product, phospho-gypsum, RCF has adopted Rapid wall technology for converting waste phospho-gypsum into load bearing wall panels and plaster, which can be used in construction industry. During the year 2014-15 around 21,536 MT of gypsum has been recycled using Rapid Wall technology as

compared to 20,117 MT in 2013-14. Rapidwall Panels can replace use of bricks for wall making. Panels made from Rapid wall technology are currently being used in Australia, China and Malaysia. The gypsum based wall panel is a revolutionary, low-cost, prefabricated wall product with broad construction applications. These Panels are alternative to bricks / concrete blocks as building material and will save scarce natural resources like soil, river sand, water etc., thus conserving the environmental resources. The Rapidwall plaster produced by RCF is having very good market acceptability. Considering this favorable market response we are in process of developing a plaster for external application.

Material Consumption:

Table No. 15: Quantity of Material Consumed during the year 2014-15

Material Used	Unit	2012-13	2013-14	2014-15
Primary and Associate raw material use				
Rock Phosphate	MT	2,10,497	1,85,654	2,42,152
Mono Ammonium Phosphate	MT	84,418	86,566	91,269
Di-Ammonium Phosphate	MT	0	538	19,934
Muriate of Potash	MT	1,21,555	88,269	1,02,785
Sulphur	MT	24,273	21,509	31,180
Soda Ash	MT	3,729	3,411	3,074
Caustic Soda Lye	MT	1,923	2,434	2,406
Lubricants (Lube Oil)	KL	312	330	249
Greases	Kg	3,951	2,790	3,069
Sulphuric Acid	MT	1,311	1,403	1,376
Methanol	MT	17,945	16,875	18,544
Acetic Acid	MT	2,152	1,900	1,383
Packaging material				
HDPE Bags	Number	5,69,42,089	5,19,76,054	6,07,58,868
PVC lined HDPE bags	Number	65,66,510	76,72,336	65,25,913
Plastic Bottles	Number	2,06,225	2,28,145	4,21,680
M. S. Drums	Number	96,064	84,093	69,166

ENVIRONMENTAL EXPENDITURE

Expenditure for environmental protection:

We have taken various initiatives towards environment protection as described in preceding chapters on Climate Change Mitigation, Effluent and Waste Management, Water Management, Energy Management etc. to ensure clean environment, beyond satisfying all stipulated requirements laid down by the statutory authorities. The following table provides a brief detail of the expenses incurred on account of environmental protection.

TABLE 16 - Expenditure for Environmental Protection

Environmental Expenditure	Units	2012-13	2013-14	2014-15
Expenses on waste disposal, emissions treatment and remediation				
Waste disposal and treatment cost	INR lakhs	0.87	17.6	37.22
Treatment cost for air emissions (Stack monitoring, filters, agents etc.)	INR lakhs	8.3	9.8	9.3
Operation and Maintenance, material and services, and related personnel costs for running ETP and STP	INR lakhs	4958.0	4096.2	3453.6
Packaging material				
Certification costs for Quality, Environmental, Health and Safety Management systems	INR lakhs	4.2	1.5	1.5
External services for environmental management	INR lakhs	0.8	21.3	17.97
Extra expenditure to install cleaner technologies	INR lakhs	180.8	1911.4	1342.32
Water Cess	INR lakhs	17.5	8.2	8.7
Consent Fee	INR lakhs	0.2	0.0	0.0
Research and development cost on environment impact reduction	INR lakhs	2.3	0.6	0.0

PRODUCT RESPONSIBILITY

RCF realizes that its products and services impact its customers and society at various stages of the life cycle. For this reason, we continually evaluate our fertilizers and other products for quality and effectiveness.

Our R&D department gives importance to health, safety and environment aspects during the product development stage. We have established stringent specifications and quality parameters for various raw materials used. Throughout our production process, we maintain a strict control on any negative impact from our product.

Adoption of these measures helps not only in complying with legal requirements but we could achieve a standard beyond legal compliance.

During the distribution phase, we ensure our fertilizer products are transferred in a safe manner and stored in godowns designated for fertilizer storage only to ensure

that there is no contamination of any other material. Distribution of industrial chemicals is done through tankers which meet all guidelines/safety measures to prevent leakages of any kind. RCF provides safety training to the tanker drivers carrying industrial chemicals produced in the company and necessary certificates are issued to them.

Maximum health and safety impact from our fertilizers happens in its use phase. To ensure sustainable use of our fertilizers we provide guidelines and training to the farmers on correct use of fertilizers.

For past three years, there were no incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle.

TABLE 17 : IMPACT ASSESSMENT OF OPERATIONS ON COMMUNITY

Location of Operation	Potential /Actual impact	Prevention/ Mitigation measure implemented
Ammonia, Urea and Complex fertilizer production & Ammonia storage tanks	Emission of Ammonia is the possible threat however due to adoption of preventive measures the actual impact will be minimum	<ul style="list-style-type: none"> Hot flare stack in Synthesis & Ammonia storage tank eliminates the chances of ammonia emission to atmosphere. Purge gas recovery unit for recovery of ammonia. Double wall double integrity new Ammonia storage tank to ensure total safety. Installation of MP Condensate stripper for recovery of Ammonia from condensate. Hydrolyser system for recovery of Ammonia from waste water stream in Urea plant. Installation of New LP/Waste water vent gas scrubber for recovering Ammonia from the LP/Waste water vent gases in Urea plant. Exporting of MP section Vent gases of Urea plant to steam generation plant & using as a source of fuel reduces the chances of Ammonia emission.



Location of Operation	Potential /Actual impact	Prevention/ Mitigation measure implemented
Nitric acid, complex fertilizer production	Emission of NO _x is the possible threat however due to adoption of preventive measures the actual impact will be minimum	<ul style="list-style-type: none">• Selective catalytic reactor system for abatement of NO_x in High pressure and Medium pressure Nitric Acid Plants.• Implementation of Clean Development Mechanism (CDM) project for Reduction of Greenhouse Gases (N₂O).• Chilled water scrubbing system is installed to reduce NO_x in Concentrated Nitric acid plant.• Technology up-gradation of Concentrated Nitric Acid plant & adoption of QVF technology.
Sulphuric acid production	Emission of SO ₂ and Acid mist is the possible threat however due to adoption of preventive measures the actual impact will be minimum	<ul style="list-style-type: none">• Process changed over to DCDA• Brink mist eliminator to reduce acid mist.• Alkali Start-up Scrubber to reduce SO₂ emission at the time of Start-up.• Vent Stack height is increased to 55 Meters to reduce ground level concentration.• Replacement of CS gas ducts with SS Ducts done to minimize gas leakages.

Social Performance





CUSTOMER RELATIONS

MEETING WITH FARMERS AND DEALERS, SOIL TESTING DAYS

RCF's presence is visible in 20 agriculturally potential states of the country.

- RCF conducts Farmers meetings to impart the knowledge and information about the government policies, terms and conditions of the company, use of fertilizer products for different crops, about tie-up with other companies for mutual benefit and Fertilizer Control Order of the government of India as fertilizers come under Essential Commodity Act.
- The farmers meetings are regularly organized by the company at the village level.
- Crop and product literature is also distributed to them on this occasion.
- During the meeting, there is a question-answer session where the subject matter specialists from the company as well as from the agriculture department of the state satisfy the queries of the group of farmers gathered at the meeting by providing them relevant agricultural information.
- Dealers meetings / Training programs are conducted throughout India that help to get feedback from the dealers about the products and also about problems of the dealers while dealing with RCF fertilizer products & also to apprise them about latest Agricultural practices & FCO guidelines.



Soil Testing Days:

- These are normally organized in the fields of the farmers where demonstrations are conducted and during soil sample collection or fertilizer application.
- Subjects related to agriculture such as soil sample collection technique for testing, balanced use of fertilizers, importance of RCF products and its benefits and methods of application, crop protection etc., are discussed followed by question-answer session.
- Normally 50 to 70 farmers attend each of these agricultural programs.



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- Agriculture experts, scientists from agricultural universities, Government officers from panchayat samiti, Zilla parishad, Agriculture department etc. guide the farmers gathered in the program.
- Crop and product literature is distributed to the farmers for reference while carrying out different operations in the field.

(In Numbers)

Activity	2012-13	2013-14	2013-14
Farmer meetings	457	446	446
Dealer meeting / Training programs	76	40	40
Soil Testing Days	192	208	208
Total	725	694	694

Over the years, Soil Testing has been recognized as a comprehensive systematic methodology to assess essential nutrients of the soil that are available to the plants. The benefits of soil testing have been recognized through scientific study, extensive field demonstrations, and on the basis of actual fertilizer use by the farmers on soil test based fertilizer use recommendations.

- RCF is having the strength of 12 Static & 6 state-of-the-art Mobile Soil Testing Labs located Pan-India.
- Soil tests are used to measure soil nutrients that are expected to become plant-available.
- Based on Soil analysis, the soil fertility status is prepared for available N, available P₂O₅, available K₂O, Organic Carbon and available Micro Nutrients.

TABLE 18 : SOIL SAMPLES ANALYZED

	2012-13	2013-14	2014-15
NPK	95,151	1,01,826	1,30,299
Micro Nutrients	5,430	8,441	12,920
TOTAL	1,00,581	1,10,155	1,43,219





FARMER TRAINING CENTER:

- RCF is having two Farmers Training Centers.
- These training centers are located at Nagpur (Maharashtra) and Thal (district Raigad, Maharashtra).
- These centers are manned by professionally qualified faculty stationed there, as well as visiting faculty which includes eminent research scientists from agricultural institutions.
- These centers are equipped with the latest audio-visual aids, spacious classrooms, laboratories and libraries, and have excellent hostel facilities to house the trainee-farmers.
- The curriculum at a typical training session covers broader aspects of farm management and specifics of farm technology, with special reference to regional needs.
- In addition to the above topics, subsidiary occupations and the lucrative futuristic options of food processing are also covered.
- The regional agricultural universities take an active part in the farmers' training process and case studies with regard to area specific situations, cropping pattern, socio-economic problems etc., are discussed regularly.
- Field visits to research centers, agricultural institutes and subsidiary occupation centers are also organized.
- Special programs designed for women farmers and the Scheduled Caste and Scheduled Tribes are also organized on a regular basis so that they too join the bandwagon of the country's agricultural renaissance.
- The duration of these programs is either One day or Three days. Normally for a three day program a batch of 30 farmers is invited.
- Farmers from Pan-India are invited to attend these programs which are conducted in their local languages.
- The Organization takes care of the travel & boarding / lodging arrangements of the invited farmers.

Table 19 : Details of Training given to farmers during 2014-15

FTC	Program	Number of Programs	Number of Farmers Trained
Thal	One day	43	4021
	Three days	19	785
Nagpur	One day	1	77
	Three days	29	943
	TOTAL	92	5826





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DEMONSTRATIONS : METHOD AND PRODUCT:

Demonstrations are a concept of "Seeing is believing".

- Farmers are educated on the scientific package of practices through Method / Product demonstrations which are organized in the fields of the farmers. During the demonstration period, Fertilizer days / Field days / Soil testing days are also organized in these fields.
- In field days, our field staff / subject matter specialist, Agriculture officers extend the technical knowledge on various subjects like application of fertilizers on

the basis of soil testing recommendations, various recommendations on package of practices of important crops, etc.

- During these demonstrations farmers are educated about the correct and advanced agricultural technology.
- Farmers are educated for balanced usage of fertilizer, based on the soil analysis reports along with improved packages of agricultural practice for increasing crop productions.
- For Method / Product demonstrations, RCF provides the required fertilizers at subsidized rates to the farmers, apart from giving technical know-how. This activity has been carried out by RCF since last 30 years and RCF is pioneer in establishing the uses of NPK (Complex fertilizer) in the states of Maharashtra, AP, UP, Tamil Nadu, Gujarat, MP, Karnataka and West Bengal.

(In No.)

Activity	2012-13	2013-14	2014-15
Method Demonstrations	33	114	62
Product Demonstrations	256	292	390
Total	289	406	452







it has a readership of over One Lakh & Fifty thousand farmers.

- » RCF is also printing 3 Lakh Farmer's Guide in different languages for free distribution pan-India free of cost.

(In Lakhs no.)

Activity	2012-13	2013-14	2013-14
Farmer Guide	3.00	3.00	3.00
Sheti Patrika	6.00	6.00	6.60
Product & Crop Literatures (in various languages & State specific)	1.84	3.83	3.31
Total	10.84	12.83	12.91

Printing and Distribution of Literatures :

- » Over 3 lakh brochures/leaflets are distributed annually to disseminate product information and details about product usage-dosage, time/method of application etc., to farmers.
- » RCF has been publishing the in-house "RCF Sheti Patrika" which has been identified as a prestigious monthly farm magazine for farming community of Maharashtra. The printing and distribution of this magazine started from the year 1967-68 and presently

Empowerment of farmers (Village Adoption):

RCF has always taken responsibility of empowering farmers so that their economic conditions can be enriched. Each year, the Company adopts villages wherein various programs and schemes are carried out for all round development. During 2014-15 two villages in Maharashtra had been adopted for undertaking programs in watershed management and social forestry. This is in line with the need to conserve resources and make agriculture sustainable.

Village Adoption during the year 2014-15

	Village-Manmodi, Taluka - Miraj, District - Sangli	Village - Vasant Nagar, Taluka - Katol, District - Nagpur.
	Name of Activity	
1	Installation of Solar Lamps	Veterinary Camp
2	Refixing of Solar Lamps	Distribution of Sweaters & School bags to the School children of ZP Primary School.
3	RO water for Primary School	Procured Speaker, Amplifier & Mike for Samaj Mandir.
4	Toilet/ Bathroom	Procured Musical instruments for Samaj Mandir.
5	Veterinary Camp	Installation of Two Plasto water Tanks (500 Lts.) in ZP Primary School.
6	Painting of Board	Distribution of Steel plates, Glasses & containers to the School children of ZP Primary School & Anganwadi.
7	Gram Sabha	Procured 30 Plastic Chairs for Samaj Mandir.
8	Installation of Water Purifier	Distribution of 60 Aspee Knapsak Spray Pumps.
9	Installation of Bio-Toilets.	Installation of Play slide, Merry-go-round in ZP Primary School.
10	Painting for Display Work	Installation of Steel Water filters in the village.
11	Distribution of Plates/Glass	Construction of 87 Toilets in the village.





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Krishi Melas and Exhibitions:

- Krishi Melas are organized in areas where major crops and cash crops are cultivated.
- These melas are organized jointly with Zilla Parishads, Agriculture Departments, sugar factories, Agricultural Universities etc.
- Exhibition sets are displayed at the venue to disseminate complete information about Company's fertilizer products and different packages of practices followed in various crops.
- Literatures about the crops and fertilizer products, their use in the field etc., are distributed during Krishi Melas.



Agricultural Exhibitions:

- Agricultural Exhibitions are organized at block / district level especially during fairs / rural events.
- Exhibitions are organized considering the crops grown in the area with advanced and new packages of practices.
- Exhibition panels displaying information about Agricultural technology, benefits & importance of Soil Testing, etc., are setup.

(In no.)

Activity	2012-13	2013-14	2013-14
Krishi Mela / Crop Seminars	70	58	63
Exhibitions	37	74	53
Total	107	132	116





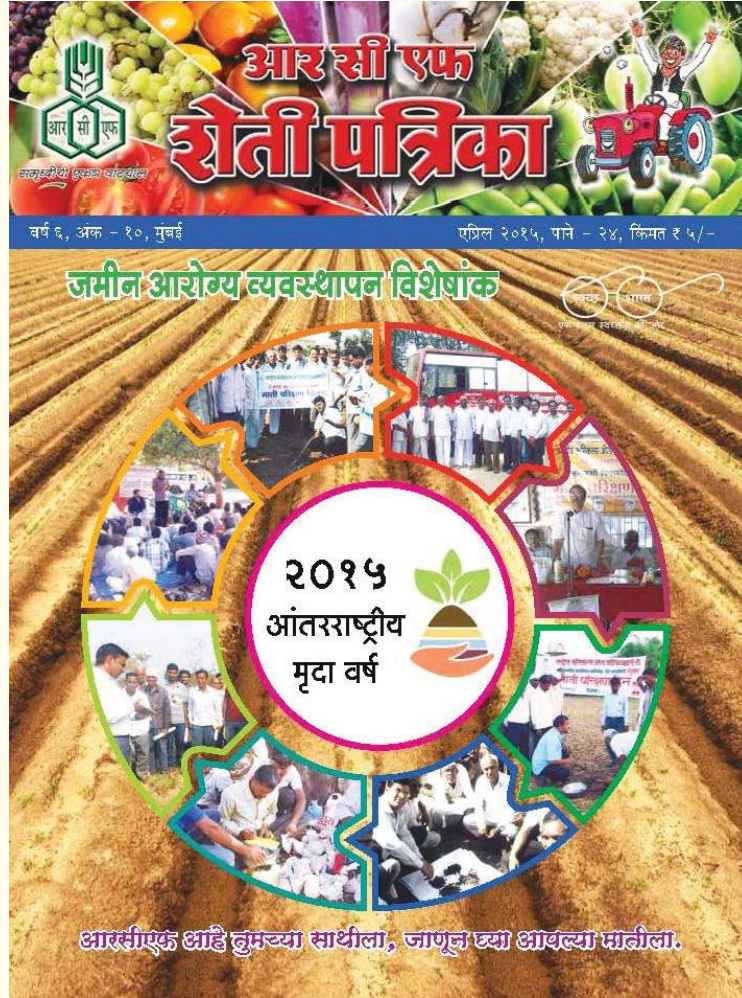
Kisan Care Toll Free Number :

- RCF is operating a Toll free helpline number "1800-22-3044" for the farmers. On this number farmers can seek advice on Cultivation, Pest related information, Technology, Weather report, Soil Testing, Mandi rates, etc.

1st interactive Sheti-Patrika meet :

- RCF Sheti-Patrika is in circulation since last 44 years. This Patrika has played a colossal role in popularizing our products / services in Maharashtra & has grown from strength to strength. In fact it is now competing with the popular Agriculture Magazines published in Maharashtra.
- RCF takes utmost care to cover latest & current topics in Agriculture in Sheti Patrika. At present RCF is Printing & Distributing 55,000 copies per month on complimentary basis to the farmers. Even with a conservative estimate RCF Sheti-Patrika is having a readership of over one lakh fifty thousand.

- This Patrika has an Author bank of 85 Eminent Agricultural Scientists & Agro experts from Maharashtra.
- The 2nd interactive meet with 35 top Agri. Scientists & Agro Experts from Maharashtra was organized in Thal on November 23, 2014. Most of these eminent personalities have been contributing with their articles for RCF Sheti-Patrika for the last 40 years.





INCLUSIVE GROWTH - COMMUNITY RELATIONS

For inclusive growth of the community, RCF has undertaken following initiatives:

1. Running of School :

In 1984, when we started our operations in Thal, we realized there is lack of quality education facility in the area. In a bid to provide quality education to the children of our employees as well as other students belonging to local villages, we started a school in Kurul, Alibagh.

Administratively the school is run by Deccan Education Society, Pune for which RCF pays the service charges to the Institute and the complete expenditure incurred on infrastructure, educational material, salaries of the teachers is borne by RCF. Keeping in view the social aspect, RCF spends around INR 3 Crore yearly on this educational activity.

Presently around 2,000 students are taking education in our school. The school is imparting quality education from Nursery to 12th standard in both English as well as Marathi medium. For 11th and 12th standard vocational education facility has been provided in computer science as well as in Electronics. The school is well equipped with infrastructures like laboratory, library etc.



2. Drinking water supply to nearby villages:

RCF understands that the pure drinking water is one of the basic needs of human being. When RCF acquired the land for Thal project work, this land was having lakes, wells, ponds etc. The water available from these sources was not pure for drinking and was insufficient for the other uses for villagers. Further there was no proper network of pipelines for providing this water to the nearby villages like Thal, Vaishet, Navgaon, Boris, Gunjis, Kurul and Kihim Colony. Considering above RCF has taken initiative for

providing clean water to nearby villages. The maintenance of the water pipelines is also done by the Company. The stand posts have also been provided to these villages at prominent places. Total beneficiaries are around 16,000 people. RCF has spent around INR 113 lakh on this activity in 2013-14.



3. Repair of roads of nearby villages:

RCF realized the importance of basic infrastructure for the overall development of the villages around RCF. Hence as a commitment towards corporate social responsibility, RCF constructed asphalted roads for Thal and Navgaon villages. This improved the connectivity of these villages with the main city. RCF regularly carries out the repair of these roads. This initiative of RCF has benefited all the residents of the Thal and Navgaon villages, while improving the safety aspect.





4. Mid-Day Meal Scheme:

RCF has started Mid-Day Meal Scheme for the students of Schools located in the vicinity of Trombay factory in Chembur with the help of ISKCON Food Relief Foundation. ISKCON Foundation supplies good and healthy meal to the children on behalf of RCF. Fresh seasonal vegetable, cereals etc., keep these lunches healthy, well balanced and interesting. This meal is prepared under stringent and hygienic condition. This scheme has substantially reduced the dropout rate from schools while nourishing the needy students with nutritious food.

In all 6000 students are availing the benefit of this nutritious meal through the scheme. The beneficiary schools are also satisfied with this activity of the company.



5. Mobile Medical Van:

RCF appointed TISS to conduct a community need assessment study at Thal area. The study highlighted that major problem in Thal area is lack of health facility for common ailments. To address this requirement RCF, in collaboration with Wockhardt Foundation, runs mobile medical van facility in the area. On an average 7 villages

are covered in weekly cycles by a mobile van and patients are benefited from free medical services including supply of medicines. Through this facility ailments like Blood pressure, Hemoglobin Levels, Oxygen saturation, Malaria hepatitis, Dengue, Typhoid, Diabetes etc., are treated on regular basis.

The Medical Van is accompanied with one MBBS doctor, one assistant and a Driver. It is equipped with GPS system to enable RCF to track it on real time basis. One medical van attends to approximately 25,000 patients per annum.

Based on the experience of its benefit to society, RCF took decision to extend the services to more areas. During the year 2014-15, we have introduced total four medical vans - one at Thal, Alibagh and three vans in Chembur, Mumbai. It has been a boon to rural as well as slum area of urban centers.

M/s Wockhardt Foundation is also engaged in the running of Pathology lab in Chembur near RCF township. Nearly over 3000 patients have been benefited by this scheme.

RCF has also engaged Wockhardt Foundation for extending the medical services for enhancement of female hygiene by free distribution of sanitary napkins (Moksha) through mobile Medical Vans. The efforts in rendering novel services to females of slums are well appreciated.





6. Khel khel Mein – Education oriented program:

“KhelKhel Mein” is an education oriented program which takes care of under privileged children below 7 years. RCF through Wockhardt Foundation runs a project supporting 1200 marginalized children in the age group of 5 years to 7 years from MHADA Community of Vashi Naka by setting up six centers of edu-recreation. A typical session, held 5 days a week, is for 2 hours where 20 children come together in an open space under the guidance of a mentor. The session has three parts - Warm Up, Main Activity and Review. Each session will have five basic ingredients which are called the Five Pillars of Khel Khel Mein. They are:

- Joy: Bringing joy to children who are denied access to toys and books.
- Social Skills: Social interactions, sharing, caring and child bonding are some of the many social skills that a child learns and develops through his tenure in Khel Khel Mein.
- Recreation: Educative and meaningful form of entertainment.
- Learning: A process of learning through recreation is ingrained in the system.
- Health: Physical health through free de-worming, check-ups and mental health by inculcating values and joy.

Typically, each center is assured of 10 modules for the children per year.



7. RCF SUPER – 30:

RCF has also started a unique program in association with Centre for Social responsibility and Leadership (CSRL) by establishing a unit of Abhayanand Super 30 in Mumbai. Under this program, about 30 under privileged

but talented students of Maharashtra state are provided 11 months of free residential coaching to enable them get admission in IIT / NIT and other premier engineering colleges.

RCF through “Centre for Social Responsibility and Leadership” provides free boarding, food, normal medical care, technical coaching, mentoring, counselling, daily-weekly mock tests. Program is designed to ensure radical transformation of 3 generations-past, present and future. In total, 26 students have cleared IIT mains and advance tests.



8. Scholarship to SC, ST, OBC and disabled students:

Every year, RCF offers a number of scholarships to students of SC/ ST/ OBC communities for pursuing higher studies. This year five SC/ST students from 6th standard have been sent to Shivaji Military School in Pune under SC/ST adoption scheme. The expenses of these students from 6th to 12th standard will be borne by RCF.



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RCF also gives yearly scholarship of INR 2,000/- to 15 meritorious students of economically backward class from nearby villages of RCF Thal Unit. The students are from 8th to 10th standard.



9. Promotion of Sports:

RCF regularly organize numerous sports events at various levels. RCF sponsors National/State level Kabbadi tournament.

This year RCF organized 108th RCF Nadkarni Cup Football tournament, RCF Corporate T-20 Cricket Tournament' for Dr. Babasaheb Ambedkar Cup at RCF Sports Club and other sports events.



10. Promotion of livelihood to economically weaker sections in Alibagh area :

In monsoon, RCF provides paddy saplings, fruit saplings and fertilizer to the farmers from economically weaker sections of Thal, Navgaon, Tudal, Vaishet, Boris-Gunjis villages.



11. Conservation of Natural Resources(Solar System)

The company has continued to support the focus on conservation of Natural Resources by installation of solar system at Deaf & Dumb school at Patiala.

In addition to above, 10 Bio Toilets have been installed inside factory premises for Truck drivers, loaders and cleaners etc. The process in Bio toilet converts the human waste into treated effluent and bio gas which is free from Pathogens.

12. Contribution to "SWACHH BHARAT KOSH"

The company has taken efforts to contribute in the national campaign of clean and green India by contribution to "SWACHH BHARAT KOSH".

13. Integrated Rural Development Program (IRDP)

Activities – Adoption of Villages:

As a part of this activity, backward villages are adopted each year in the Nagpur and Sangli district. These programs are carried out in association with Agricultural department, Zilla Parishads, District Rural Development Financial Institutions and NGO's.

The major activities conducted:

- Basic Need Development Programs: This provides basic needs of the community like construction of community hall, drinking water facility, lift irrigation facility, shelter for small and marginal farmers, water shed development Programs, financial help to self-help groups etc.
- Public Health and Village Sanitation Programs: Medical camps, veterinary camps, vaccination camps etc., are organized. Appropriate sanitation facilities



- are created and use of Bio-gas is encouraged.
- c. **Agricultural Need Development Programs:** Aims at supporting the farmers to increase their productivity by providing them the latest development in agriculture. If necessary, inputs like quality hybrid seeds, fertilizers, agricultural implements etc., are also provided. In addition to this fertilizer/crop demonstrations are conducted to show the effectiveness of scientific practices to the farmers.
 - d. **Subsidiary Occupation Development Program:** Training and support is given to the farmers to develop subsidiary occupation to augment their income. Some of the areas where training has been imparted are weaving, Bee keeping, Tailoring, Dairy, Poultry, Goat keeping, etc.
 - e. **Farm Labour Training:** Labour plays a very important role in farm productivity and labourers are trained to enhance their effectiveness.
 - f. **Social Forestry and Waste Land Development:** Deforestation is posing a serious ecological threat to the country. The afforestation of waste land is achieved through plantation of saplings.
 - g. **Youth and Women Development Program:** This facilitates the formation of youth and mahila mandals at village level. Different competitions are organized in the village periodically. The youth are also imparted the training in sports/cottage industry etc.
 - h. **Social and Cultural activity:** Along with economic development, the company encourages the organization of social / cultural activities in the adopted villages.





LABOUR RELATIONS

LABOUR POLICY:

We, at Rashtriya Chemicals and Fertilizers Limited, firmly believe that human resource is the single most precious asset of our organization. We continuously endeavor to keep the manpower motivated through various interventions for higher levels of quality and productivity.

We are committed to continual improvement and excellence in all our HR interventions through:

- ✓ Strengthening a learning culture by effective training and development, total employee involvement, achieving high performance standards through performance management system and adherence to ethical values.
- ✓ Providing avenues for growth and need based cross functional mobility of employees to harness their full potential. Ensuring growth of each employee in the organization through a carefully worked out career advancement scheme. Implementing redeployment strategy for manpower optimization.
- ✓ Developing and nurturing an organizational climate which encourages creativity and innovation.
- ✓ Inducting manpower of appropriate quality and retaining them.
- ✓ Making proactive efforts to maintain cordial industrial relations and discipline through a system of periodic interaction with employee collectives.
- ✓ Laying down of all the employee related policies properly and following these transparently.

At RCF the morale and motivation of our employees, their commitment to the growth of the Company have immensely helped us become one of the leading chemicals and fertilizers company in the country. We believe that to ensure consistent performance from our employees we need to continually build competencies and ensure safe working conditions.

HR policy of RCF is fully aligned to its corporate goals and encourages its employees to contribute towards environmental protection, safety and customer satisfaction and is focused on employee development.

People Capability Maturity Model:

We have achieved Level 2 certification of the People Capability Maturity Model (PCMM) from the QAI foundation. The "People Capability Maturity Model" (PCMM) is a roadmap for implementing human resource practices that continually improves the capability of an organization's human resources. It focuses on the Employee development and improvising the various processes in six different areas. The six areas are:

1. Compensation
2. Training & Development
3. Performance Management

4. Work Environment
5. Communication & Coordination
6. Staffing

Mentor Mentee- program:

We strongly believe in employee engagement which starts from the day an employee joins our organization. We have a structured induction program for all our joiners which focuses on familiarizing them with our business, policies and values of the organization.

The meetings of the Mentor and Mentee are scheduled every month. The interaction helps the new joiner to get familiar to the organization. This program has helped to develop good interpersonal relations between the employees.

Interaction with the Employees – HR AAPKE DWAR (HR at your door step)

An initiative of "HR Aapke Dwar" is introduced by the HR Department. The forum of HR Aapke Dwar consists of direct interaction of the employees with the Officers of the HR Department. This process was completed in all the plants in the Trombay factory, Thal factory and all Marketing Area Offices. In this forum the employees get opportunity to directly interact with the HR Personnel. We have got very good response from the employees in this forum.

In addition to this, HR also has made operational a helpline number, on which the employees can directly register their complaints or grievances.

Employee Motivation:

RCF has various rewards and recognition schemes for its employees. The following are the Rewards and Recognitions for the employees which were introduced under PCMM.

1. Monthly Recognition of Star Performance (In each Plant / Department): The respective Head of the Departments identifies the Star Performer of the month in their respective Plant/Department and issues him/her an Appreciation letter. List of all the Star Performers is published in RCF Darpan which is RCF's quarterly house magazine.
2. Behind the Scene Award (For organizing any event or for any particular accomplishment) : Head of the Department identifies the employee behind organizing any event or for any particular Accomplishment and issues him/her Appreciation Letter.
3. Good Health Award for the year: HR Department felicitates an employee on 26th January, Republic Day Celebration program. The main criteria for the award are as follows:



- 1) No leave on medical ground in last year
 - 2) All medical reports normal
 - 3) Participation in activities like Yoga, Pranayam etc.
 - 4) Age above 50 years
4. Best Mentor Award: HRD Department identifies Best Mentor on the basis of following criteria.
- 1) Ratings of the Mentee.
 - 2) Performance of the Mentee.

Management felicitates the Best Mentor in 15th August (Independence Day) Celebration Program each year.

5. Manaviyata Puraskar (For all employees): Manaviyata Puraskar will be given to an employee, who has contributed for any noble cause of helping poor / needy people / persons in distress in the Society. The employee is felicitated on the 26th January every year i.e. on Republic Day celebration.
6. Pearl award for the year (For all Dy. General Managers): Committee of top executives selects Dy. General Manager for this award on the basis of Sincerity and dedication, Promotion of best working practices and Ensuring Discipline. In addition committee can have any other additional criteria. The selected Dy. G.M is felicitated in 26th January (Republic Day) Celebration Program each year.
7. Corporate Excellence Award for the year (For all GMs/ CGMs) : The Management Committee selects a GM/ CGM for Corporate Excellence Award. The selected GM/CGM is felicitated in 26th January (Republic Day) Celebration Program each year.

These Awards have been introduced to motivate the employees to set high standards of excellence.

Talent Management:

Talent Management in RCF includes mining of Human Potential and its further development. The philosophy of recruitment in RCF is getting the right person at right time on the right job.

A successful element of Talent Management is the succession planning in the company. The development of skilled talent pool makes it easier to develop desirable skillsets in a broader group of employees, which results in high performance across levels and functions. By cultivating these talent pools, we ensure that we have experienced and trained employees available all the time who are prepared to assume leadership roles as they become available.

Developing Productive Work Culture:

RCF is one of the first companies which implemented Suggestion Schemes. This scheme was introduced in RCF in 1965. Main objective of this scheme is to utilize the creativity of individuals through suggestions. In other words, this is a forum which promotes employee's intellectual contribution in the management process. The Suggestion Scheme in RCF is not confined to any particular

area but encompasses different ideas which help the organization from wastage reduction to conservation of resources, pollution control, efficiency improvement and every other aspect which improves quality of life of our esteemed employees. RCF is also a corporate member of Indian National Suggestion Scheme Association (INSSAN) which is the umbrella organization for suggestion schemes in Indian Industry.

RCF also has large number of Quality Circles each having a small group consisting of concerned personnel associated with a particular function for problem solving. The group aims at identifying all the associated problems. Its systematic analysis involves using problem solving tools and techniques of Quality Circle so as to reach to the root cause of the problem and finding out probable solutions, selection of an ultimate one and working out the action plan for implementation of the solution in order that the function is performed to the possible perfection.

RCF has always been on the forefront for taking various productivity improvement measures. In line with our journey towards achieving excellence, improving operational effectiveness and service level, employees have been trained on Six Sigma Methodology since 2011-12. Green Belt level training has been provided to 120 employees from Trombay Unit till 2014-15. There are 30 Six Sigma green belt teams active in Trombay Unit and they have initiated/completed 44 Green Belt Projects. Black Belt level training has been imparted to 25 employees from Trombay Unit this year and 6 black belt projects have been initiated.

Similarly, at Thal Unit Green Belt level training has been provided to 53 employees till 2014-15. There are 17 Six Sigma green belt teams active in Thal Unit and they have initiated/completed 21 Green Belt Projects.

Six Sigma has been instrumental in solving real life problems and a saving of approximately Rs.38 Crore has been realized for the organization.

The company's vision and mission is transpired to every single employee in the company. Therefore, every employee knows the part they play in achieving the company's goals.

OUR WORKFORCE

As on 31st March 2015, total strength of our employees was 3956.



Sustainability Report 2014-15

TABLE 18 : TOTAL WORKFORCE (Numbers as on 31st March)

Workforce by Level		Gender	2014-15	2013-14	2012-13
Employees	Senior Management	Male	80	81	83
		Female	2	1	1
	Middle Management	Male	834	839	736
		Female	61	60	51
	Junior Management	Male	519	490	620
		Female	78	55	66
Contractor workforce	Non - officer Staff	Male	2246	2350	2364
		Female	136	163	154
	Supervisor	Male	69	70	70
		Female	-	-	-
	Workers	Male	1041	1050	1060
		Female	127	130	140

In the year 2014-15 we saw our employee turnover increased to 5.54% from 5.25 % in previous year. This was due to more number of employees superannuating this year. The contract workforce is on activity need based. The number varies depending upon the actual activities undertaken at different times in the year.

TABLE 19 : NO. OF EMPLOYEE TURNOVER AND HIRES

Employees Turnover (voluntarily or due to dismissal, retirement, or death in service)	2014-15	2013-14	2012-13
1) Gender:			
Female employees	11	16	10
Male employees	208	196	183
2) Age Group:			
<30 years	10	21	13
30-50 years	6	20	16
>50 years	203	171	164

Employees hires (Employees joining the organization for the first time)	2014-15	2013-14	2012-13
1) Gender:			
Female employees	10	22	13
Male employees	121	153	131
2) Age Group:			
<30 years	119	156	126
30-50 years	12	19	18
>50 years	-	-	-

TRAINING AND DEVELOPMENT

Continuous grooming of employees gives them empowerment and motivation to achieve excellence. RCF has well-established Corporate Management Development Centre (CMDC) and Training Institute for this purpose. CMDC was established in 1978, Training Institute at Trombay was inaugurated on 25th August

1967 and Training Institute at Thal, was established in 1980. With continuous up-gradation in training facilities and equipment, Training institute has now developed into a full-fledged modern training complex.

Corporate Management Development Centre (CMDC):

The main objective of CMDC is to develop and strengthen managerial and behavioural competencies of the employees by promoting employee participation. At the time systematic development of leadership and technical expertise through internal and external training is also ensured. Based on Training Need Analysis and review of organizational goals, training programmes are conducted for all employees from top management to shop-floor employees across all functions of the organization.

Training Programs, viz. "Effective Personal Leadership" and "Effective Personal Productivity" by Leadership Management International (LMI) under "Leadership Development Program" are conducted for Top Managers. Advanced Modular Training programmes are conducted for Finance, Materials, Marketing, IT, HR-HRD, R&D, Civil and Medical departments employees for indepth professional inputs. Employee Involvement programs like Quality Circles, Kaizen, Six Sigma, Five S, Lean Quality Circles, etc. are also organized on regular basis. Other programs like Women Empowerment at Workplace, Role of Women in Society, Superannuation planning, Financial Literacy, Emotional Intelligence, Inner Well-Being, Yoga, etc. are organized. Considering age related health issues of employees, HRD has designed a health management program for employees.

To achieve work-life balance, programs like Effective Parenting, Family Enrichment Programme, Self-Management & Inspiration, leadership, Siddhi Samadhi Yoga, etc. are organized.

RCF facilitates Industry-Academia interface to students from institutes like Tata Institute of Social Science, Indian Society for Training & Development, etc., through various programs. Such programs are aimed to breach the gap in knowledge and skills by providing hands-on experience of conducting Training and Development programs. It also includes conducting surveys and analysis for Human Resource Information Systems.

Other training programs conducted by HRD Deptt. of RCF are as follows:

- » Mentoring skills for the Senior Executives
- » Self-Management and Inspirational Leadership (SMILE) program'
- » Inspiring talks of social workers and social activists like Ms Sindhutai Sapkalare organized
- » Learning courses on culinary skills for marketing officials posted in moffusil areas.
- » For making effective financial decisions and choices, learning programmes on 'Enhancing Financial Literacy' are organized.



- » Programs 'Growing tips for adolescent girls' and 'Growing up with opportunities' are conducted for employees' children.
- » Programs for 'Planning for life after superannuation' are regularly conducted.
- » Program for "Building a career" by Dr. Girish Jakhotiya for trainees of RCF.

RCF's HRD Deptt. has training agreements/ MoU with the outside Organizations/ Institutions. At present, RCF is having agreements with the following:

- » Honeywell Automation India Ltd., Pune.
- » IRS Informatics India Pvt. Ltd.
- » Integrated Training Company (ITC), Saudi Arabia had an agreement with RCF for conducting short Term courses in Saudi Arabia.

TABLE 20 : AVERAGE TRAINING HOURS (IN NUMBERS)

Workforce by Level		Employee Training Hours			
		Gender	2014-15	2013-14	2012-13
Employees	Senior	Male	50	61	58
	Management	Female	0	0	0
	Middle	Male	25	33	27
	Management	Female	18	16	17
	Junior	Male	68	67	62
	Management	Female	60	74	74
	Worker	Male	22	31	28
		Female	47	49	45

We provide maternity leave for our female employees. In the current year 10 of our female employees took maternity leave and resumed work. The resumption ratio was 100%. As of now, we do not have any policy on paternity leave.

EMPLOYEE-MANAGEMENT RELATIONSHIP

Employees in officer cadre, who constitute about 39.79% of total employee strength, have informal channel of Officers Association for periodic interaction with Management for suggestions and improvements.

Employees in worker cadre, who constitute balance 60.21% of total employee strength, are free to form unions. We have collective bargaining agreement with recognized unions. As per Sec 9A of the Industrial Disputes Act, 1947, a 21 day notice period is prescribed for effecting any significant operational changes. However, we consult with the recognized trade union at appropriate forums before making any changes that may affect operational activities.

Health and safety topics concerning employees are also discussed in a free and frank manner during these engagements. Trade unions are free to provide their feedback on any health and safety issue pertaining to RCF operations.

HUMAN RIGHTS AT RCF

RCF is a public sector undertaking with 80% shareholding

by the Government of India. We follow all the legal requirements and principles applicable in the country. Our policies are suitably designed based on the human right principles as per the Human Right Act, 1993 (with amendment act, 2006), the Constitution of India and labour laws.

No child labour or forced or compulsory labour is engaged either by RCF or by contractors working within the boundary of the plants. For regular employees, date of birth of candidates is verified during recruitment process. For contractors, clause for no child labour is included in agreements. Our security persons take precautions not to allow child labour at work.

All our business agreements contain stipulations for Prohibition of engagement of child labour, payment of minimum wages, and compliance with other labour laws.

Training on policies and procedures concerning aspects of human rights is an important part of our training schedule. Our employees received 572 hours of training in FY 2014-15. In all, 4 % of our total workforce received training on human rights. RCF has got security provided by Central Industrial Security Force (CISF), which has its own set-up to provide training to its staff. In addition to above RCF provide training to CISF personnel on Safety, Emergency Control Plan, storage hazards, etc.

No incident of discrimination on grounds of race, colour, gender, religion, political opinion, national extraction or social origin has been reported during the year.

OCCUPATIONAL HEALTH AND SAFETY

As per Section 41G of Factories Act, 1948 & Rule 73 J of the Maharashtra Factories Rules, 1963, Plant Level Safety Committees are formed at both Trombay and Thal locations. The meetings are carried out bimonthly. At least one worker from each department of the Plant is nominated on the committee. Various points related to health & safety of the employees and the work environment in which they are working are discussed by the committee. Depending upon the magnitude of the points, they are also discussed in Central Safety Committee Meeting and Corporate Safety Committee Meetings (both are carried out quarterly). At our Trombay location, there are 18 plant level safety committees and at Thal location, there are 8 plant level safety committees. These health and safety committees represent 100% of our employees.

We have strict guidelines for ensuring safety within our operations. At both the units, there has been no fatal accident or reported case of occupational diseases for our permanent employees in past three years. Injury rate during 2014-15 for our workforce at Trombay and Thal plant is 16.43 and 7.60 respectively. Whereas lost day rate during 2014-15 for our Trombay plant was 149.13 and 0 at our Thal Plant. The Lost days has increased at Trombay from 0.00 in 2013-14 to 6000 in 2014-15 because of unfortunate fatal incident. This has resulted in higher lost day rate as compared to previous year.



Social Performance Indicator: At a glance

Injury Rate and Lost Days Rate :

Trombay Plant

Employee Type	Health & Safety Metrics	2014-15		2013-14		2012-13	
		Male	Female	Male	Female	Male	Female
Permanent Employees	Near miss cases	656	5	318	2	966	0
	Non-fatal accidents	0	0	0	0	0	0
	Fatal Accidents	0	0	0	0	0	0
	Occupational Diseases cases	0	0	0	0	0	0
	Lost Days	0	0	0	0	0	0
	Total No. of manhours worked	45,24,960	1,45,200	51,98,160	95,040	46,01,520	84,480
Contract Workers	Near miss cases	0	0	0	0	-	-
	Non-fatal accidents	0	0	0	0	1	0
	Fatal Accidents	1	0	0	0	0	0
	Occupational Diseases cases	0	0	0	0	0	0
	Lost Days	6,000	0	0	0	113	0
	Total No. of manhours worked	30,86,160	2,90,400	28,27,440	2,64,000	26,31,360	2,64,000
Injury Rate		0.02		0.00		0.03	
Lost Days Rate		149.13		0.00		2.98	

Thal Plant

Employee Type	Health & Safety Metrics	2014-15		2013-14		2012-13	
		Male	Female	Male	Female	Male	Female
Permanent Employees	Near miss cases	237	2	263	0	267	0
	Non-fatal accidents	0	0	20	0	0	0
	Fatal Accidents	0	0	0	0	0	0
	Occupational Diseases cases	0	0	0	0	0	0
	Lost Days	0	0	545	0	9	0
	Total No. of manhours worked	31,74,080	1,34,400	33,84,640	1,34,400	34,60,800	1,34,400
Contract Workers	Near miss cases	3	0	5	0	12	0
	Non-fatal accidents	0	0	1	0	0	0
	Fatal Accidents	0	0	0	0	0	0
	Occupational Diseases cases	0	0	0	0	0	0
	Lost Days	0	0	136	0	2	0
	Total No. of manhours worked	29,29,920	1,32,160	29,32,160	1,16,480	30,46,400	0
Injury Rate		0.00		0.12		0.00	
Lost Days Rate		0.00		20.74		0.33	

Note: The 'Injury Rate' and 'Lost Day Rate' have been calculated based on 200,000 manhours.



GRI INDEX

1. Strategy and Analysis			
Profile Disclosure	Description	Reporting	Location of disclosure and comments, if any
1.1	Statement from the most senior decision-maker of the organization.	Fully	Page No. 3-4
1.2	Description of key impacts, risks, and opportunities.	Fully	Page No. 3-4
2. Organizational Profile			
Profile Disclosure	Description	Reported	Location of disclosure and comments, if any
2.1	Name of the organization.	Fully	Page No. 1
2.2	Primary brands, products, and/or services.	Fully	Page No. 1-2
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Page No. 6
2.4	Location of organization's headquarters.	Fully	Page No. 1-2
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Page No. 1-2
2.6	Nature of ownership and legal form.	Fully	Page No. 10
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Page No. 1-2
2.8	Scale of the reporting organization.	Fully	Page No. 1-2
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Page No. 5
2.10	Awards received in the reporting period.	Fully	Page No. 7-9
3. Report Parameters			
Profile Disclosure	Description	Reported	Location of disclosure and comments, if any
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Page No. 5
3.2	Date of most recent previous report (if any).	Fully	Page No. 5
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Page No.5
3.4	Contact point for questions regarding the report or its contents.	Fully	Page No.5
3.5	Process for defining report content.	Fully	Page No.20-21
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	Page No.5
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Page No.5
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Not applicable.	The report boundary does not include JVs, subsidiaries and marketing locations.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	Fully	Page No. 5
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).		NIL
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		NIL
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	Page No. 62-69



3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	Fully	Page No. 5
4. Governance, Commitments, and Engagement			
Profile Disclosure	Description	Reporting	Location of disclosure and comments, if any
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Page No.10-15
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Page No. 10
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	Page No.10-11
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Page No. 10-11
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).		Compensation of members of highest governance body is controlled by the Ministry of Chemicals and Fertilizers, Gol.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Page No.10-11
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.		Qualification and expertise of members of highest governance body are assessed by the Ministry of Chemicals and Fertilizers, Gol.
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Page No. 13-15
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	Page No.14-15
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		Performance of members of highest governance body are assessed by the Ministry of Chemicals and Fertilizers, Gol
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	Page No. 13
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	Page No. 14-15
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	Fully	Page No.14-15



4.14COMM	List of stakeholder groups engaged by the organization.	Fully	Page No. 17
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Page No. 17
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Page No. 17-19
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	Page No. 17-19
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)			
G3.1 DMAs	Disclosure	Level of Reporting	Location of disclosure and comments, if any
DMA EC	Disclosure on Management Approach EC		
Aspects	Economic performance	Fully	Page No. 22
	Market presence	Fully	Page No. 24
	Indirect economic impacts	Fully	Page No. 52
DMA EN	Disclosure on Management Approach EN		
Aspects	Materials	Fully	Page No. 37
	Energy	Fully	Page No. 25
	Water	Fully	Page No. 29
	Biodiversity	Partially	Page No. 36
	Emissions, effluent and wastes	Fully	Page No. 34
	Products and services	Fully	Page No. 40
	Compliance	Not	Not applicable
	Transport	Not	Not applicable
	Overall	Fully	Page No. 25-41
DMA LA	Disclosure on Management Approach LA		
Aspects	Employment	Fully	Page No. 57
	Labour/management relations	Fully	Page No. 60
	Occupational health and safety	Fully	Page No. 60
	Training and education	Partially	Page No. 59
	Diversity and equal opportunity	Not	Not applicable
	Equal remuneration for women and men	Not	Not applicable
DMA HR	Disclosure on Management Approach HR		
Aspects	Investment and procurement practices	Partially	Page No. 60
	Non-discrimination	Fully	Page No. 60
	Freedom of association and collective bargaining	Fully	Page No. 60
	Child labour	Fully	Page No. 60
	Prevention of forced and compulsory labour	Fully	Page No. 60
	Security practices	Partially	Page No. 60
	Indigenous rights	Not	Not applicable
	Assessment	Partially	Page No. 60
	Remediation	Fully	Page No. 60



DMA SO	Disclosure on Management Approach SO		
Aspects	Local communities	Fully	Page No. 52
	Corruption	Fully	Page No. 14
	Public policy	Not	Not applicable
	Anti-competitive behaviour	Not	Not applicable
	Compliance	Fully	Page No. 62
DMA PR	Disclosure on Management Approach PR		
Aspects	Customer Health and Safety	Fully	Page No. 40
	Product and Service Labelling	Not	Not applicable
	Marketing communications	Partially	Page No. 40-41
	Customer privacy	Not	Not applicable
	Compliance	Fully	Page No. 40-41
STANDARD DISCLOSURES PART III : Performance Indicators			
Economic			
Indicator	Description	Level of Reporting	Location of disclosure and comments, if any
Economic performance			
EC1COMM	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	Page No. 22-24
EC2COMM	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Not	Not applicable
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Page No.24
EC4	Significant financial assistance received from government.	Fully	Page No.24
Market presence			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	Page No.23-24
EC6COMM	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	Page No.24
EC7COMM	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Partially	Page No.28
Indirect economic impacts			
EC8COMM	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Page No.52-56
EC9COMM	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	Page No.52-56
Environmental			
Indicator	Description	Level of Reporting	Location of disclosure and comments, if any
Materials			
EN1COMM	Materials used by weight or volume.	Fully	Page No.37-38
EN2COMM	Percentage of materials used that are recycled input materials.	Fully	Page No.37-38
Energy			
EN3	Direct energy consumption by primary energy source.	Fully	Page No.25
EN4	Indirect energy consumption by primary source.	Fully	Page No.25
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Page No.27-28



EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not	Not applicable
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Not	Not applicable
Water			
EN8COMM	Total water withdrawal by source.	Fully	Page No.30
EN9COMM	Water sources significantly affected by withdrawal of water.	Fully	Page No.30
EN10	Percentage and total volume of water recycled and reused.	Fully	Page No.31
Biodiversity			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not	Not applicable
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not	Not applicable
EN13	Habitats protected or restored.	Not	Not applicable
EN14COMM	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	Page No.36
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not	Not applicable
Emissions, effluents and waste			
EN16COMM	Total direct and indirect greenhouse gas emissions by weight.	Fully	Page No.32
EN17COMM	Other relevant indirect greenhouse gas emissions by weight.	Not	Not applicable
EN18COMM	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Page No.32
EN19	Emissions of ozone-depleting substances by weight.	Fully	Page No.32
EN20COMM	NOx, SOx, and other significant air emissions by type and weight.	Fully	Page No.33
EN21	Total water discharge by quality and destination.	Fully	Page No.34
EN22COMM	Total weight of waste by type and disposal method.	Fully	Page No.34-35
EN23COMM	Total number and volume of significant spills.	Not	Not applicable
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not	Not applicable
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Not applicable
Products and services			
EN26COMM	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	Page No.25-28
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not	Not applicable
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Not	Not applicable
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Not	Not applicable
Overall			
EN30	Total environmental protection expenditures and investments by type.	Fully	Page No.39



Social: Labor Practices and Decent Work			
Indicator	Description	Level of Reporting	Location of disclosure and comments, if any
Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	Page No.57
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	Page No.59
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Partially	Page No.24
LA15	Return to work and retention rates after parental leave, by gender.	Fully	Page No.58-59
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Page No.60
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	Page No.58-59
Occupational health and safety			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Partially	Page No.59
LA7COMM	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	Page No.61
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Not	Not applicable
LA9	Health and safety topics covered in formal agreements with trade unions.	Not	Not applicable
Training and education			
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	Page No.59
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Partially	Page No.59
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Partially	Page No.59
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Not	Not applicable
Equal remuneration for women and men			
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully	Page No.59-60
Social: Human Rights			
Indicator	Description	Level of Reporting	Location of disclosure and comments, if any
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Partially	Page No.60
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Not	Not applicable



HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	Page No.59
Non-discrimination			
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	Page No.60
Freedom of association and collective bargaining			
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Not	Not applicable
Child labor			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	Page No.60
Prevention of forced and compulsory labor			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Not	Not applicable
Security practices			
HR8COMM	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Partially	Page No.60
Indigenous rights			
HR9COMM	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not	Not applicable
Assessment			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Partially	Page No.60
Remediation			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully	Page No.60
Social: Society			
Indicator	Description	Level of Reporting	Location of disclosure and comments, if any
Local communities			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	Page No.52-56
SO9COMM	Operations with significant potential or actual negative impacts on local communities.	Fully	Page No.52
SO10COMM	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	Page No.52-56
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not	Not applicable
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	Page No.14
SO4	Actions taken in response to incidents of corruption.	Not	Not applicable
Public policy			
SO5COMM	Public policy positions and participation in public policy development and lobbying.	Not	Not applicable
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not	Not applicable



Anti-competitive behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not	Not applicable
Compliance			
SO8COMM	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not	Not applicable
Social: Product Responsibility			
Indicator	Description	Level of Reporting	Location of disclosure and comments, if any
Customer health and safety			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Partially	Page No.40-41
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Not	Not applicable
Product and service labelling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Partially	Page No.42-45
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not	Not applicable
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	Page No.42-45
Marketing communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	Page No.42-45
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	Page No.40
Customer privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not	Not applicable
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not	Not applicable



NATIONAL VOLUNTARY GUIDELINES (NVG) DISCLOSURE

	Part	GRI Reference	Page No.
A-1	Basic details of the business		
	Name	2.1	Page No.1
	Nature of ownership	2.6	Page No.6
	Details of the people in top management	4.1	Page No.10-15
	Location of its operations - national & International	2.5	Page No.1
	Products and services	2.2	Page No.1-2
	Markets served	2.7	Page No.1
A -1	Economic and Financial Data		
	Sales	EC 1 (sub part)	Page No.22-24
	Net profit	EC 1 (sub part)	Page No.22-24
	Tax Paid	EC 1 (sub part)	Page No.22-24
	Total Assets		Page No.22-24
	Market Capitalization (for listed companies)	EC 1 (sub part)	Page No.22-24
	Number of Employees	2.8	Page No.57
A -2	Management's Commitment Statement to the ESG Guidelines		
	Priorities in terms of Principles and Core Elements		
	Reporting Period /Cycle	3.1	Page No.5
	Whether the report is based on this framework or any other framework	About the Report	Page No.5
	Any Significant Risk that the business would like its stakeholders to know	1.2	
	Any Goals & Targets that were set by the top management for improving their performance during the reporting period	1.1	Page No.3-4
	Part B		
B -1	Principle 1 - Ethics, Transparency & Accountability		
	Governance structure of the business, including committees under the Board responsible for organizational oversight. In case no committee is constituted, then the details of the individual responsible for the oversight	4.1	Page No.10-15
	Mandate and composition (including number of independent members and/ or non-executive members) of such committee with the number of oversight review meetings held.	4.1	Page No.10-15
	State whether the person/committee head responsible for oversight review is independent from the executive authority or not. If yes, how.	4.2/4.3	Page No.10-12
	Mechanisms for shareholders and employees to provide recommendations or direction to the Board/ Chief Executive.	4.4	Page No.10-12
	Processes in place for the Board/ Chief Executive to ensure conflicts of interest are avoided.	4.6	Page No.10-12
	Internally developed statement on Ethics, Codes of Conduct and details of the process followed to ensure that the same are followed	4.8	Page No.13-15
	Frequency with which the Board/ Chief Executive assess BR performance.		
B -1	Principle 2 – Products Life Cycle Sustainability		
	Statement on the use of recyclable raw materials used	EN 2	Page No.37-38
	Statement on use of energy-efficient technologies, designs and manufacturing/ service-delivery processes	EN5/EN7/EN26	Page No.25-26
	Statement on copyrights issues in case of the products that involve use of traditional knowledge and geographical indicators		
	Statement on use of sustainable practices used in the value chain		
B -1	Principle 3 – Employees' well-being		
	Total number of employees with percentage of employees that are engaged through contractors	LA1 / 2.2	Page No.57
	Statement on non-discriminatory employment policy of the business entity	HR 4	Page No.60
	Percentage of employees who are women	LA14	Page No.59-60
	Number of persons with disabilities hired		



	Part	GRI Reference	Page No.
	Amount of the least monthly wage paid to any skilled and unskilled employee	EC5 (Partially)	Page No.24
	Number of training and skill up-gradation programmes organized during the reporting period for skilled and unskilled employees	LA10 / LA11/ LA12	Page No.57-58
	Number of incidents of delay in payment of wages during the reporting period		
	Number of grievances submitted by the employees		
B -1	Principle 4 – Stakeholder Engagement		
	Statement on the process of identification of stakeholders and engaging with them	4.14/4.15/4.16	Page No.17
	Statement on significant issues on which formal dialogue has been undertaken with any of the stakeholder groups	4.17	Page No.17-19
B -1	Principle 5 – Human Rights		
	Statement on the policy of the business entity on observance of human rights in their operation	DMA - HR	Page No.60
	Statement on complaints of human rights violations filed during the reporting period		
B -1	Principle 6 – Environment		
	Percentage of materials used that are recycled input materials	EN2	Page No. 37-38
	Total energy consumed by the business entity for its operations	EN3/EN4	Page No.25
	Statement on use of energy saving processes and the total energy saved due to use of such processes	EN5/EN7	Page No.27-28
	Use of renewable energy as percentage of total energy consumption	EN3/EN4	Page No.25
	Total water consumed and the percentage of water that is recycled and reused	EN8/EN10	Page No.30-31
	Statement on quantum of emissions of greenhouse gases and efforts made to reduce the same	EN16/ EN17/ EN18	Page No.32
	Statement on discharge of water and effluents indicating the treatment done before discharge and the destination of disposal	EN21	Page No.34
	Details of efforts made for reconstruction of bio-diversity		
B -1	Principle 7 – Policy Advocacy		
	Statement on significant policy advocacy efforts undertaken with details of the platforms used	SO5	Not reported
B -1	Principle 8 – Inclusive Growth		
	Details of community investment and development work undertaken indicating the financial resources deployed and the impact of this work with a longer term perspective	SO1 , EC1	Page No. 23
	Details of innovative practices, products and services that particularly enhance access and allocation of resources to the poor and the marginalized groups of the society		
B -1	Principle 9 – Customer Value		
	Statement on whether the labelling of their products has adequate information regarding product-related customer health and safety, method of use and disposal, product and process standards observed,		
	Details of the customer complaints on safety, labeling and safe disposal of the products received during the reporting period	PR2/ PR4/ PR8/ PR9	Not reported
	Part -C		
C-1	Brief Report on any material/significant negative consequences of the operations of the business entity	EN26	Page No.25-28
C-2	Brief on Goals and Targets in the area of social, environmental and economic responsibilities that the business entity has set for itself for the next Reporting Period	1.2	Page No.3-4



Shri R. G. Rajan, CMD, RCF and Directors taking part in 'Swachh Bharat Abhiyan' on 2nd October 2014.



CMD and Directors giving oath to all employees as a part of 'Swachh Bharat Abhiyan'.



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