

PUBLIC SECTOR UNDERTAKINGS

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1. Coal India Limited

Coal India Limited (CIL) is an organized state owned coal mining corporate came into being in November 1975 with the Government taking over private coal mines. With a modest production of 79 MT at the year of its inception CIL today is the single largest coal producer in the world.

CIL works within the framework of an overall vision to emerge as a global player in the primary energy sector by attaining environmentally socially sustainable growth through best practices from mine to market. Coal India Limited (CIL) is headed by a Chairman-cum-Managing Director. He is assisted by five Functional Directors, namely, Director (Technical), Director (Personnel and Industrial Relations), Director (Finance), Director (Marketing) and Director (Business Development). Each Subsidiary Company has its own Board of Directors headed by Chairman-cum-Managing Director and assisted by Functional Directors. In addition, there are part-time or nominee Directors on the Board of CIL and its subsidiaries who are appointed in accordance with the Articles of Association of the Company and Government guidelines prescribed in this regard from time to time.

CIL (Consolidated) has achieved its highest ever Gross Sales of ₹ 1, 52,667.14 crore and Net Sales of ₹ 1, 00,623.37 crore in FY 2021-22. CIL and its Subsidiaries paid/adjusted ₹ 49,678.36 crore towards Royalty, GST, GST Compensation Cess, Cess, District Mineral Foundation (DMF), National Mineral Exploration Trust (NMET) and other levies in FY 2021-22. During the year 2021-22, CIL had paid interim dividends twice of total amount of ₹ 8,627.82 crore @ ₹ 14.0 per share against face

value of ₹ 10/- each fully paid up. Out of above total interim dividend, the share of Govt. of India was ₹ 5,705.89 crore. Further, final dividend of ₹ 3.00 per equity share for the financial year 2021-22 was paid in FY 2022-23 taking the total dividend paid for FY 2021-22 to ₹ 17 per share.

2. CIL's Strategic Relevance

- CIL contributes above 80% of India's overall coal production.
- Approximately 55% of primary commercial energy is coal dependent, CIL alone meets about 40% of primary commercial energy requirement.
- While around 70.00% of the total electricity generation is coal based, out of total coal supply to power utility sector in India, CIL accounts for about 83% supply and out of total supply of CIL, about 80% are catered to power sector.
- Supplies coal at prices discounted to international prices.
- Insulates Indian coal consumers against price volatility in international market.
- Make the end user industry globally competitive and plays a key role in 'Atmanirbhar Bharat' campaign.

3. Milestones in 2021-22

- Coal India Limited produced 622.63 million tonnes of coal during the year which is the highest ever since CIL came into being. Production for the year represents an increase of 26.41 million tonnes which is 4.4% growth

over last year's 596.22 million tonnes.

- Five of CIL's subsidiary companies surpassed the production of FY'21 registering growth. They are BCCL (23.75%), CCL (10%), NCL (6.42%), WCL (14.78%) and MCL (13.62%).
- During the financial year, MCL became the second CIL subsidiary to join the exclusive club of 150 million tonnes coal producing companies. MCL was the top performer with a production of 168.17 million tonnes achieving 103% of the target.
- BCCL, NCL and MCL have surged ahead of their respective production targets of FY'22 with achievement of 102%, 103% and 103% respectively.
- CIL recorded an all-time high of 1362.06 million cum of OB removal. The 1.29% growth over FY'21 though appears nominal, is significant because it was recorded over a strong base of 1344.68 million cum in 2020-21. Because, CIL's OBR during FY'21 grew by 16.49% over FY'20.
- BCCL (1.48%), WCL (7.49%) and MCL (19.07%) with their growth propelled CIL's OBR performance during 2021-22, over last year.
- Composite OC production, which is extraction of coal and OB combined in OC mines, was 1733 million cum during the year compared to 1699 of FY'21.
- Milestones in 2022-23 (Till December 2022)
- Production of 479 million tonnes and OBR of 1154 million cum, till December, were ahead of the respective progressive targets. What makes this milestone special is the formidable scale of targets, which CIL was able to breach.

4. Transformational HR initiatives in CIL

The following HR transformational initiatives have been undertaken by CIL among others:

Milestones in 2021-22(till November'2021)

4.1 Updation and Maintenance of HR Manual

CIL Executive HR Manual – a compendium of Executive HR Rules & Policies has been continuously updated and published in CIL website on 1st of every month since its launch by Hon'ble Minister of Coal on 01.11.2020. It is now acting as a single point of reference for work which not only ensures uniform implementation of Rules and Policies, but also enables creating of openness and transparency in dealing with all HR related matters of Executives. The main motive is to ensure that company's policies are implemented consistently and in compliance across all Subsidiaries and also in creating openness and transparency in dealing with all HR related matters of Executives.

4.2 Review of HR Policies/ Rules

As a continuous process, CIL's HR policies/ Rules are benchmarked with other CPSEs, Government guidelines and other best practices to revamp the HR management processes to meet the contemporary needs of the Organization. Under this exercise, around 4 new policies/ rules have been formulated and 12 existing policies/ rules have been revised in the current year. Some of the policies and rules are under formulation, amendment process. The key policies/ rules include Post retiral medical Scheme, Recruitment rules, Cadre Schemes, Job rotation & transfer Policy, Modalities for empanelment of Diagnostic Laboratories, Creation of ED posts, Payment of Double Transport Allowance to Divyang Executives, to name a few.

5. People performance of CIL:

Employees are the central theme of coal mining in India and the people processes in CIL includes not only the multiple stakeholders in the value chain of the company's operations, but also those affected directly and indirectly by such operations. The multiple stakeholders include the company's

own employees and their families, about 93,962 contractors' workers, villagers around coal fields, auxiliary industries, Govt. & Non Govt. agencies operating in the coalfields etc. Coal India Limited, with a larger social purpose, is deeply committed to all stakeholders and is in constant endeavour to harmonize the varying needs of the stakeholders and that of the company, for suitable growth, with its

people centric principles, policies and programmes. The details are given below:

5.1 Manpower

The total manpower of Coal India Limited including its subsidiaries as on 01.12.2022 is 2,42,094. Company wise status of manpower is given below:

SI No.	Company	Manpower Strength as on 01.12.2021	Manpower Strength as on 01.12.2022
1	ECL	53,636	51,857
2	BCCL	39,706	37,687
3	CCL	36,194	35,317
4	WCL	36,113	34,599
5	SECL	45,151	42,505
6	MCL	21,930	21,746
7	NCL	14,468	13,939
8	NEC	824	697
9	CMPDI	3027	2,906
10	DCC	191	157
11	CIL(HQ)	740	684
	TOTAL	2,51,978	2,42,094

6. EMPLOYEE WELFARE:

Coal India Limited strives to provide the best facilities for Welfare of its employees and their families. The facilities are extended to all sections of the Society like- Scheduled caste, Scheduled Tribe, backward classes, minorities as well as other marginalised segments of the society without any discrimination, are given below: -

6.1. HOUSING FACILITIES

In CIL and its subsidiaries, all eligible employees are provided company quarters subject to availability and Company rules. Regular repair and maintenance including thorough repair of these housings are undertaken to provide decent housing to our

employees.

6.2. WATER SUPPLY

To provide clean drinking water to the employees and their families, many water supply schemes have been taken up. Supply of water is done after proper treatment and several RO plants/ Pressure filter plants are also existing in coalfields that cater not just to our employees rather also to the population in the neighborhood.

6.3. EDUCATION FACILITIES

The subsidiary companies of CIL have been providing financial assistance and infrastructure facilities to schools operating in Mines areas like

DAV, Kendriya Vidyalaya, Delhi Public School etc. and other Educational Institutions run by the State Government to provide quality education to the employees' children.

6.4. COAL INDIA SCHOLARSHIP SCHEME:

For employees' children two types of Scholarships, namely Merit and General Scholarship, are being provided every year under prescribed terms and conditions.

- a. In Merit Scholarship, Students securing 1st to 20th position in Madhyamik/ H.S. or any State Board or securing 95% and above marks in ICSE, CBSE / ISC Exam (Class-X & XII) are given scholarship per month.

General Scholarship is provided to Students studying Class-V onwards up to Graduation / Post- graduation level in any discipline subject to prescribed percentage of marks.

- b. Cash Award and certificate of appreciation: Every year Cash Award of ₹ 5000/- and ₹ 7000/- respectively are provided to the Meritorious wards of CIL employees who secure 90% or above Marks in aggregate in 10th and 12th standard Board level examination.
- c. Considering the high cost of technical and medical education in the country Coal India Limited is providing financial assistance towards meeting the cost of education of the dependent children of Wage Board Employees to the extent of tuition fees and Hostel charges for pursuing studies of engineering / Medical in IITs, NITs, Govt. Engg. and Govt. Medical College.

6.5. MEDICAL FACILITIES

Coal India Limited and its subsidiaries are extending medical facilities to the employees and their families through various medical establishments from the dispensary level to the central and Apex Hospitals

in different parts of the coalfields. For specialized treatment, where the expertise/ facilities is not available, they are also referred for treatment outside in the empaneled hospital.

For transporting the patient to hospitals, ambulances with latest technology and life support systems are provided at central places in entire coalfields.

In addition, special emphasis has also been given on Occupational Health, HIV/AIDS and COVID-19 awareness programme for the employees and their families.

Medical facilities of OPD and indoor treatment in Company's hospitals/ dispensaries are also extended to the workers engaged by contractors.

6.6. STATUTORY WELFARE FACILITIES

In accordance with the provision of the Mines Act 1952 and Rules and Regulations framed there-under, subsidiaries of Coal India Limited are maintaining various statutory welfare facilities for the coal mines such as Canteen, Rest Shelters etc.

6.7. NON-STATUTORY WELFARE MEASURES

a. Co-operative stores and Credit Societies.

In order to supply essential commodities and consumer goods at a cheaper rate in the collieries, Central Co-operative and Primary Co-operative Stores are functioning in the Coalfield Areas of CIL. In addition, Co-operative Credit Societies are also functioning in the Coal Companies.

b. Banking facilities and post offices

The Management of Coal companies are providing infrastructure facilities to the various Nationalized Banks for opening their Branches and Extension Counters in the Coalfields for the benefit of their workers. Similarly, there have been efforts to bring the post offices to the proximity of workers by encouraging opening of facilities closer to residential colonies.

c. Holiday homes

Coal India Ltd. provides facilities of Holiday homes at places of tourist attraction, at concessional cost, for the benefit of its employees & their families. These facilities are also available for retired employees. At present, at 3 Holiday Homes are operative at Digha, Puri and Darjeeling.

d. Recreational facilities

There are recreational and sports facilities near residential colonies of workers to ensure the well-being and good health of the workers and their families.

e. Sports

For the purpose of promotion of Sports and Culture, Coal India has an approved Sports Policy administered through Coal India Sports Promotion Association (CISPA), a body registered under the West Bengal Society's Registration Act; and this association supports Sports and Culture by way of providing sponsorship/ financial assistance including in the coalfield areas.

6.8. CIL WELFARE BOARD MEETING:

Coal India Welfare Board is the decision-making forum regarding welfare policies for betterment and improvement of living condition of company' employees.

The members of CIL welfare board comprising of Central Trade Union representative and representation of Managements meet regularly to discuss on the welfare measures and review the implantation of different welfare scheme; the meeting of the Welfare board is being conducted regularly.

7. EMPLOYEE TRAINING

The training statistics for the employees of CIL for last 3 years is given below:

	2020	2021	2022 (till Nov)
Executives	5908	11083	14567
Non Executive	23707	32570	51421
Total	29615	43653	65988

Training details in respect of contractual workers is given below:

	2020	2021	2022 (till Nov)
Contractual Workers	63066	72570	78241
Total Contractual Workers Trained	17252	21084	33466

8. Employees' participation in management:

In general, decisions concerning employees are taken through bilateral forums represented by Trade Unions on behalf of employees and management. Bilateral forums such as JCC, Safety Committee, Housing Committee, Welfare Committee, Canteen Committee etc. are in operation at all project. Similarly, Bipartite meetings, under the Industrial Relations system, are held periodically at unit level, area level and corporate level to resolve issues pertaining to employees' service conditions, welfare and safety. Every subsidiary is having an Apex Bipartite Committee (Joint Consultative Committee) headed by the Chairman-cum-Managing Director of the Company. The Joint Consultative Committee deliberates on various strategic issues and issues related to quality of life of employees in general. All these bipartite bodies are represented by employee's representatives.

9. CONTRACT WORKERS

Coal India Limited is a source of employment to the nearby villagers. There are about 93,962 contractors' workers employed in mines through registered contractors for various outsourced work as on 01.12.2022. The company ensures compliance of all legal and company norms, pertaining to the pay and welfare of the contractors' workers, by

the contractor. Minimum wages for the contract workers in Coal India Ltd., who have been engaged in mining activities has been fixed, which is higher than the minimum wages prescribed by appropriate government. The Contractor workers are made to undergo compulsory vocational training for working in the Mines.

In addition to the above, the Company provides medical treatment at the Company's facility free of cost, to the contractors' workers. All the contractors' workers are being subjected to medical examination, safety training and are being provided with personal protective equipment viz Helmet, Mining Shoes, Dust Mask, Safety lamps and Raincoats including gumboots & proper hoods in heavy watery mines. The facilities like canteen & rest shelters, first-aid facilities etc., which are provided to the regular employees, are also utilized by the contractor workers. The Company has successfully covered all the contractors' workers under the Social Security Schemes (CMPF & CMPS/ EPF). The payment of wages to the contractors' workers is ensured through bank to avoid any exploitation on this count.

For monitoring compliance of payment of wages and other benefits to the Contractors' Workers under the Contract Labour(R&A) Act, 1971, Coal India Ltd. has created and launched "Contract Labour Payment Management portal". Comprehensive database, including bank account number and Aadhaar number of all the workers engaged by different contractors in CIL & its Subsidiaries is uploaded on this portal. This portal provide success to all contractors' workers so that they may view their personal details including rate of wages and payment status.

Further, Ministry of Labour& Employment vide its Gazette Notification dated 18th February, 2022 exempted Subsidiaries of CIL to engage the contractor workers on the works specified (prohibited) at serial nos. 1 to 3 under S.O.2063 dated 21st June,1988, Published in the Gazette of

India, Part-II Section-3, subsection(ii) published by Ministry of Labour& Employment for five year w.e.f. 07.12.2021.

10. CHILD LABOUR/FORCED LABOUR/ BONDED LABOUR.

Engagement of child labour, forced labour or bonded labour, in any form, is prohibited in the Company, either by itself or by any stakeholder in the value chain of the Company's operation. This is strictly monitored through mandatory initial medical examination of all contract workers engaged in mines.

11. FREEDOM OF ASSOCIATION

Democratic values are ingrained in the management of human resource in the company. Employees are free to be part of any registered trade union and other govt./ non-govt. organizations. Branches of all central trade unions and local unions are operating in coalfields. Their representation is allowed in the bipartite bodies in the company under the norms of the Industrial Relations System.

12. NON-DISCRIMINATION

The Company follows principles of non-discrimination in employee management. There is no discrimination of the employees in the name of religion, caste, region, creed, gender, language etc. All employees are given equal opportunity in service matters.

13. Organisational Culture Building Initiatives

- i. All the new entrants joining the Organization in Executive Cadre are being welcomed under Project "Aagman". Before posting in the subsidiaries, they are imparted with Orientation programme at Indian institute of Coal Management (IICM)-CIL's Centre of Excellence, Ranchi.
- ii. All the superannuating employees are bid farewell and their retiral dues are settled

under the Project "Samman". The Chairman, CIL and CMDs of the subsidiaries express their gratitude to the contributions laid down by the superannuating employees and their family members to the success of the Organization.

14. Continuous improvement and Knowledge Management initiatives

For continuous sharing of knowledge, a knowledge management portal common for all CPSEs has been developed under the aegis of ONGC. This portal is a common platform for PSUs to share their Special Achievements, Best Practices and facilitates learning from other PSUs. CIL is also contributing to the info bank of "Samanvay Portal" from time to time. Some of the Subsidiaries have also taken knowledge management initiatives by introducing portals like e-Pathshala & e-Gurukul for employees, where unique experiences are shared by employees.

15. PEOPLE DEVELOPMENT INITIATIVE MONITORING POLICY

- i. Gratuity - Employees on their retirement receive Gratuity payment upto ₹ 20 lakhs.
- ii. CMPF - All employees are covered under the Coal Mines Provident Scheme which is a contributory fund with equal shares both by employee and the employer.
- iii. Coal Mines Pension Scheme (CMPS) - All employees are covered under the Coal Mines Pension Scheme by which, on superannuation, they receive upto 25% of their total emoluments as monthly pension. In the event of death of the employee, the dependent is entitled to receive pension.
- iv. Post-Retirement Medical Support - CIL has launched a post-retirement medical scheme for its 2.63 lakh employees to provide health support to the employees and their spouse, post retirement. Subject to conditions, the Scheme provides reimbursement of medical expenses for indoor and outdoor treatment

for a maximum amount upto ₹ 8 lakhs for Non-Executives and ₹ 25 lakhs for Executives in ordinary cases, and support based on actuals in case of critical diseases such as Heart diseases, Cancer, Renal diseases, Neurological Disorder, HIV-AIDS & Addison's disease / Adrenal Histoplasmoses, Critical accidents cases, Cerebral fever.

- v. Superannuation Pension Scheme - CIL has formulated a Superannuation Pension Scheme to provide superannuation benefit in the form of annuity through an Annuity Service Provider, to all Board level and below Board Level Executives. It has been implemented with effect from 01.01.2007.
- vi. Employee Compensation - In the event of death/ disablement while on duty, the employee is eligible to receive monetary compensation under the Employee Compensation Act. Apart from that, the Company provides additional ₹ 90,000 as Ex-gratia and compensation of ₹ 15 lakhs in case of fatal mine accident or in case of death due to COVID-19.
- vii. Life Cover Scheme - In the event of death of an employee while in service, the dependents of the employee are entitled to receive an amount of ₹ 1,25,000 under the life cover scheme.
- viii. Employment to dependent - In the event of death/ disablement of an employee, while in service, one dependent is entitled for employment in the Company

16. Grievance Redressal Mechanism

- For e-filing of complaints, 'On-line Grievance Management System' (OLGMS), a customized web-site, was introduced by CIL earlier. Subsequently, in pursuance to GoI's objectives for providing a Centralized online grievance redressal and monitoring system across various

Ministries/ Departments/ Organizations, CIL adopted Centralized Public Grievance Redress And Monitoring System (CPGRAMS) which was designed and developed by National Informatics Centre (NIC) while phasing out OLGMS to avoid duplication of work.

- For ensuring prompt response, a WhatsApp group comprising of nodal officers of each department has been created in which issues and proposed solutions can be discussed. The complaints and its response are regularly monitored/ reviewed by Grievance Redressal Committee (GRC) consisting of key management officials on weekly basis. Action is taken to redress the grievance without delay and the outcome is posted in the portal. Wherever interim reply is necessary, such reply is also posted in the portal.

In case complaints/ grievance relate to coal companies, Nodal officer forwards the same to respective subsidiaries for their comments/ action. In case the same relates to working of some other department of CIL, the same is forwarded to the concerned department. Grievances/ complaints received on-line are thus being dealt and disposed of expeditiously and efficiently through CPGRAMS portal."

17. RESETTLEMENT & REHABILITATION POLICY OF CIL

The R&R Policies / Plans followed by the subsidiaries had evolved over time and underwent numerous changes in response to changing circumstances, such as R&R Policy of CIL 1994, 2000, 2008 & 2012.

In most of the cases, subsidiaries are taking land (all right) under CBA (A&D) Act, 1957 and (except MCL) providing employment to the land owners or their nominees @ one employment for every two acres of land either in package deal concept or descending order. MCL follows the R&R Policy 2006 of Odisha Govt. and employment is governed under the same policy.

There are also flexibility clauses in the CIL R&R Policy where the subsidiary company Board has been authorised to approve necessary modification in the said policy with reference to unique conditions prevailing at the concerned subsidiary.

In most of the cases, subsidiaries are acquiring land under CBA (A&D) Act 1957 for mining and allied activities which are strictly incidental to mining.

Apropos, the issue of RFCTLARR (Removal of Difficulties) Order 2015 by the Central Government on 28.08.2015, the compensation, R & R benefits and infrastructure facilities for the land acquired under CBA (A&D) Act, 1957 are to be provided as per schedule I, II & III of RFCTLARR Act 2013.

Subsequently, MoC has issued different clarifications about the implementation of this order for the land acquired under CBA (A&D) Act, 1957.

Accordingly, R&R benefits for the land acquired under CBA (A&D) Act, 1957 are being provided as per schedule II of RFCTLARR Act 2013 or as per option given by PAFs and providing employment as per prevailing practice i.e. one employment for every two acres of land.

Moreover, CIL Board in its 409th meeting held on 25.08.2020 approved the Annuity Scheme of CIL, 2020 to alleviate the need of small landowners as well as an affected family may be a non-title holder, whose primary source of livelihood was dependent on the land acquired for more than three years prior to the date of acquisition and stand affected by the acquisition of land, as certified by the State Government authorities, for their consistent source of income.

18. Care for Environment CIL

CIL is pledged to the principle of inclusive growth while undertaking its business operation. It is also committed to care for environment while mining coal with adequate mitigation practices. In its endeavour to do so, it recognizes that pro-active precautionary approach is needed to minimize the environmental

impacts due to coal mining and allied activities. The following efforts are being undertaken to ensure that adverse footprint of mining are minimal on the environment:

- **Integrated Project Planning:** In new coal-mining project, planning to integrate environmental concerns are the priority concerns. While designing the mining layout, care is being taken to reduce land (including forest land) requirement to the minimum extent possible for operations. Planning takes into consideration aspects related to soil excavation, preservation and its reuse on reclaimed areas. Latest mining technology like Surface Miner's & Continuous Miners are being introduced to achieve better productivity with lesser emissions leading to improved environmental quality. Considering techno-economic feasibility opencast mines are planned with in-pit crushing & belt conveyor system to improve air quality levels. Projects are planned with due deference to achieve best post productive land use so that it becomes an asset to the local population.
- **Statutory Clearances and their Compliances:** Projects are being operated only after securing all statutory clearances required. Compliance of all statutory conditions indicated in various clearances are being diligently implemented and reported periodically to statutory agencies.
- **Implementation of Pollution Control Measures:** CIL implements various pollution control measures as approved by MoEF&CC in the Environment Management Plan of its projects to ensure that pollutants are well within prescribed standards. Details related to Air, Water, Noise, Soil pollution control are reflected under Sustainable Initiatives elsewhere in the report.
- **Implementation of Mine Closure Guidelines:**

With the issuance of mine closure guidelines by Ministry of Coal in the year 2009 and its subsequent amendments, Mine Closure Plans (MCPs) for all the projects have been prepared, approved & implemented. The MCPs encompasses technical, environmental, social and financial issues of mine closure and lays emphasis on land reclamation during fulfilment of progressive and final mine closure activities. The implementation of MCP ensures that a process gets established to guide all decisions and actions during a mine's life, with special attention to ensure that:

- Public health and safety are not compromised
- Environmental resources are subjected to minimum physical and chemical deterioration
- The post-mining use of the site is beneficial and sustainable in the long term
- Opportunity to maximize socio-economic benefits

- **Biodiversity Study:** CIL has identified 22 mines of its subsidiaries for carrying out biodiversity study by reputed institutes like NEERI, ICFRE, FRI, SCF, NIT (R) etc. Out of these sites, biodiversity studies have been completed in 4 of ECL, MCL, SECL and WCL.

Greening Initiatives: As a part of 'Clean & Green' programme, massive plantation is also taken up by CIL wherever land is available. In the current fiscal, Subsidiary Companies of CIL have planted more than 31 lakh saplings over 1600 Ha land area. CIL has also carried out grassing over 315 Ha of Land area and distributed more than 1 lakh saplings to the local community during the same period.

Singareni Collieries Company Limited (SCCL)

SCCL is presently operating 18 opencast mines and

24 underground mines spread over six districts of Telangana State. SCCL is environment conscious and is pro-active in implementation of various environmental protection measures in the coal mines.

As a part of Corporate Environmental Responsibility, SCCL has formulated environmental policy. To fulfill the objectives of Environmental Policy, guidelines have been framed in different facets of environmental management for bringing uniformity in planning, execution and monitoring systems thereby ensuring environmentally sustainable coal mining operations. The Environmental Policy, objectives and guidelines were circulated to all the mines, departments, and other units for effective implementation of environmental safeguards.

SCCL is complying with various Environmental Acts, Rules for protection of environment and Environment Management Committees have been formulated at each project for monitoring the implementation of environmental norms/conditions. The conditions stipulated in Environment clearances, Consent for Operations and other statutory clearances in the field of environment. In addition for protection of environment and compliance reports are being submitted to regulatory agencies on periodical basis. The environmental monitoring is being carried out in and around the coal mining projects through a CPCB recognized NABL accredited laboratory and necessary pollution mitigation measures are being implemented.

SCCL is taking following measures for safeguarding the environment:

- In order to control air pollution, SCCL has made adequate water spraying arrangements at mines and mist spray arrangements at coal handling plants.
- Excess mine water is being discharged in to nearby water tanks and de-silting of tanks is also taken up so as to increase the water storage capacity, which helps in raising of two crops in a year by surrounding villagers and aids in augmentation of ground water levels.
- Control blasting techniques using non-electric delay detonators are being adopted in open cast mines so as to control noise and blast vibrations.
- The mine and colony effluents are treated before discharging it for various purposes like dust suppression and plantation
- SCCL is implementing biological engineering techniques for the reclamation of Overburden dumps. The objective of these techniques is to transform the waste and degraded land into sustaining ecological landform which will also prevent soil erosion, siltation of water bodies, water pollution, dust pollution and re-create the aesthetic beauty of the environment.
- SCCL is raising species of native saplings on a large scale in its own nurseries so as to take up massive plantation programme in all its mining areas on annual basis.
- SCCL is taking up various socio-economic measures in coal mining areas by allocating funds under CSR and DMFT for overall development of the region.
- Mine closure activities are being taken up as per mine plan and mine closure plans approved by the Ministry of Coal.
- SCCL is establishing solar power plants in all the mining areas in a phased manner as a part of its efforts for harnessing renewable sources of energy.
- SCCL is also developing eco-friendly colonies by providing modern sewage treatment plants, waste disposal arrangements, development of parks and gardens, greenbelt in and around the colony, roof-top solar panels etc.,
- In the current fiscal (till November, 2022), SCCL planted about 13.9 lakh saplings over 482 Ha land.

NLC India Limited (NLCIL)

NLC India Limited (NLCIL) was registered as a company on 14th November 1956. The Mining operations in Mine-I were formally inaugurated on 20th May 1957 by the then Prime Minister. NLC India Limited has been conferred with the “**NAVRATNA**” status since April 2011.

NLC India Limited present mining capacity of 32.1 MTPA of lignite & 20 MTPA of coal and power generating capacity as on December 2022 is 6061.06 MW. All the Mines and the Power Stations of NLC India Limited have received **ISO Certification** for Quality Management System (QMS), Environmental Management System (EMS), and Occupational Health & Safety Management System (OSHAS).

18. AUTHORIZED CAPITAL:**(i) Coal India Limited (CIL):**

(i) The Authorised Equity Share Capital for CIL as at 31.03.2022 is ₹ 8000.00 Crores and Authorised Preference Share Capital is ₹ 904.18 Crores.

(ii) NLC India Limited (NLCIL):

The authorised capital of NLC India Limited is ₹ 2,000 Crore and paid up equity is ₹ 1,386.64 Crore

(Post buy back – 2018). The investment by Govt. of India as on 31.12.2022 is as under:

Investment	(₹Crore)
Equity - GOI Portion:	1,098.22 (as on Dec. 2022)
Loan from GOI - (including accrued interest)	Nil

(iii) The Singareni Collieries Company Limited (SCCL):

The Singareni Collieries Company Limited (SCCL) is a Joint venture of Govt. of Telangana and the Govt. of India with equity participation in the ratio of 51:49 respectively.

Singareni Collieries Company Limited

The Singareni Collieries Company Limited (SCCL) is a Joint venture of Govt. of Telangana and the Govt. of India with equity participation in the ratio of 51:49 respectively. SCCL is contributing around 9 % of the total all India production.

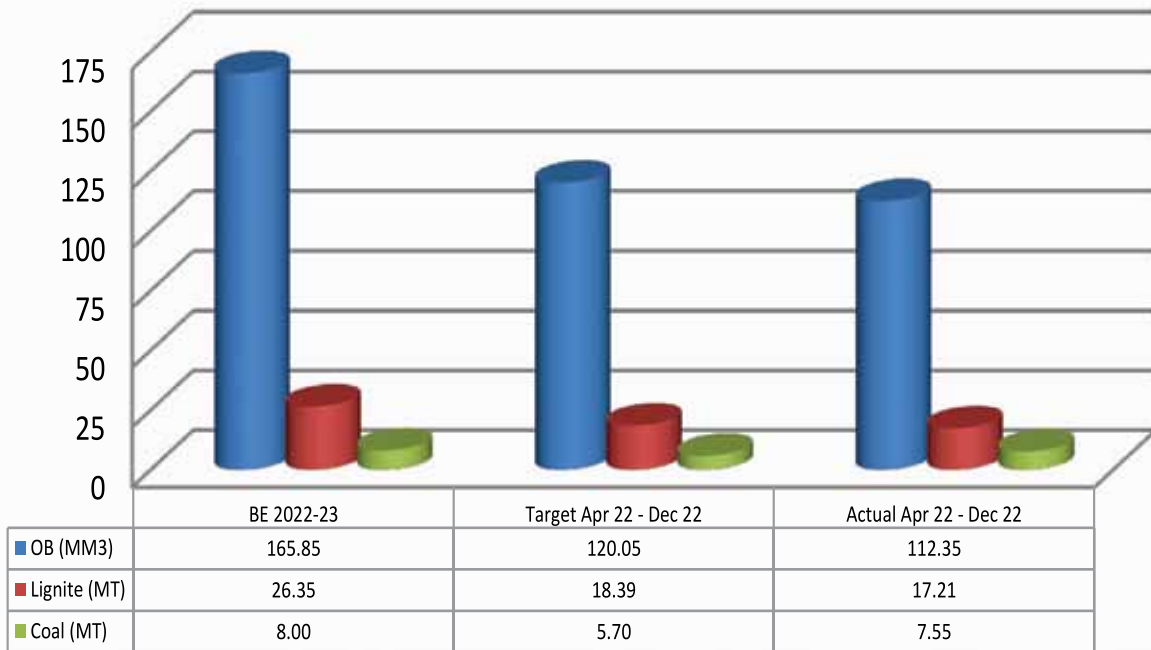
19. Production Performance (NLC India Limited)

Overburden removal, lignite production, gross power generation and export of power during the year 2022-23 are indicated below:

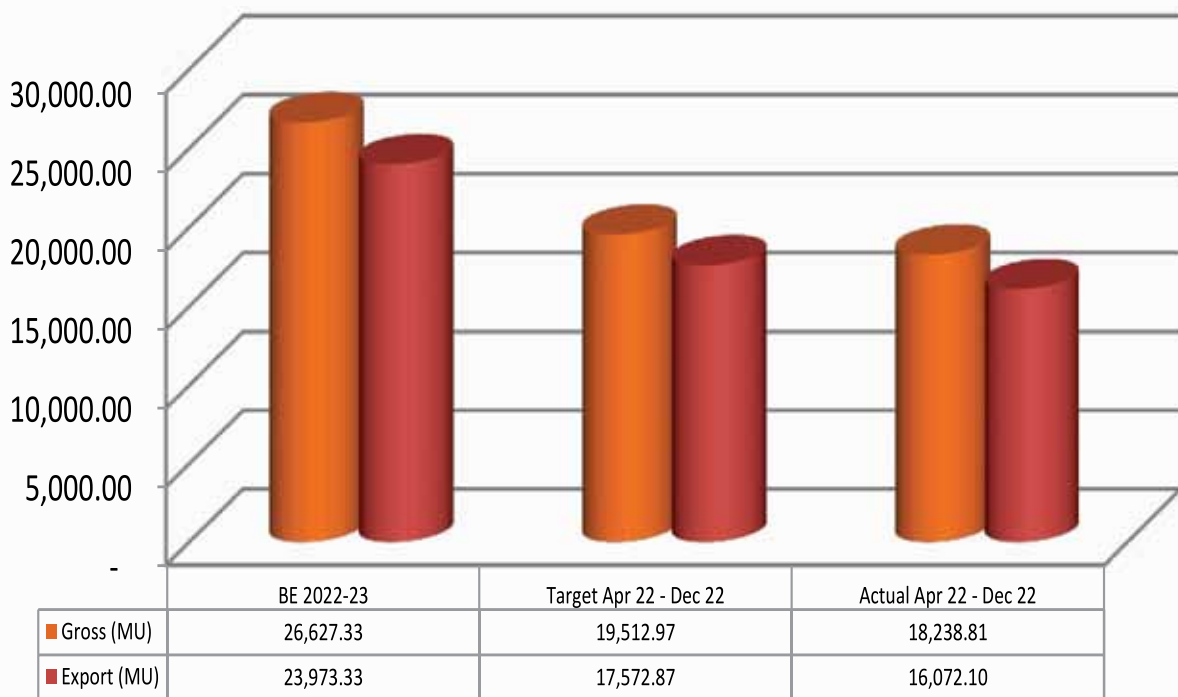
Product	Unit	BE 2022-23	2021-22 (Jan'22 to Mar '22)	2022-23 (upto Dec'22)		Jan 2023 to March 2023 (Projection)
			Actual	Target	Actual (Provl)	
Overburden	MM3	165.85	40.34	120.05	112.35	45.80
Lignite	MT	26.35	8.52	18.39	17.21	7.96
Coal	MT	8.00	2.28	5.70	7.55	2.30
Power Gross (NLCIL)	MU	26,627.33	6,537.31	19,512.97	18,238.81	7,114.36
Power Export (NLCIL)	MU	23,973.33	5,795.93	17,572.87	16,072.10	6,398.93
Power Gross (NTPL)	MU	7,540.00	927.03	5,538.00	4,306.04	2,002.00
Power Export (NTPL)	MU	7,107.00	850.26	5,220.00	4,006.24	1,887.00

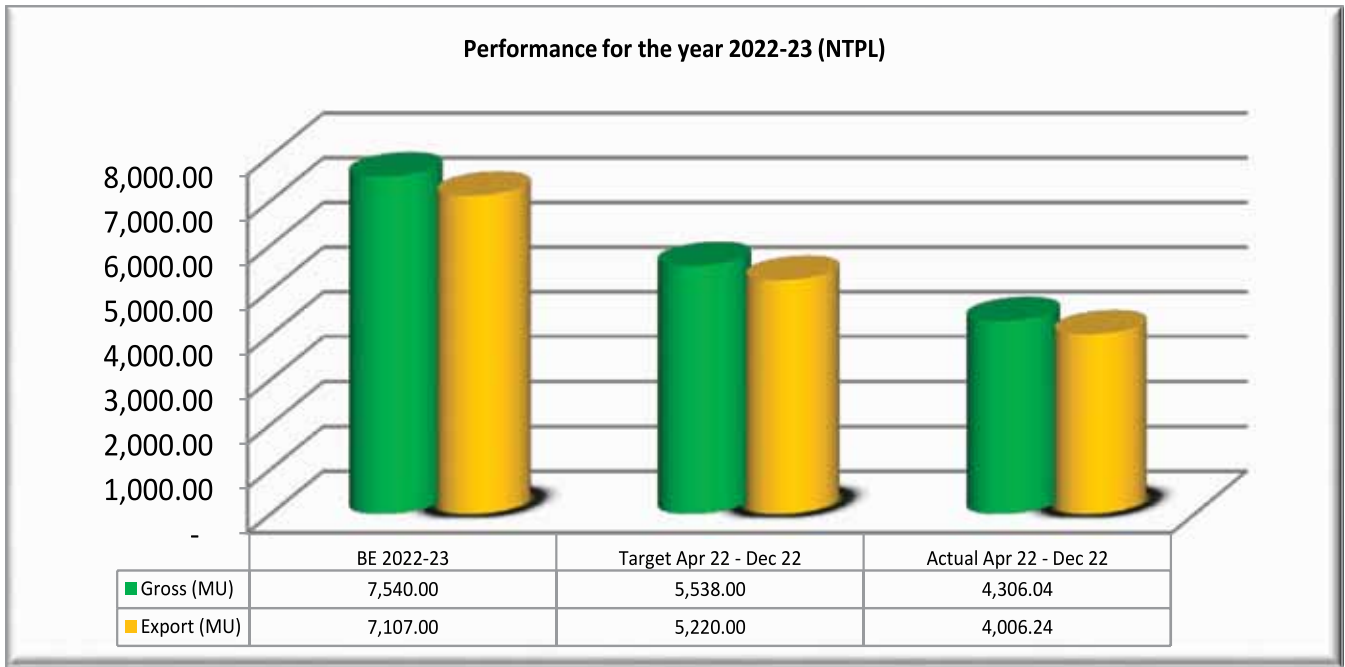
* Information are provisional and subjected to audit

Performance for the year 2022-23



Performance for the year 2022-23 (NLCIL)





20. Productivity:

The productivity performance in 2021-22 and 2022-23 are furnished in the table below:

OMS	Unit	2021-22 Actual	2022-23 (upto Dec '22)	
			Target	Actual (Provl)
Mines	Tonne	18.09	16.33	16.03
Thermal	KwHr	39,662	35,378	39,686

21. Plant Load Factor (PLF);:

The PLF of NLCIL Plants during 2021-22 and 2022-23 are as under:

PLF	2020-21 Actual	2021-22 (upto Dec'21)	
		Target	Actual (Provl)
T.P.S-IE	88.82	80.45	84.93
T.P.S-II	75.51	77.87	63.59
T.P.S-II E	46.58	50.42	48.54
Barsingsar TPS	74.33	68.24	74.94
NNTPP	70.53	79.67	79.50
NTPL	47.74	83.91	65.24

. Singareni Collieries Company Limited

The Singareni Collieries Company Limited (SCCL) is a Joint venture of Govt. of Telangana and the Govt. of India with equity participation in the ratio of 51:49 respectively. SCCL is contributing around 9 % of the total all India production.

22. Coal Production of SCCL- The coal production target for 2022-23 is 70 MT and actual coal production up to December, 2022 is 47.23 MT.

(In MT)

Target (January-December 2022)	Actual (January-December 2022)	Achievement
68.61	65.74	95.82%

Coal Dispatch of SCCL -The coal dispatch target for Jan- Dec, 2022 was 68.63 MT, whereas the actual coal dispatch upto Jan- Dec'22 is 64.64 MT

Target (January-December 2022)	Actual (January-December 2022)	Achievement
68.61	64.64	94.21%

23. Coal Dispatch

During 2022-23 (up to Dec.22) actual Raw Coal dispatched is 637.241 MT against the Annual Target of 911.00 MT. The Company-wise details of coal production from CIL, SCCL and Others are given below:

Company Wise Coal Dispatch [Million Tonnes]							
Company	2021-22 (Provisional)		Achievement	Growth	2022-23 (up to Dec,2022) (Provisional)		
	Annual Target	Actual			Annual Target	Actual	Achievement
CIL	740.000	661.741	89.42%	15.36%	700.000	508.062	72.58%
SCCL	68.000	65.533	96.37%	35.08%	70.000	47.274	67.53%
Captive *	99.000	87.076	87.96%	39.05%	130.000	77.500	59.62%
Others	11.000	4.863	44.21%	-20.53%	11.000	4.405	40.05%
Total	918.000	819.213	89.24%	18.57%	911.00	637.241	69.95%

* Dispatch of 3.241 MT, 2.713 MT and 1.430 MT from Gare Palma-IV/ 2 & 3 of SECL during 2020-21, 2021-22 and 2022-23 (up to Dec 2022) is added to CIL and not included in Captive dispatch.

24. Productivity (OMS): Productivity target (Overall Mines) for the year 2022-23 is 7.42 Tonnes and achieved up to Dec 2022 is 5.33 Tonnes.

Year	Singareni Collieries Co. Ltd.		
	UG	OC	Overall
2022-23	1.66	17.83	7.42
2022-23 Actual (up to Dec, 2022)	1.21	14.15	5.33

Manpower: As on 31.12.2022 employees on roll of SCCL are 43,000 including 1,622 Female employees.

Singareni Thermal Power Plant: Presently, 2X600 MW Singareni Thermal Power Station is in operation in the Mancherial district of Telangana. A total of 9352.93 MU electricity is generated in 2021-22. During 2022-23 (upto Dec) total 7,219 MU of electricity is generated with PLF of 91.15.

Solar Power Plant: SCCL proposed to set up 300 MW capacity solar plants. So far 219 MW capacity plants commissioned at various locations in SCCL. Works for balance 81 MW including 15 MW Floating solar Power Plant capacity is under progress. 225.59 MU of power is generated during 2022-23 (upto Dec).

Further, SCCL is exploring the possibility of setting up another 250 MW Floating Solar PV Projects on the water surface area of reservoirs of Telangana State.

Employment opportunity in SCCL: Massive drive for recruitment for vacancies through External and Internal sources is being taken up by SCCL. SCCL provided the employment for over 18,800 persons (including the dependent / compassionate employment) since the formation of Telangana State.

Plantation : Under the Government's flagship programme "Haritha Haram", SCCL is undertaking plantation in Mined out area, OB dump, any other area and outside leasehold area.

Since 1984 SCCL planted 6.91 crores of saplings (including free distribution of 2.22 crores sapling) in GVCF of Telangana State. In the year 2022, SCCL has planted about 40.13 lakh saplings covering an area of about 557.50 Ha.

27. Employees' Welfare measures :

Welfare and social security to the employees are given due importance and various welfare activities viz., housing & sanitation, educational, recreational, medical facilities with super specialty services and social security schemes that were in vogue are being continued.

Housing:

The overall housing satisfaction is 100%.

Education:

The company is running 9 high Schools, 1 Women

PG & Degree College and 1 Polytechnic college to impart education to the children of employees and also to the nearby other habitants. In addition to this, financial assistance is provided to 3 schools for differently abled students.

Drinking Water:

RO purification plants are established at offices, mines, hospitals, guesthouses, training centres etc. for supply of purified drinking water to the employees.

Yoga & Re-creation:

Yoga & Meditation camps being conducted extensively throughout the year. Employees are being provided sports facilities & required infrastructure and are also encouraged to participate in sports & games.

Contributory Post-Retirement Medicare scheme is being implemented for retired workmen and their spouses.

Social Security Schemes:

Social Security Schemes i.e. Janta Personnel Accident Insurance Scheme (JPAIS), Family Benefit Insurance Scheme (FBIS), Group Insurance Scheme, Coal mines Pension Scheme (CMPS) and Contributory Post Retirement Medicare scheme are being implemented.

Compassionate Employment:

Compassionate appointment to the dependants of employees who die while in service or become medically invalid.

Medical & Health:

SCCL is having 7 Area Hospitals 21 Dispensaries having 821 beds provided to take care of its employee's health. SCCL is providing Promotive, preventive, therapeutic, (In Patient, Out Patient, Diagnostic, Pathological,) occupational, referral services (75 Super Specialty Hospitals empanelled

with SCCL at Hyderabad, Karimnagar, Warangal and Khammam etc.

Cooperative Society & sales depot:

The workmen of SCCL working in the mines and departments are encouraged to become members of "Employees Cooperative Credit Society" with a view to inculcate the culture of thrift and avoid employees going to money lenders for obtaining loans.

Others:

Facilities being provided as

- Merit Scholarship to the children of employees
- Reimbursement of tuition fee to the children of NCWA employees on getting admission in IITs/IIMs.
- Payment of special incentive out of net profit.
- Payment of Performance Linked Reward Scheme.
- Payment of Festival Advance.
- Maternity leave and grant of Child Care leave to female NCWA employees.
- House Building Loan interest reimbursement scheme.
- AC connection facilities to employees houses.

Employees' participation in management:

- SCCL is in forefront in adopting the employees participation in Management by making the representatives of the employees involved in the joint negotiations and decisions are made after due consultations.
- The concept of employees participation in management has been put into operation

long time ago at 3 levels in Singareni Collieries Company Limited (SCCL) i.e unit/mine, area and company levels, which have yielded satisfactory results in improving industrial peace and establishment of harmonious industrial relations.

- Apart from the above, a 3 tier-Grievance Procedure ie. at unit level, at area level and Corporate level -is being implemented to resolve the problems of the employees in a time-frame.
- After conducting elections to the trade unions through secret ballot on 09.09.1998, there has been tremendous improvement in the industrial relations scenario, which has reflected in the decrease of number of illegal strikes to a very low rate and in making the Company turn around and earn profits consecutively for the last 22 years.

Principles adopted In Negotiations with the Unions on Demands:

- JBCCI Guidelines are the bench mark for deciding any issues in connection with wages, allowances, service conditions etc
- All the appointments, promotions and transfers are against clear identified vacancies.
- Implementation of work norms evolved through scientific studies
- Enforcing all the legal rights accrued to Management under statute to maintain discipline, work standards etc.

Contract workers:

- The SCCL outsourced certain non-core activities, low value addition jobs or jobs of intermittent nature such as civic maintenance and repair works, house keeping, security, transport, plantation and nurseries in addition to over burden removal in opencast Mining

operations by way of awarding contracts to outside agencies at unit rate for all outsourced jobs except OB removal which is at stripping ratio. The contractors in turn engage their employees to execute outsourced jobs.

Non-Discrimination:

- SCCL being a public sector undertaking is following all statutory/constitutional provisions, provisions under JBCCI/NCWA agreements and PRCs regarding service conditions, pay & perks and other privileges/working conditions. No discrimination is shown basing on gender, caste & religion. All the employees working in establishment are being treated equally.

Grievance Management:

- SCCL is following a well-established 'Grievance Redressal Procedure' to solve the genuine grievances of the employee containing 3 stages ie. 1) Mine/Department level 2) Area level and 3) Appellate Authority (Corporate) level, for redressal of the genuine grievances of employee and the system is being implemented smoothly and successfully and it is playing a vital role in maintaining industrial peace in the Organisation as required under

the provisions of Sec-9C of ID Act, 1947.

- The grievance redressal machinery shall deal with matters concerning individual employee and issues arising out of day-to-day working of the establishment, leaving general matters to be taken up by the Recognised/Representative Status Trade Unions, for amicable settlement with the management.
- In addition, SCCL is also following a novel method of redressing the grievances of employees by Director(P,A&W) receiving grievance of the employees personally on a specified date in each Region of the company. (SCCL has 3 Regions with each Region consisting of 8 to 14 mines) and a reply given in writing to each petitioner on the status of redressal of grievance by the concerned department on the grievance received.

25. DEVELOPMENT ACTIVITIES IN NORTH EASTERN COALFIELDS

In the North Eastern Region, Coal India Limited has its mining activities only in Makum Coalfields of Assam. At present, Tikak Extension OCP of Tikak colliery is under operation.

Statutory clearance are bring obtained for operationalizing Tirap OCP at the earliest.

Performance of NEC (Period from 01.01.2022 to 31.12.2022)

Table – II

(Fig. in Lakh Tonnes)

	Coal Production		Unit	Quantity
1	I)	Underground	Tonnes	0
	II)	Open Cast	Tonnes	151027.95
	Total		Tonnes	151027.95
2	O.M.S			
	I)	Underground	Tonnes	0
	II)	Open Cast	Tonnes	2.03
	Overall		Tonnes	1.41

3	Coal Despatch/Off take			
	I)	Despatch	Tonnes	93008.36
	II)	Domestic Consumption	Tonnes	1.00
	III)	Off take	Tonnes	93009.36
4	Pit-head Coal Stock as on 31.12.2022 (Excluding Namchick)		Tonnes	58018.59
	Pit-head Coal Stock as on 31.12.2022 (Including Namchick)		Tonnes	74874.44
5	No. of Mines		Working	1

26. Performance report of NEC (Period from 01.01.2022 to 31.12.2022)

Company Wise Coal Despatch [Million Tonnes]								
Month	Production		Manshift		Total Manshift	OMS		Overall OMS
	UG	OC	UG	OC		UG	OC	
January'22	0	0	3705	6215				
Feb'22	0	2694.21	3469	5737				
March'22	0	24949.10	3653	6151				
April to Dec'22	0	123384.64	21501	56349				
Total	0	151027.95	32328	74452	106780	0	2.03	1.41

27. Performance of North Eastern Coalfields during last five years

Colliery	2018-19	2019-20	2020-21	2021-22	2022-23 till Dec
COAL PRODUCTION (Fig.in tes)					
Tirap (OC)	529767	450046	35941	0.00	0.00
Tikak (OC)	252252	66794	0	27643.31	123384.64
Ledo OCP	1968	0	0	0.00	0.00
TOTAL:-	783987	516840	35941	27643.31	123384.64
OB REMOVAL (Fig.in Cum)					
Tirap (OC)	5723607.64	4146301.09	5126499.90	5723607.64	4146301.09
Tikak (OC)	2765922.50	584128.00	2668553.75	2765922.50	584128.00
Ledo OCP	14729.27	0.00	58092.80	14729.27	0
TOTAL:-	8504259.41	4730429.09	535300.41	355034.23	1501266
COAL DESPATCH (Fig in tes)					
Tirap (OC)	500489.13	483399.04	89426.13	0.00	0.00
Tikak (OC)	252542.20	78559.48	906.12	0.00	93008.36
Ledo OCP	849.71	0.00	0.00	0.00	0.00
TOTAL:-	753881.04	561958.52	90332.25	0.00	93008.36

NEC	2018-19	2019-20	2020-21	2021-22	2022-23
O.M.S.(Fig.in tes)					
OC	3.37	2.62	0.22	0.21	1.58
Profitability of the last five years (Fig. in Lakh Rupees) Up to Nov'22					
Tipong(UG)	(-) 6573.67	(-) 6799.52	(-) 4533.74	(-) 5375.13	(-) 1544.34
Tirap (OC)	(+) 2959.21	(+) 29.19	(-) 10647.53	(-) 8291.19	(-) 3277.22
Tikak (OC)	(-) 2864.67	(-) 8700.40	(-) 5189.22	(-) 5829.71	(-) 991.58
Ledo OCP	(-) 1883.22	-	-	-	-
TOTAL:-	(-) 8433.68	(-) 15470.73		(-) 19496.03	(-) 5813.14
			Due to write of (-) 576.00 (CWIP)	Loss on write- off of Revenue Asset under construction (Other Mining Infrastructure)	
			(-) 20946.49	(-) 931.78	
				(-) 20427.81	

