



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 ₹ 1,93,907.10 crore and Net Sales of ₹ 1,30,325.65 crore in FY 2023-24. CIL and its Subsidiaries paid/adjusted ₹ 60,197.80 crore towards Royalty, GST, GST Compensation Cess, Cess, District Mineral Foundation (DMF), National Mineral Exploration Trust (NMET) and other levies in FY 2023-24. During the year 2023-24, CIL had paid interim dividends two times amounting to ₹ 12,633.63 crore @ ₹ 20.50 per share against face

value of ₹ 10/- each fully paid up. Out of above total interim dividend, the share of Govt. of India was ₹ 7,976.01 crore. Further, final dividend of ₹ 4.00 per equity share for the financial year 2022-23 was paid in FY 2023-24 amounting to ₹ 2465.09 crore and the share of Govt. of India was ₹ 1556.29 crore.

2. Milestones in 2023-24

Coal production of 773.65 MT during 2023-24 achieved 99.16% of the annual target of 780.20 MT registering 10.02% growth over last fiscal year. Production in volume terms increased by 70 MT over 703.2 MT of FY 2022-23, the second highest yearly rise ever.

For the second successive financial year five of CIL's subsidiaries have exceeded their respective production targets - BCCL (100.24%), CCL (102.44%), NCL (100.85%), WCL (101.64%) and MCL (101.03%). Production of ECL and SECL was beset with land issues but both companies did the best they could under the circumstances.

Topping the production among CIL's subsidiaries, MCL has breached the 200 MT production mark emerging as the country's first coal company to have achieved this distinction. With an inspiring production of 206 MT of coal MCL accounted for 27% of CIL's total production. Achieving 101.03% satisfaction against the annual target of 204 MT, MCL's production was ahead by 2.0 MT.

CIL produced 60.43 MT of coking coal in FY 2023-24 with a growth of 10.6 % over last fiscal's 54.62 MT.

For the first time in 14 years, since FY 2010, CIL was able to arrest the declining trend in UG production



and produced 26.02 MT bettering the previous fiscal's UG production of 25.49 MT clocking a growth of 2.1%.

Gevra maintained its pinnacle position amongst all mines of CIL as well as in India by achieving 59.11 MT production during FY 23-24 and recording a growth of 6.61 MT over last year.

Sustaining the high growth trend of previous financial year, CIL extracted 1964.144 million cubic metre (M cum) of OB overtaking the annual target of 1,837.56 M cum achieving 107% of the target satisfaction.

CIL logged a strong 18.4% OBR growth over 1,658.63 M cum of FY 2022-23, which till then was the record high. The 306 M cum volume expansion in a single year is the highest ever increase since the company's inception.

3. Transformational HR initiatives in CIL

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

3.1 Updation and Maintenance of HR Manual

CIL Executive HR Manual – a compendium of Executive HR Rules & Policies is being continuously updated and published on 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 HR related policies and guidelines 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 uniformly across all Subsidiaries

3.2 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 3 new policies/ rules have been formulated and 32 existing policies/ rules have been revised in the current year. Some of the policies and rules are under process for revision and some are in the formulation process. The key policies/ rules include Post-retirement 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, Gender Budgeting, Performance & Management System etc.

4. 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 110971 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

4.1 Manpower

The total manpower of Coal India Limited including its subsidiaries as on 01.04.2024 is 2,28,861. Company wise status of manpower is given below:



SI No.	Company	Manpower Strength as on 01.04.2023	Manpower Strength as on 01.04.2024
1	ECL	51074	48711
2	BCCL	37037	33920
3	CCL	34975	33990
4	WCL	34390	33352
5	SECL	41832	39528
6	MCL	21827	21493
7	NCL	13753	13770
8	NEC	667	585
9	CMPDI	2855	2751
10	DCC	133	113
11	CIL(HQ)	667	648
	TOTAL	239210	228861

5. 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: -

5.1. 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. **There are total 18,43,790 quarters in CIL.**

5.2. 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.

5.3. EDUCATION FACILITIES

The subsidiary companies of CIL have been providing financial assistance and infrastructure facilities to schools operating in mining areas, such as DAV, Kendriya Vidyalaya, Delhi Public School, and other educational institutions run by the state government, to provide quality education to the employees' children. **A total of 68 schools under Project School are fully financed by CIL, 13 schools receive occasional grants, and 26 schools are provided with infrastructure support.**

5.4. 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.

- 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 IIT.

5.5. 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. **A total of 350 dispensaries, 1,044 doctors, 506 ambulances, 70 hospitals, 4318 Beds and 7 mobile vans in CIL.**

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.

5.6. 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. **A total of 379 Canteen, 18 Creches, 24 Pit Head Baths & 547 Rest Shelters are provided in CIL.**

5.7. 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. **A total of 50 Central Co-operatives, 111 Primary Co-operatives, 160 Credit Societies are available in CIL.**

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. **A total of 320 Bank branches, 35 Extension counter, 05 satellite bank branches are available in CIL.**

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.

5.8. 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's 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 **implementation** of different welfare scheme; the meeting of the Welfare board is being conducted regularly.

6. EMPLOYEE TRAINING

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

Particulars	2021-22	2022-23	2023-24
Executives	16396	23351	30270
Non Executive	48115	72284	73550
Total	64511	95635	103820

Training details in respect of contractual workers is given below:

Particulars	2021-22	2022-23	2023-24
Contractual Workers	91175	102719	110971
Total Contractual Workers Trained	34427	36644	39374

7 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.

8 CONTRACT WORKERS

Coal India Limited is a source of employment to the nearby villagers. There are about 1,10,971 contractors' workers employed in mines through registered contractors for various outsourced work as on 01.04.2024. 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 hospital free of cost, to the contractors' workers. All the contractors' workers are 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 Information 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.

9 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.

10 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.

11 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.

12. 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.

13. 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-Pathsala & e-Gurukul for employees, where unique experiences are shared by employees.

14. 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.

15. 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 Gol's objectives for providing a Centralized on 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."

16. 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 RFCTLARR (Removal of difficulties) Order, 2015 issued 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 schedules 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 employment is being provided 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.

17. 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 is committed to protect environment by practicing and following sustainable mining practices right from mine planning stage. Various pollution control measures and initiatives are being taken up concurrently with mining operations, for maintaining acceptable / permissible limits of major physical and chemical attributes of environment namely air, water, hydrogeology, ground vibrations, noise, land, etc.

A) Air Pollution and its Control Measures:

To control and reduce dust generation during drilling, blasting, loading and coal transportation, CIL has taken up various initiatives enumerated in the MoEF&CC approved Environmental Management Plan (EMP) of projects. The EMP is prepared factoring the impact on existing environment and forest due to coal mining undertaken after conducting an Environment Impact Assessment (EIA) study of each project. Mist spraying systems, mobile water sprinklers and automatic sprinklers have been provided to mitigate air pollution & its control measures.

Some of the important initiatives taken by CIL are as follows:

- a) Implementation of First Mile Connectivity to reduce transport of coal by road.

- b) Transportation of coal by conveyors, covered trucks & loading in railway rakes through Silo.
- c) Blacktopping/ Concrete & repairing of coal transportation roads and strengthening of haul roads.
- d) Deployment of 279 trolley mounted and 137 mobile fog cannon sprinkling system.
- e) Installation of 80 CAAQMS system for real-time monitoring of ambient air quality & integration with the CPCB & SPCB server wherever provisioning of the same is made available.
- f) Installation of 97 nos. of PM10 analysers for real time monitoring of PM10 concentration in ambient air.
- g) 910 nos. of mobile water sprinkler tankers and 49 nos. of road sweeping machines have been deployed across all the subsidiaries for air pollution control.
- h) Development of wind breaker system, vertical greenery system and green belt plantation.
- i) Deployment of additional Surface Miners and Continuous Miners in opencast & U/G mine respectively for blasting free coal extraction.

B) Water Pollution Control Measures

- i. Wherever and to the extent possible, the mines are operated on zero discharge
- ii. Mine discharge water is stored in huge sump which acts a water harvesting structure.
- iii. For mine discharge, pumped out mine water is treated through sedimentation prior to its discharge.
- iv. 153 Effluent Treatment Plants (ETP) are set up in workshops.
- v. Effluent from residential colonies is also treated through conventional means as well



as designated 61 Sewage Treatment Plants (STPs) in townships.

- vi. Effluent water quality monitoring as per set standards is undertaken and results submitted to statutory authorities.
- vii. 15 nos. of Continuous Water Quality Monitoring stations for real time monitoring of effluent water quality.
- viii. Subsidiaries of CIL takes No Objection Certificate (NOC) for each project from Central Ground Water Authority, Ministry of Water Resources, GoI. NOC is granted based on detailed Hydrogeological Report and Groundwater Modelling.
- ix. In FY 2023-24, 2591.42 Lcum water was shared with nearby community for domestic and irrigation purpose benefiting more than 11.62 Lakh people in 857 villages.

C) Mine Water Management:

Mine Discharge Treatment Plants (MDTP) are installed in mines for treatment of discharged mine water on the surface for second phase treatment. Treated mine water is then used partly for dust suppression, fire-fighting, plantation, washing etc. As per the need of the local community, treated mine water is supplied to the nearby villages for drinking & irrigation purposes. In order to assess the impact of mining activities on ground water, monitoring of ground water levels in dug wells & piezometer is being carried out in and around of the mine lease hold area. For ground water recharge within mine premises and nearby villages, initiatives like rainwater harvesting, digging of ponds / development of lagoons, de-silting of existing ponds / tanks etc. have been taken. On date, 526 rain water harvesting structures have been constructed for ground water recharge. Regular monitoring of mine, workshop and domestic effluent is carried out as per rule and desired actions are being taken. Reports

of the same are regularly submitted to SPCBs and MoEF&CC. In 2023-24, 90.03% discharged mine water utilized for internal & community use and remaining 9.97% is retained for future use and ground water recharging. Apart from this, 54.57 LKL mine water was supplied to nearby community from voids of coal mines of CCL. CCL has also offered 1081 LKL of mine water to Government of Jharkhand for community supply. CIL has installed 396 water meters across its subsidiaries for quantification of mine water handling.

D) Noise Pollution Control Measure:

For control of noise pollution, various measures like proper maintenance of equipment, green belt development around the mine and residential area, blasting in day time and use of ear muff / ear plugs at noisy areas are adopted.

- **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. In addition, guidelines have been issued in 2022 for management of coal mines those have been discontinued / abandoned / closed before 2009. 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:

1. Public health and safety are not compromised
2. Environmental resources are subjected to minimum physical and chemical deterioration



3. The post-mining use of the site is beneficial and sustainable in the long term
4. Opportunity to maximize socio-economic benefits

Greening Initiatives:

- Reclamation of the mined out areas and external OB dumps are major environmental mitigatory activities taken up by CIL. Reclamation of mined out areas are being done as per the Environmental Management Plan (EMP), approved by MoEF&CC and Mine Closure Plan (MCP) prepared as per the guideline of Ministry of Coal . Top soil is preserved, stored and used in plantation areas in the opencast mines. Concurrent reclamation and rehabilitation of mined out areas are taken up for gainful land use. After technical reclamation is completed, plantation is carried out which is termed as biological reclamation.
- Plantation and Green belt are developed through extensive tree plantation programme every year by the Subsidiaries of CIL. Avenue plantation, plantation on OB dumps, plantation in and around mines, residential colonies, and available government land are undertaken in the existing as well as the new projects. CIL planted 44.40 Lakh saplings covering an area about 2167 Ha within and outside mine leasehold area in FY 2023-24, CIL also carried out grassing over 248.65 Ha during this period.
- Additionally, under Green Credit Program launched by MoEF&CC, Coal India Limited and its Subsidiaries have taken initiative for taking up plantation in degraded forest land in various states.
- Eco-restoration: For effective Bio-reclamation of disturbed land, scientific studies are carried out to select suitable species of plants for

afforestation on three tier plantation concept. Forest Research Institute (FRI) has been engaged by CIL for sharing their expertise in the field of eco-restoration in the reclaimed areas. Many Eco- restoration sites have been developed in subsidiary companies of CIL with technical collaboration of FRI.

- Eco-park in Reclaimed land: Eco Parks have been developed in many of the mined out areas and command areas of CIL like Kalidaspur Bio-diversity Park ECL, Parasnath Udyaan AKWMC Colliery BCCL, Bishrampur Tourism Site SECL, Chander Shekhar Azad Eco Park Bina NCL, Neem Vatika Raiyatwari Chandrapur WCL, Kayakalp Vatika CCL, Ananta Medicinal garden MCL, etc. CIL has established 32 Eco-parks & Mine Tourism & eco-restoration sites on date.

Singareni Collieries Company Limited (SCCL)

SCCL is presently operating 17 opencast mines and 22 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 opencast 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 FY 2023-24 SCCL planted about 13.51 lakh saplings over 562 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 30.1 MTPA of lignite & 20 MTPA of coal and power generating capacity as on March 2024 is 6071.06 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).

17. AUTHORIZED CAPITAL:

(i) Coal India Limited (CIL):

- (i) The Authorised Equity Share Capital for CIL as at 31.03.2024 is ₹ 8000.00 Crores and Authorised Preference Share Capital is ₹ 904.18 Crores.



Profitability of the last five years (Fig. in Lakh Rupees)

	2019-20	2020-21	2021-22	2022-23	2023-24
Tipong(UG)	(-) 6799.52	(-) 4533.74	(-) 3817.55	(-) 2244.22	(-) 1477.38
Tirap (OC)	(+) 29.19	(-) 10647.53	(-) 5906.58	(-) 5810.35	(-) 6608.39
Tikak (OC)	(-) 8700.40	(-) 5189.22	(-) 4327.27	(+) 3009.78	(-)4321.27
Ledo OCP	-	-	-	-	-
TOTAL	(-) 15470.73	(-) 20370.49	(-) 20427.81	(-) 5044.79	(-) 12407.04
			Admn Exp (-) 4736.26		
			Workshop Debit (-) 708.37		
			Loss on Sale (-)931.78		

(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 31.03.2024 is as under:

Investment	(₹ Crore)
Equity - GOI Portion: (72.20%)	1,001.15 (as on March. 2024)
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

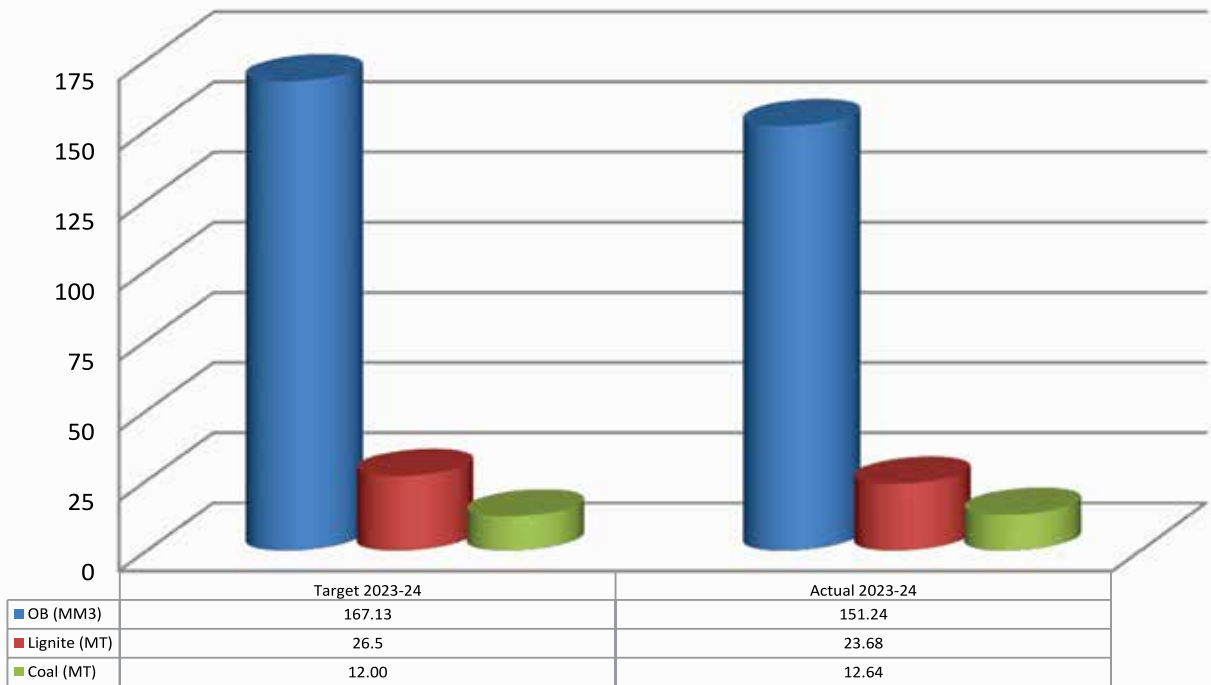
The Singareni Collieries Company Limited (SCCL) is a Joint venture of Govt. of Telangana and the Govt. of India with equity participation in the ratio of 51:49 respectively. SCCL is contributing around 7.5% of the total all India production.

18. Production Performance (NLC India Limited)

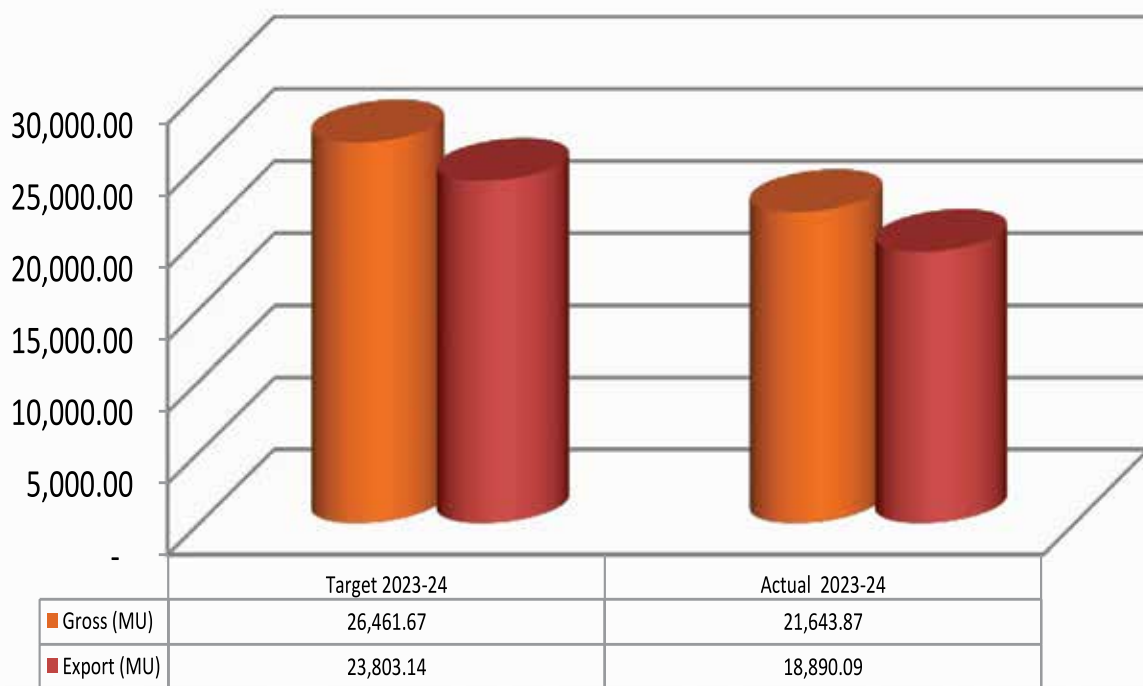
Overburden removal, lignite production, gross power generation and export of power during the year 2023-24 are indicated below:

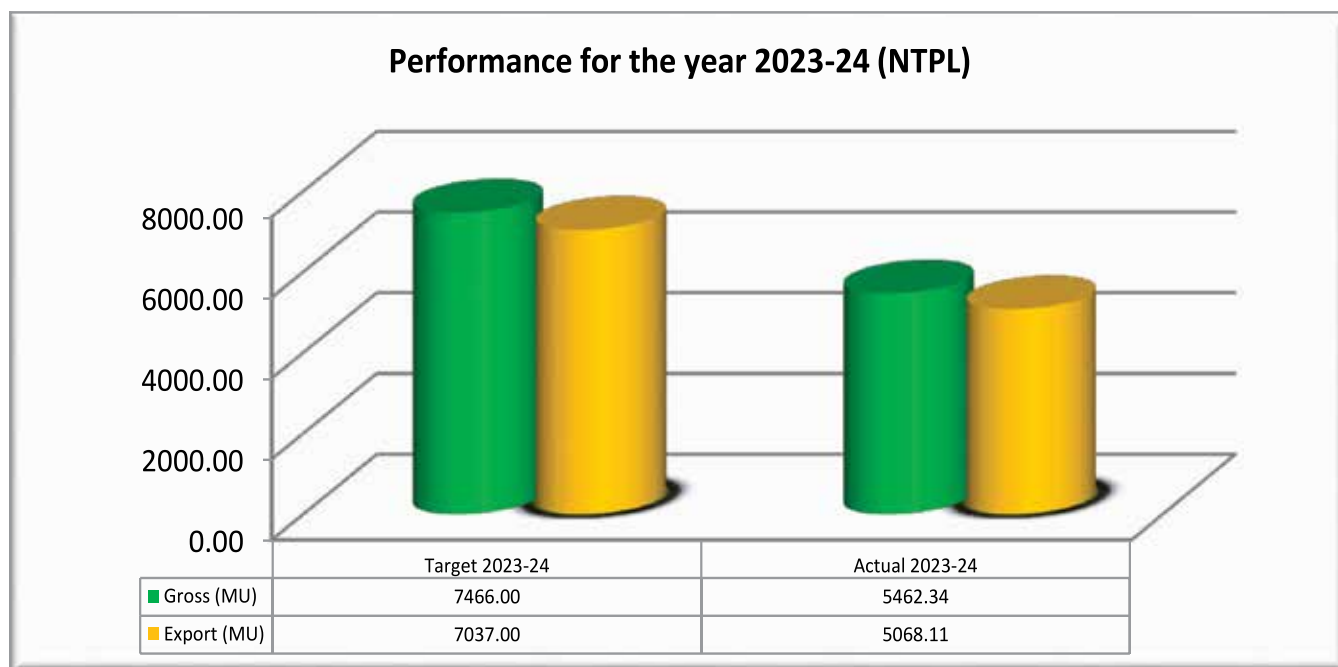
Product	Unit	2023-24	
		Target	Actual
Overburden	MM ³	167.13	151.24
Lignite	MT	26.50	23.68
Coal	MT	12.00	12.64
Power Gross (NLCIL)	MU	26461.67	21643.87
Power Export (NLCIL)	MU	23803.14	18890.09
Power Gross (NTPL)	MU	7466.00	5462.34
Power Export (NTPL)	MU	7037.00	5068.11

Performance for the year 2023-24



Performance for the year 2023-24 (NLCIL)





19. Productivity:

The productivity performance in 2022-23 and 2023-24 are furnished in the table below:

Output per Man Shift (OMS):

OMS	Unit	2022-23 (Actual)	2023-24 (Actual)
Mines	Tonne	16.53	17.33
Thermal	KwHr	39,535	36,478

20. Plant Load Factor (PLF) -

The productivity performance in 2022-23 and 2023-24 are furnished in the table below:

PLF (in %)	2022-23 Actual	2023-24 Actual
T.P.S-IE	62.11	77.83
T.P.S-II	84.63	44.55
T.P.S-II E	45.07	49.03
Barsingsar TPS	78.39	77.05
NNTPP	81.69	80.54
NTPL	67.69	62.19

21 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 7.5 % of the total all India production.

Coal Production*(In Million Tonnes)*

Company	APR'23 to MAR' 24			APR'22 to MAR' 23	% growth
	Target	Actual	% Ach.	Actual	
SCCL	70.00	70.02	100.0	67.14	4.3

Coal Despatch*(In Million Tonnes)*

Company	APR'23 to MAR' 24			APR'22 to MAR' 23	% growth
	Target	Actual	% Ach.	Actual	
SCCL	70.00	69.86	99.80	66.69	4.7

Sector Wise Dispatch- SCCL*(In Million Tonnes)*

Sector	Actual (Apr 23 - Mar, 24)	Actual (Apr 22 - Mar, 23)	Growth (%)
Power (Utility)	60.79	54.73	11.1
Power (CPP)	2.58	3.52	-26.8
Cement	2.93	3.49	-16.2
Sponge Iron/CDI	0.36	0.48	-26.4
Others	3.21	4.46	-28.1
Total : SCCL	69.86	66.69	4.7

Productivity (OMS): Productivity target (Overall Mines) for the year 2023-24 is 7.99 Tonnes and achieved 5.41 Tonnes.

(In Million Tonnes)

Year	Singareni Collieries Co. Ltd.		
	UG	OC	Overall
2022-23	1.27	13.94	5.31
2023-24	1.19	13.24	5.41

Manpower: As on 31.03.2024 employees on roll of SCCL are 41,837 including 1,767 Female employees.

Singareni Thermal Power Plant: Presently, 2X600 MW Singareni Thermal Power Station is in operation in the Mancherla district of Telangana. During 2023-24 (upto Mar, 2024) total 8,853.53 MU of electricity is generated.

Solar Power Plant: SCCL proposed to set up 300 MW capacity solar plants. So far 234.5 MW capacity plants commissioned at various locations in SCCL. Works for balance 65.5 MW including 15 MW Floating solar Power Plant capacity is under progress. 348.65 MU of power is generated during 2023-24 (up to Mar, 24).

Further, action taken by SCCL to install another 232 MW solar power plants in stage 2 at various locations of SCCL.

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 20,788 persons (as on March,2024) (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.

During 2023-24 (up to Mar'2024) 13.51 Lakh (including 2.99 lakh free distribution) saplings are planted in 562 Ha.

Since 1984 SCCL planted 6.91 Crore of saplings (including free distribution of 2.22 Crore saplings) in 14681 Ha. of Godavary Valley Coal Fields (GVCF) of Telangana State.

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%.

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 employee's 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 employee's 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 Company 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 26 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.

22. DEVELOPMENT ACTIVITIES IN NORTH EASTERN COALFIELDS

(i) Coal India Limited (CIL):

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 Clearances are being obtained for operationalizing Tirap OCP at the earliest.

Performance of NEC (Period from 01.01.2023 to 31.12.2023)

	Coal Production	Unit	Quantity
1.	I) Under Ground	Tonnes	0
	II) Open Cast	Tonnes	199146.74
	TOTAL:-	Tonnes	199146.74
	O.M.S		
2.	Under Ground	Tonnes	0
	II) Open Cast	Tonnes	2.87
	OVERALL	Tonnes	2.29

Coal Despatch/Offtake (01.01.2023 to 31.12.2023)

1	i. Dispatch	Tonnes	179426.60
2	ii. Domestic Consumption	Tonnes	NIL
3	iii Offtake	Tonnes	179426.60
4	Pit-head Coal Stock as on 31.12.2022 (Excluding Namchick)	Tonnes	77738.73
	Pit-head Coal Stock as on 31.12.2022 (Including Namchick)	Tonnes	83678.26
5	No. of Mines	Working	1

23. Performance report of NEC (Period from 01.01.2023 to 31.12.2023)

Month	Production		Manshift		Total Manshift	OMS		Overall OMS
	UG	OC	UG	OC		UG	OC	
January'23	0	25990.20	1780	5683				
Feb'23	0	23026.67	1532	5799				
March'23	0	27598.44	1588	6255				
April to Dec'23	0	122531.43	12782	51615				
TOTAL	0	199146.74	17682	69352	87034	0	2.87	2.29

24. Performance of North Eastern Coalfields during last five years

Coal Production (Fig. in tes)					
Colliery	2019-20	2020-21	2021-22	2022-23	2023-24
Tirap (OC)	450046	35941	0.00	0.00	0.00
Tikak (OC)	66794	0	27643.31	199999.95	199999.37
Ledo OCP	0	0	0.00	0.00	0.00
TOTAL:-	516840	35941	27643.31	199999.95	199999.37

OB REMOVAL (Fig.in Cum.)					
Colliery	2019-20	2020-21	2021-22	2022-23	2023-24
Tirap (OC)	4146301.09	535300.41	0.00	0.00	0.00
Tikak (OC)	584128.00	0.00	355034.23	1945682.76	2433015.48
Ledo OCP	0.00	0.00	0.00	0.00	0.00
TOTAL:-	4730429.09	535300.41	355034.23	1945682.76	2433015.48

Coal Despatch (Fig. in Tonnes)					
Colliery	2019-20	2020-21	2021-22	2022-23	2023-24
Tirap (OC)	483399.04	89426.13	0.00	0.00	0.00
Tikak (OC)	78559.48	906.12	0.00	181233.67	167627.11
Ledo OCP	0.00	0.00	0.00	0.00	0.00
TOTAL:-	561958.52	90332.25	0.00	181233.67	167627.11

O.M.S.					
NEC	2019-20	2020-21	2021-22	2022-23	2023-24
OC	4.26	0.35	0.32	2.70	3.84



Profitability of the last five years (Fig. in Lakh Rupees)

Colliery	2019-20	2020-21	2021-22	2022-23	2023-24
Tipong(UG)	(-) 6799.52	(-) 4533.74	(-) 5375.13	(-)2244.22	(-) 1477.38
Tirap (OC)	(+) 29.19	(-) 10647.53	(-) 8291.19	(-)5810.35	(-) 6608.39
Tikak (OC)	(-) 8700.40	(-) 5189.22	(-) 5829.71	(+)3009.78	(-) 4321.27
		Due to write of (-) 576.00 (CWIP)	Loss on write-off of Revenue Asset under construction (Other Mining Infrastructure)=(-)931.78		
Total Profit & Loss	(-) 15470.73	(-)20946.49	(-)20427.81	(-)5044.79	(-)12407.04



