

SUSTAINABILITY REPORT

2015-16



Let us grow together

A GRI G4
Compliant Report

Rashtriya Chemicals and Fertilizers Limited

(A Government of India Undertaking)





Let us grow together

Contents

About the Report	2
From CMD's desk	3
About RCF	5
Awards & Accolades	8
Corporate Governance & Risk Management	12
Stakeholder Engagement & Materiality Assessment	19
Business Growth & Profitability	25
Energy Management	27
Emission Management	30
Water Management	32
Waste Management	34
Material Management	37
Biodiversity Management	38
Environmental Investment	39
Product Responsibility	40
Employee Management & Labour relations	41
Community Welfare	52
Our Supply Chain	58
Relationship with Customers	59
GRI Content Index	62
National Voluntary Guideline (NVG) Disclosure	68



About the Report

This year we have adopted the Global Reporting initiative (GRI) G4 standard for the Sustainability Report. Our previous reports, were compliant with GRI 3.1. The purpose of Sustainability Report for the year 2015-16 is to convey an update on efforts and performance of RCF in the field of Sustainability and Corporate Social Responsibility (CSR) during the year. The report has been prepared using GRI-G4 for Sustainability Reporting. The GRI content index is provided at the end the report, which gives a detailed reference on the GRI performance indicators and standard disclosures. This report also addresses the nine principles of National Voluntary Guidelines on Social, Environmental and Economic responsibilities of Business, published by the Ministry of Corporate Affairs, Government of India. Contents of the report are as per 'In-accordance'- Comprehensive as per GRI-G4. No restatements of information from previous year's report are present.

Scope and Boundary of the Report

RCF has two manufacturing sites, i.e Trombay unit at Mumbai and Thal unit at Raigad district, Maharashtra, India and the report covers both operational Units of RCF. Our residential colonies, marketing offices and corporate office have been excluded from this year's reporting boundary. Also this report does not include the sustainability performance of our joint ventures and subsidiaries. Information on earnings and financial data including Consolidated Financial Statements of the Company is available in our Annual Financial Report. There have been no significant changes made during the reporting period regarding size, structure, or ownership. Also, no significant changes have been made from previous reports in terms of scope and/or boundaries

Reporting Period

This report provides an update on our Sustainability performance for the year 2015-16. However, to enable trend analysis, along with the data for the year 2015-16, we have also reported data for last two years 2013-14 and 2014-15. The data and information is presented for FY 2015-16, updated as on 31st March 2016. We publish our sustainability report on an annual basis.

Measurement Approach for Data

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

Assurance

This year, our sustainability report is assured by Emergent Ventures India Pvt. Ltd. (EVI). This is a Type 2 Moderate level assured report based on AA1000AS (2008) standard. The assurance process includes data verification at different sites of RCF that will continue to help RCF improve its processes and data management mechanisms. There is no relationship between RCF or its employees and the assurance provider (EVI).

Feedback

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

Shri S. Parthasarathy

Executive Director (Finance) &

Chief Sustainability Officer (CSO)

Phone Number: (022) 25523106/3133

E-Mail Id: sustainabilityfeedback@rcfltd.com



From CMD's desk



It gives me immense pleasure to present RCF's Sustainability Report for the year 2015-16, our fourth sustainability Report, and the first Global Reporting initiative (GRI) G4 compliant report. Sustainability is at the heart of RCF, and we have continuously endeavoured to incorporate sustainability in every aspect of our functioning. Right from our energy management initiatives to responsible treatment of wastage and Corporate Social Responsibility, our sustainability initiatives span multiple facets. Our vision and mission clearly state that we wish to be a world class company in an ethical and socially responsible manner, thus ensuring sustainability is interwoven in our every step ahead. Our Sustainability Policy continues to uphold our values and guide us in the direction of greater sustainability.

We have taken multiple steps this year to improve our environmental aspects. We are working on several energy saving schemes. Utilization of renewable resources to fulfil our energy requirements is our step in that endeavour. The 2MW Photovoltaic ground mounted solar power plant at Trombay has been commissioned in January 2016. We have also set up rooftop solar power plants with an aggregate capacity of 84 KW. Further, around

1.3 MW rooftop solar plants are in the offing. We are setting up a new Sewage Treatment Plant (STP) at our Trombay unit. With the addition of this Plant, RCF Trombay unit shall not only be self-sufficient with its own requirements but also shall be supplying water to the neighbouring industry. Our initiatives have also resulted in significant emission reduction across locations.

As a socially responsible company, we continued our activities towards sustenance of the environment, education and welfare of the community, propagation of sports and cultural activities, directly and indirectly, helping the community in bettering the life and environment around. To enable holistic development of communities we operate in, we have adopted several villages and continue to invest in various facets of development there. We continue to invest in our next generation through school programs at Thal, the Mid-Day meal scheme in schools attended by lower strata of society. Our flagship program 'RCF Super 30', provides free residential coaching to the promising students from the deprived class that enables them to get admissions into IIT/NIT and other premier colleges.

This year has been challenging for RCF from the financial front. Although our top-line has improved, with revenues generated this year being ₹8761.6 Crore as compared to ₹7787.8 Crore the previous year, there has been a drop in our profits. There have been several challenges in our way of economic sustainability including uncertainty in availability of domestic gas for P&K fertilisers and industrial chemicals, recovery against use of APM gas in production of non-urea products, N-recovery for use of domestic gas in P&K fertiliser production, non-receipt of fertiliser subsidy in time etc. Our margins are also under pressure due to reduction in energy norms stipulated in the New Urea policy. The viability and profitability of the chemicals sector have been adversely affected due to the uncertainty in availability of domestic



gas as well as cheap imports. Being an integrated fertiliser cum chemical complex, RCF's Trombay unit requires continued allocation of domestic gas for its non-urea activities to remain on board in this competitive environment. We have taken up the matter with the Government at different forums and are hopeful of a positive outcome.

We are focusing on expansion and new projects. We have been working on development of Thal-III expansion project, Talcher revival project and a JV Urea project in Iran. We are also aiming to reduce specific energy consumption of Urea plants at Trombay and Thal through various revamp schemes. For the Talcher project, a JV by the name of Talcher Fertilizer Ltd.(TFL) has been incorporated and other pre-project activities are

expected to be completed in the coming months. In the Iran project, selection of Iranian JV partner and other pre-project activities shall be expedited in the next fiscal year.

We at RCF continue to have a positive outlook despite many obstacles of varying nature that we face on our path towards excellence. I conclude with the reiteration that the Company stands firmly committed to continuously endeavour to improve in all its social, environmental and economic aspects so as to achieve higher levels of Sustainability.

Mr. Manoj Mishra

Chairman & Managing Director



About RCF

OUR VISION

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

OUR MISSION

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

VALUE STATEMENT

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

OUR OBJECTIVES

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



Rashtriya Chemicals and Fertilizers Ltd., (RCF) was incorporated on 6th March, 1978 on reorganization of erstwhile Fertilizer Corporation of India Ltd. RCF is a leading fertilizer and chemical manufacturing company having headquarter in Mumbai, India. RCF has two operating units, one at Trombay in Mumbai and the other at Thal, Raigad district, about 100 KM from Mumbai. RCF manufactures Urea, Complex fertilizers (NPK), Bio-fertilizers, Micronutrients fertilizers, 100% water soluble fertilizers and a wide range of Industrial Chemicals. The Ujjwala (Urea) and Suphala (Complex fertilizers - NPK 15:15:15 & 20:20:0) brands of fertilizers manufactured by RCF carry high brand equity and are recognized brands all over the country. RCF has countrywide marketing network in all major states. RCF also produces various industrial chemicals that are important for the manufacture of dyes, solvents, leather, pharmaceuticals and a multitude of other industries. Govt. of India has accorded "Mini Ratna" status to RCF and we are now poised to get "Navratna" status. Presently the authorized share capital of RCF is ₹800 Crore and paid up capital is ₹551.69 Crore.

Continuous emission monitoring is done through four dedicated continuous Ambient Air Monitoring Systems located around the boundary of the factory, at Trombay and Thal unit each. Real time emission levels are exhibited through an illuminated board placed at the entrance of the factory for public viewing. The company is maintaining ISO 14001:2004 (Environment Management System) certification for environment since last fifteen years. Both the manufacturing units are certified under ISO 9001:2008 (Quality Management System) for quality and under OHSAS 18001:2007 (Occupational Health and Safety Management System) for Occupational Health and Safety. Also ISO 50001:2011 (Energy Management System) has been successfully implemented at RCF Trombay Unit. RCF is also in process of implementing ISO 27001 (Information Security Management). For Human Resource systems, RCF is the only PSU having received level 2 certification for People Capability Maturity Module (PCMM).

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

- Process Safety Management
- Timely upgrading of safety facilities
- Imparting training on Safety
- Use of Personnel Protective Equipments (PPEs)
- CCTV Cameras are provided for monitoring Critical operations

- Provision of Flammable & Toxic Gas Detection system Mock drills
- MOU with Mutual Aid Response Group (MARG)
- Active & Passive Fire Protection System
- Auditing and inspections
- Online Near-miss reporting
- HSE index for competitiveness among the plants
- Walkthroughs showing management commitments towards the cause of safety

Safety information bulletin is published and widely circulated during the Safety Week every year. Safety statistics, current safety issues, environment and health related topics are covered in the bulletin with inspiring messages from top management. RCF's Research & Development Division has developed Bio-fertilizer named "Biola", liquid micronutrient fertilizer named "Microla" and 100% water soluble (w.s.) fertilizer "Sujala" (19:19:19) with drip and foliar variants.

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

RCF runs 19 Soil Testing Laboratories (13 static and 6 mobile) in the state of Maharashtra, Telangana, Andhra Pradesh, Karnataka, Chhattisgarh and Uttar Pradesh where thousands of soil samples are analysed and soil health cards are distributed to the farmers free of cost.

RCF also runs two state of art training institutes; one at Nagpur and other one at Alibagh, Dist. Raigad, where experts from RCF and external faculties from Agriculture universities impart training to farmers, free of cost.

RCF, as a part of its farm extension services offers 'Kisan Care Service', a toll free helpline (1800-223044) to farmers. RCF prints and distributes monthly magazine called "RCF Sheti Patrika" free of cost to about 60,000 farmers of Maharashtra, Goa, Karnataka and Telangana, since 1967.

RCF strongly believes in discharging its Corporate Social Responsibility (CSR) in rural areas and has focused its CSR activities towards empowering the under privileged. A host of CSR activities are undertaken by the company which includes adoption of villages, providing drinking



water, providing schooling facilities and scholarships to the under privileged, special measures for SC/ ST, providing training to farmers, mobile medical Van scheme, mid-day meal scheme, setting up of skill development centres, Building roads, pathways and bridges, etc.

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

RCF prepares a five-year corporate plan, which is updated every years. The Corporate Plan consist of Business Environment Analysis which includes

deliberation on demand, supply and consumption of fertilizers in the past and estimated future trend, outlook of industry, policy environment, etc. RCF’s Corporate Plan also includes five year road map and strategy pertaining to Production, Financial, Human Resource (HR), Health, Safety & Environment (HSE), Research & Development (R&D), Corporate Social Responsibility (CSR), Corporate Governance, Industrial Engineering (IE), Information Technology (IT) etc.

Nature of Ownership & Legal Form

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

Name of the holder	No. of shares	Percentage of shareholder
Govt. of India	44,13,53,888	80
Mutual Funds / UTI	1,72,812	0.03
Financial Institutions / Banks	27,86,448	0.51
Insurance Companies	3,51,52,735	6.37
Foreign Institutional Investors (FII) and Foreign Portfolio Investors	39,39,045	0.71
Corporate Bodies	87,43,676	1.59
Indian Public	5,27,51,015	9.56
Non Resident Indians / OCBs/Foreign Nationals	16,80,422	0.30
Clearing Members, Trusts and HUF	51,08,059	0.93
Total	55,16,88,100	100

The information for joint controlled entities is given in the table below:

Name of the company	% of ownership held by RCF
FACT-RCF Building Products Ltd.	50
Urvarak Videsh Ltd.	33.33
Talcher Fertilizers Limited	30



Let us grow together

Awards & Accolades

First prize

of 10th state level
Energy Conservation
Awards for the year
2014-15 by MEDA.



National Energy
Conservation
Award-2015. **2nd Prize**
in the Fertilizer sector
from Ministry of Power.

Best Production
performance of an
operating fertilizer
unit for nitrogen
(Ammonia and Urea)
for the year
2014-15 from FAI.



"Best Safety Practices-2015"
Runner's up award from
National Safety Council
Maharashtra Chapter.



Certificate of Merit
for excellence in
Energy Conservation
and Management for
the year 2014 from ICC.

RCF Trombay Unit has
received "Certificate of Merit
in the Fertilizer Sector"
from Bureau of Energy Efficiency
in "National Energy Conservation
Award 2015". Energy
Manager of RCF Trombay Unit
Shri. D V Bhagat receiving
NECA certificate of merit
award 2014-15.





Let us grow together

State level award for excellence in Energy Conservation and Management organized by Maharashtra Energy Development Agency in 2015. Chief General Manager (Technical) Shri N R Kamat and Assistant General Manager (Technical Services) Shri S D Awalkar receiving the "Excellence in Energy Conservation and Management award 2015" organized by Maharashtra Energy Development Agency (MEDA).



Award for best production performance of an Operating Fertilizer Unit for Complex Fertilizer' for the year 2014-15 from Fertilizer Association of India (FAI).

16th Annual Greentech Environment Award for the year 2015 in Platinum category, instituted by Greentech Foundation for outstanding performance in environment management in Fertilizer Sector.





Other Awards

- National Vigilance Excellence Award 2015
- D&B India top ten PSU Award 2015
- Golden Peacock Award for Excellent corporate governance to RCF Trombay
- H N Thadani Award to RCF, Trombay by IIE for 2014-15
- Best Enterprise Award by forum of Women in Public Sector (WIPS)
- Indian Pride Award by Dainik Bhaskar for 2015-16
- Vigilance Excellence Award to RCF from institute Public Enterprise Hyderabad for 2015-16
- FICCI Award for Product Innovator of the year 2015
- 13th National Award for Excellence in Cost Management, 2015
- Best Case Study at Vigilance Study Circle Mumbai for 2015-16



Corporate Governance & Risk Management

We believe in ensuring the best practices with regard to the board, stakeholder engagement and disclosures in order to create an ethical and responsible business system. Based on the core principles of fairness, transparency and accountability, the Company strives to maintain a high standard of corporate governance through the establishment of a comprehensive and efficient framework of policies, procedures and systems and the promotion of a responsible corporate culture.

Our Corporate Governance framework is developed in compliance with the Companies Act, the regulations and guidelines of the Securities and Exchange Board (SEBI) and the requirements of the listing agreements under the Indian stock exchange. Board meetings are conducted regularly to discuss issues obligated by the corporate governance code and report on Corporate Governance is submitted to the Board on quarterly basis. This year, RCF held 13 board meetings discussing corporate governance issues.

Some of our policies and guidelines include:

- a. The Code for Prevention of Insider Trading in the Securities of RCF
- b. Whistle Blower policy
- c. Policy on Gender Equality
- d. Policy on Zero tolerance to sexual harassment at the workplace
- e. Health, Safety and Environment Policy
- f. Corporate Social Responsibility Policy
- g. E-waste Policy
- h. Information Technology Policy
- i. Research & Development Policy
- j. Protect and Sustain Policy
- k. Policies for determining Material Subsidiaries
- l. Policy for Determination of Material/Price Sensitive Information and Disclosure Obligations

Board Constitution

The Board of Directors are vested with decision making and regulatory powers. RCF being a Public Sector Undertaking, the Directors are appointed/nominated by President of India. Qualification and expertise of members of highest governance body are assessed by the Dept. of Fertilizers (DoF), Ministry of Chemicals and Fertilizers, Gol. The tenure of the Board of Directors is given below:

Directors	Tenure
Functional Director	For a period of five years from the date of the assumption of charge or till the date of superannuation, or until further orders by DoF, whichever is the earliest.
Independent Director	For a period of three years w.e.f. the date of notification of the appointment/ from the date of the assumption of charge, or until further orders by DoF, whichever is earlier.
Govt. Nominee Director	With immediate effect till further orders by DoF.

The Board of Directors comprise of 7 members, led by the Chairman and Managing Director (CMD). Of the 7 Directors, the CMD and 3 other Directors hold functional and full time positions to oversee Technical, Marketing and Financial operations of the company. Apart from the non-executive directors, two other members are government nominees while one is an independent director. Three more independent directors were appointed on the Board of RCF on 8th July, 2016. Our Board members are qualified and experienced professionals with expertise in their respective areas of operation and leadership.

RCF has not been able to comply with the requirement of 50% Independent Directors including one-woman Director on its Board as it being a Government Company under the administrative control of the Ministry of Chemicals and Fertilizers having the Directors are appointed by the Government. RCF has been continuously following up with the Government for appointment of two Independent Directors including one-woman Director and it is given to understand that the Government is likely to appoint soon. Performance of members of highest governance body are assessed by the Dept. of Fertilizers (DoF), Ministry of Chemicals and Fertilizers, Gol.

Responsibilities of the Board, over and above, overseeing operations of the company are providing comprehensive leadership and strategic insights. RCF maintains prescribed agenda notes reserved for the Board's decision to ensure a clear delineation of Board and executive management decisions.



Composition of the Board

Chairman and Managing Director (Executive)	Shri R.G Rajan upto 14th June 2016. Shri Manoj Mishra w.e.f. 15th June 2016.
Director (Technical) (Executive)	Shri C.MT. Britto
Director (Marketing) (Executive)	Shri Ashok Ghasghase (Superannuated w.e.f. 1st July 2016)
Director (Finance) (Executive)	Shri Suresh Warior
Director (Non-Executive)	Shri Sham Lal Goyal, IAS upto 27th January 2016 Shri Dharam Pal, IAS w.e.f. 28th January 2016.
Director (Non-Executive)	Shri Sushil Kumar Lohani, IAS
Independent Director	Prof. Damodar Acharya
Independent Director	Shri Harin Pathak (appointed w.e.f. 8th July 2016)
Independent Director	Shri Bharatkumar Barot (appointed w.e.f. 8th July 2016)
Independent Director	Shri G. M. Inamdar (appointed w.e.f. 8th July 2016)

In order to take informed, transparent decisions and safeguard the interests of the stakeholders, our Board has constituted various committees, comprising of Non-Executive Directors provided with functions of the committee. The committees of the Board are required to report to the Board on their decisions or recommendations.

Composition of Governance Body*		2015-16	
		No. of Employees	% of Total no. of executive members of Governance Body
Gender	Male	4	100%
	Female	0	0%
Age-group	<30 years	0	0%
	30-50 years	0	0%
	>50 years	4	100%
Minority Group	Yes	1	25%
	No	3	75%

* Includes functional/executive members only.



Audit Committee

The company's financial reporting and policies, compliance of the company are reviewed by the Audit Committee. The committee comprises of Prof. Damodar Acharya, as Chairman and Mr. C.M.T. Britto and Mr. Ashok Ghasghase as Members. The committee reviewed audits conducted by Internal Audit Department, provided a way forward and committed to investigations wherever necessary in the year 2015-16.

The Audit Committee met 4 (four) times on 20.05.2015, 10.08.2015, 12.11.2015 and 08.02.2016. During the year 2015-16, the Committee reviewed the audits conducted by Internal Audit Department, gave directions and sought further investigations and examinations, wherever necessary. The Committee also reviewed the financial statements before submitting to the Board and emphasized the importance of internal Control Systems. All the recommendations of the Audit Committee were accepted and implemented.

The Internal Audit committee is also responsible to develop the systems for audit, risk assessment and mitigation. The committee meets on a quarterly basis to review and discuss the types of risks the company faces.

Risk assessment and mitigation protocol

Risk forms an inherent parcel of any business. Identifying the types of risks encountered and developing mechanisms to cope with risk is what ensures the smooth functioning of the organization. The company has a dynamic risk identification and assessment process. RCF has framed a Risk Management Policy which identifies better management practices to ensure greater degree of confidence amongst various stakeholders and facilitates good Corporate Governance practices. This policy lays guidelines for assessing, controlling and reporting the risk. It also guides the management to constitute a



Risk Monitoring Cell consisting of a three tier system. It comprises of a Chief Risk Officer (CRO), Risk Managers and Risk Officers. The Chief of Internal Audit is the CRO while the senior managers nominated by the Functional Heads act as the Risk Managers. They are further supported by Risk Officers identified in different sections of each Function. Our risk management policy puts in place the framework for:

- Identification and grouping of potential risks.
- Classification and grading of risks on the basis of their impact.

- Indicators or triggers for risks.
- Framing strategies for mitigating identified risks.
- Procedure for monitoring and systematic reporting
- Periodic review of the risk matrix.
- Communication of the risk management policy across the company.
- Communication to the Stakeholders/Authorities.

We have classified the risks under four categories- Social, Environmental, Economic and Operational risks.

Economic Risk	Environmental Risk	Social Risk	Operational Risk
<p>Volatile pricing of Natural Gas</p> <p>Pricing of other raw materials like MoP, DAP, MAP, Sulphur and others</p> <p>Fluctuations in demand for fertilizers</p> <p>International pressure to regulate the use of chemical fertilizers</p> <p>Changes in Govt. policies/ legal frame work / statutory levies/regulations</p>	<p>Changes in the agro-climatic conditions</p>	<p>Changes in the agro-climatic conditions</p> <p>International pressure to regulate the use of chemical fertilizers</p>	<p>Contractors/Parties unable to meet project schedule</p> <p>Production risks</p> <p>Availability of Natural gas</p>

In order to mitigate some of the above mentioned risks, we have set up the following processes:

- We have set up a tendering system to ensure the fluctuations in demand do not affect, to a great extent, the pricing of the raw materials, fertilizers. The process of tendering ensures equal opportunity for all those who apply, thereby eliminating favouritism. The tender process ensures high quality of work at lower prices.
- We have a Risk Management Committee which assesses risks to business operations on a quarterly basis, to ensure that our business and customers do not suffer.

The task of risk management is overseen by the Board of Directors which provides important insight to enterprise risk management. A summarized Risk Report is placed before the Board, on quarterly basis, for review and advice. Further details on risk management is given in Annual Report available at, <http://www.rcfltd.com/index.php/en/investor-relations/annual-reports>.

Stakeholders Relations Committee

This committee is set up to monitor and ensure the issues of the stakeholders, specifically the investors

are addressed quickly. The committee comprises of Prof. Damodar Acharya and Mr. Ashok Ghasghase as members of the committee.

Corporate Social Responsibility Committee

The committee has been made to formulate and recommend to the Board, a CSR policy, indicating the activities that can be undertaken by the Board, recommend the expenditure on these activities and monitor the CSR policy on a regular basis. The CSR Committee comprises of Prof. Damodar Acharya, Independent Director as Chairman, Shri Dharam Pal, Govt. Nominee Director and Shri C.M.T. Britto, Director [Technical] as members. The committee met on 21st May 2015 and 10th October 2015.

Nomination and Remuneration Committee

The committee is formulated to decide the Annual Bonus/Variable Pay Pool/Performance Related Pay and Policy for its distribution across the employees in terms of the guidelines of the Department of Public Enterprises, Government of India. The committee comprises of Prof. Damodar Acharya as a chairman, Shri Dharam Pal and Shri Sushil Kumar Lohani as members. The committee met on 26th October 2015. Further details on remuneration is given in Annual Report available at,



<http://www.rcfltd.com/index.php/en/investor-relations/annual-reports>.

Share Transfer Committee

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

Empowered Committee for Procurement

The Board has constituted Empowered Committee comprising of Shri R. G. Rajan, Chairman and Managing Director, Shri C. M. T. Britto, Director (Technical), Shri Ashokkumar Ghasghase, Director (Marketing) and Shri Suresh Warior, Director (Finance) as members to approve procurement of the raw materials, fertilizers and imported fertilizers for a value upto ₹100 Crore each cases.

The details of the committee is mentioned in the table below:

Name of the Committee	Chairperson	Number of Meetings
Audit Committee	Prof. Damodar Acharya	Four
Stakeholders Relations Committee		Nil
Corporate Social Responsibility Committee	Prof. Damodar Acharya	Two
Nomination and Remuneration Committee	Prof. Damodar Acharya	One
Share Transfer Committee	Shri R. G. Rajan	Five
Empowered Committee for Procurement	Shri R. G. Rajan	Note: Committee constituted after 31st March 2016.

At RCF, governance does not end with reporting norms and legal requirements but takes one step ahead considering aspects related to corporate citizenship, health, safety, climate change and others. The operations of the company are carried out in ways that benefit the society without causing detrimental damage to the local environment.

Corporate Social Responsibility (CSR) is a committee under the Board of Directors. The CSR Committee provides inputs on the strategic investments in the social sector. The committee is integral to ensure sustainable Development. Working in harmony with the society provides RCF an opportunity to understand customer needs and bridge the gap between demand and supply. The CSR committee approves and oversees the execution of projects. It also recommends the financial contribution to be provided for each project. In other words, the committee is responsible for the overall sustainability performance of the company.

Sustainable Development calls for amalgamation of resources to ensure environmental, economic and social viability. RCF strives to maintain a balance with the three aspects. We focus upon manufacturing fertilizers and chemicals at optimum value by way of retrofitting plants for energy reduction.

The various committees of the Board delegate authority to respective senior executives to ensure implementation of the Board resolution and policies for economic, environmental and social topics

The products manufactured adhere stringently to the 'Quality, Environment, Health and Safety (QEHS) Policy'. Under this policy we pledge to comply with the legal and other requirements but shall strive to achieve excellence in Quality, Environment, Occupational Health and Process Safety Management.

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

Code of Conduct

Transparency is an eminent part of RCF's functioning. The company has in place, the following systems to enhance transparency:



- Delegation of Powers
- Tender Guidelines
- Internal Audit System
- Code of Discipline and Appeal (CDA) Rules for employees
- The Code for Prevention of Insider Trading in the securities of Rashtriya Chemicals and Fertilizers Limited
- Code of Conduct for Directors and Senior Management Personnel

To ensure transparency is maintained, we have a vigilance department, headed by the Chief Vigilance Officer (CVO), deputed from the All India Services by the Government of India. CVO reports directly to the Chairman and Managing Director and he is assisted by a team of officers drawn from various functional

departments. The Vigilance Department receives complaints through any of the available media like written application sent to headquarter, by filing online complaints (e-mail and other forms) or by reporting any fraud to the nodal officers in any of the departments. At the same time we have also put significant emphasis on fraud prevention and maintenance of transparency. All our business units have been analysed for risks related to corruption. No legal actions for anti-competitive behaviour, anti-trust, and monopoly practices have been taken against RCF. Also, no significant fines or sanctions for non-compliance with laws and regulations was imposed on RCF.

At RCF, various programs are organized through the year on topics such as Ethics, Good governance and Moral Values. Through the year, we have conducted various sessions as mentioned below:

Session Date	Topic	Presenter
29th October 2015	Preventive Vigilance is tool of Good Governance	Shri Narayan Varma, RTI Specialist

Vigilance Awareness Week was celebrated at RCF from 26th to 31st October 2015. On this occasion Slogan, Poetry and Essay writing completion was organized. The theme for the Completion was 'Preventive Vigilance

is tool of Good Governance'.

External training was also provided to some of the employees of the Company. Details of external training is as given below:

Name of Programme	Begin Date	End Date	Duration	Location
Seminar on Vigilance Administration	28-05-15	29-05-15	2 days	Centre for Integrity Governance and Training in Vigilance Administration
Vigilance & Ethics in Public Procurement	20-08-15	21-08-15	2 days	Indian Railways Institute of Logistics & Materials Management
Workshop on Vigilance Role, Functions	05-07-15	07-07-15	3 days	Industrial Management Academy-Jaipur

This year, there have been three confirmed incidences of corruption at RCF. Action was taken according to the CDA rules for employees, and resulted in dismissal of 1 employee.

External Charter and International Standards

The company has ISO 14001 compliant Environment Management System. Both the manufacturing units are certified with Quality Management System (ISO 9001:2008) and Occupational Health and Safety Assessment Series (OHSAS 18001:2007). Also ISO 50001:2011 (Energy Management System) has been successfully implemented at RCF Trombay Unit. The three separate systems are all brought under Integrated Management System (IMS). Internal audits, Surveillance (external) Audit and Management Reviews are carried

out regularly to ensure compliance and continually improve and to upgrade the system. Central Chemical Laboratory and R&D - Agri Laboratory of RCF Trombay Unit have been accredited in accordance with ISO/IEC 17025:2005 in the field of chemical testing by National Accreditation Board for Testing and Calibration Laboratories (NABL) on 29th January 2016. RCF is also in process of implementing ISO 27001 (Information Security Management).

Conflict Resolution

For conflict resolution, the Code of conduct for Directors and senior managerial personnel is in place at RCF. RCF is also in process of preparing policy for related party transactions. The company complies with guideline w.r.t. Companies Act 2013 and SEBI's regulation 2015



(listing obligations and disclosure requirements).

Grievance Redressal

At RCF, we endeavour to maintain a transparent relationship with all our stakeholders and provide the best in class products and services. However, if due to any unprecedented reasons, stakeholders find that there is / are reason(s) to improve, then they are encouraged

to report the same to us through an online grievance mechanism. Online grievance can be registered by the stakeholder through www.pgportal.gov.in. Appropriate action is taken with regards to the grievance and reply is sent to the applicant. Action taken report is uploaded on portal and grievance is closed. The information on various types of grievances we received, addressed, pending and resolved are given in the table below:

	Environment	Labor Practices	Human rights	Society	Total
Complaints received	0	6	0	0	6
Complaints resolved	0	6	0	0	6
Complaints under review	0	6	0	0	6
Cumulative complaints pending	0	0	0	0	0

There were six grievances pertaining to Labour practices were received and resolved.

Board Training

In a bid to keep upto date with the latest topics on

the fertiliser sector, and upgrade skills so as to ensure continuous improvement, our board members undertake several trainings throughout the year. The details of training are given in the table below:

SN	Name of the Director	Name of the Programmes
1)	Prof. Damodar Acharya	FAI Annual Seminar 2015 (Unlocking potential of fertilize sector) held on 2nd to 4th December, 2015 at New Delhi.
2)	Prof. Damodar Acharya	Familiarisation about the Company through presentation in 374th Meeting of the Board held on 8th July, 2016 at Mumbai.
3)	Shri Harina Pathak	Familiarisation about the Company through presentation in 374th Meeting of the Board held on 8th July, 2016 at Mumbai.
4)	Shri Bharatkumar Barot	Familiarisation about the Company through presentation in 374th Meeting of the Board held on 8th July, 2016 at Mumbai.
5)	Shri G. M. Inamdar	Familiarisation about the Company through presentation in 374th Meeting of the Board held on 8th July, 2016 at Mumbai.



Designation	Name of Programme	Begin Date	End Date	Days	Location
CMD	Dream Team - Capacity Building - TOP MGT	17-10-15	17-10-15	1	CMDC, Mumbai
CMD	FAI Annual Seminar 2015	02-12-15	04-12-15	3	Fertiliser Association Of India, Delhi
CMD	International Fertilizer Industry Association, Annual Conference,	24-05-15	27-05-15		Istanbul, Turkey
Director (Finance)	Dubai Global Convention	20-04-15	22-04-15	3	Institute Of Directors, Dubai
Director (Finance)	Dream Team - Capacity Building - top mgt	16-10-15	16-10-15	1	CMDC, Mumbai
Director (Finance)	FAI annual seminar 2015	02-12-15	04-12-15	3	Fertiliser Association Of India, Delhi
Director(Mktg)	Rural & Agricultural Summit	21-08-15	21-08-15	1	Institute Of Supply Chain Management
Director(Mktg)	Dream Team - Capacity Building - Top Mgt	17-10-15	17-10-15	1	CMDC, Mumbai
Director(Mktg)	FAI annual seminar 2015	02-12-15	04-12-15	3	Fertiliser Association Of India, Delhi
Director(Mktg)	Retirement Planning	04-02-16	04-02-16	1	CMDC, Mumbai
Director(Technical)	FAI annual seminar 2015	02-12-15	04-12-15	3	Fertiliser Association Of India, Delhi



Stakeholder Engagement & Materiality Assessment

RCF is India's leading fertilizer and chemical company. The challenge of sustainable development requires business to shift from viewing it as a matter of compliance to one of value generation. To ensure this, we seek to involve our stakeholders at various levels in the sustainability reporting process such as identification of material issues amongst the economic, social and environmental indicators which they believe are critical for the company. Stakeholder engagement is a fundamental apparatus to make our business participatory and get criticism from the society with whom we share a mutual relationship. We intend to have a proactive stakeholder engagement strategy which can lead to a number of partnerships and benefit local communities. In this regard, we have classified our stakeholders into internal and external. The internal stakeholders comprise of the employees including the employees on role and the retired employees. The external stakeholders include the shareholders/

Investors, Community/ Beneficiaries, Creditors/ Banks, Customers, Suppliers, Dealers/ Distributors, contractors and NGOs. These stakeholders were identified based on the some internal criteria, discussion with Top management and discuss with critical stakeholders. However in future we will incorporate more formal process stakeholder identification. This year we have reached out to the various stakeholders via surveys. The surveys, specific to the stakeholder were doled out through different modes- E-mailers and mass mailers, IVR, hardcopy surveys. Through the various technology means we reached out to nearly 6200 prioritized stakeholders. The stakeholder engagement process was conducted to identify issues material to the stakeholders and thereby prioritize based on management consultation, the issues key to the growth of the company. The stakeholder engagement process yielded us with different issues material to different stakeholders.



In addition to the stakeholder engagement exercise carried out for materiality assessment, we also have regular programs conducted for the various stakeholder groups which are listed in the table below:



Stakeholder	Engagement Type	Forum	Frequency and Agenda
Shareholders / Investors / Government	Communication / Consultation / Dialogue	Secretary level review	Quarterly Review Meeting (QRM) is conducted to discuss the overall performance of the company. QRM is chaired by Secretary (Fertilizers), Dept. of Fertilizers (DoF) along with CMD and all Directors to discuss performance of the company.
		Annual General Body Meetings (AGM)	For the year 2015-16, AGM is planned in the month of September 2016. During the AGM, stakeholders concerns like Non-receipt of Dividend Warrants are discussed. Corrective Action: RCF reviewed list of unpaid dividend account for the past 7 years and dispatched letters to shareholders for claiming dividend.
		MoU Review Meetings	The status and actual achievements up to the quarter for MoU targets is discussed as part of MoU review during QRM via presentation and discussions.
Permanent Employees	Communication/ Dialogue	Grievance Mechanism	The grievances are addressed by special officer of the Company not below the rank of Dy. General Manager who acts as the Nodal Officer for redressal. It is assured that the Nodal Officer will immediately take up the issue with the concerned department and appropriate action is taken within seven days from the date of receipt of the complaint or an appropriate reply is sent as the case may warrant. Separate female senior manager is designated to receive and address grievances from female employees. Based on Communication/ Dialogue with the employees, grievance like Non-availability and poor state of residential quarters have emerged. Corrective Actions: Extensive repair and demolition of old township buildings and construction of multi -storied apartments.
		Performance Reviews	Performance reviews of all employees are conducted annually through Performance Appraisal System (PAS) and Confidential Report (CR).
		Trainings	Training for employees is conducted in-house as well as with the help of external faculty. The training programs are conducted throughout the year and are need-based.
		Open-House Sessions	Meetings are held between management and workers' union and officers' association to discuss their issues.
Fertilizer Dealers	Consultation	Meeting with Fertilizer Dealers	During the year 2015-16, 82 Dealer meetings were held as compared to 40 Dealer meetings in 2014-15 respectively. RCF conducts program for dealers to impart the information/know-how about Govt. policies, terms and conditions of the company, use of fertilizer products for different crops, tie-up with different companies for mutual benefit and Fertilizer Control Order of the Govt. During the meetings, farmers concern like Non-availability of product at right time and right price are discussed. Corrective Actions: RCF started delivery of products at doorstep of dealers, instead of railway delivery point. It also reduces price of the product as cost of transportation from rake point to dealer warehouse, is borne by RCF.



Stakeholder	Engagement Type	Forum	Frequency and Agenda
Dealers and End Users of IPD	Consultation	IPD Dealers meet	<ul style="list-style-type: none"> All India meet held once in two years is considered as platform for dealers to meet top management of RCF. Issues relating to marketing, product quality and availability, policy matters etc. are discussed. Need based quarterly meet with customers: Issues relating to product quality and availability, weighing, dispatch, safety aspects, legal compliances etc. are discussed. Customer satisfaction survey conducted half-yearly for feedback of dealers on product availability, quality, loading etc. Felicitation of Dealers for outstanding performance on 26th January of every year.
Customer (Farmers)	Consultation	Meeting with Farmers	During the year 2015-16, 948 Farmer meetings were held as compared to 446 Farmer meetings in 2014-15 respectively. Farmer meetings are held so as to disseminate correct and advanced agricultural technology to the farming community. The crop and product literatures are also distributed to them, followed by question and answer session where the specialists from company and agriculture dept. of the state satisfy the queries of farmers.
		Customer Support services	<p>Soil Testing: RCF also runs 19 soil testing laboratories (13 static and 6 mobile) in Maharashtra, Telangana, Andhra Pradesh, Karnataka, Chhattisgarh and Uttar Pradesh. Soil samples are collected from farmers by our marketing staff from all over the states. Soil samples are analysed for NPK and micro-nutrient contents and soil health card for each soil sample is issued to the farmer. During 2015-16, 1.4 lakh soil samples were analysed.</p> <p>Method and Product Demonstration: In order to demonstrate and educate farmers the scientific practices, the method and product demonstrations are organized in the field of farmers wherein Agriculture officers extend technical knowledge to the farmers. During 2015-16, 114 Method demonstrations and 292 Product demonstrations were carried out as compared to 62 Method demonstrations and 390 Product demonstrations in 2014-15.</p> <p>Toll free helpline: RCF runs a customer care no. (022 – 2552 3044) and toll free helpline service called as RCF Kisan Care no. (1800-22-3044) to help farmers. Information regarding use of fertilizers, soil testing, crops, cultivation practices of different crops, Variety, pest, disease, weed control, weather report, dealership, subscription of RCF Sheti Patrika etc. is given to the farmers. During the year 2015-16, we have received 15,527 No. of calls on our toll free helpline no as against 19,748 during 2014-15.</p>



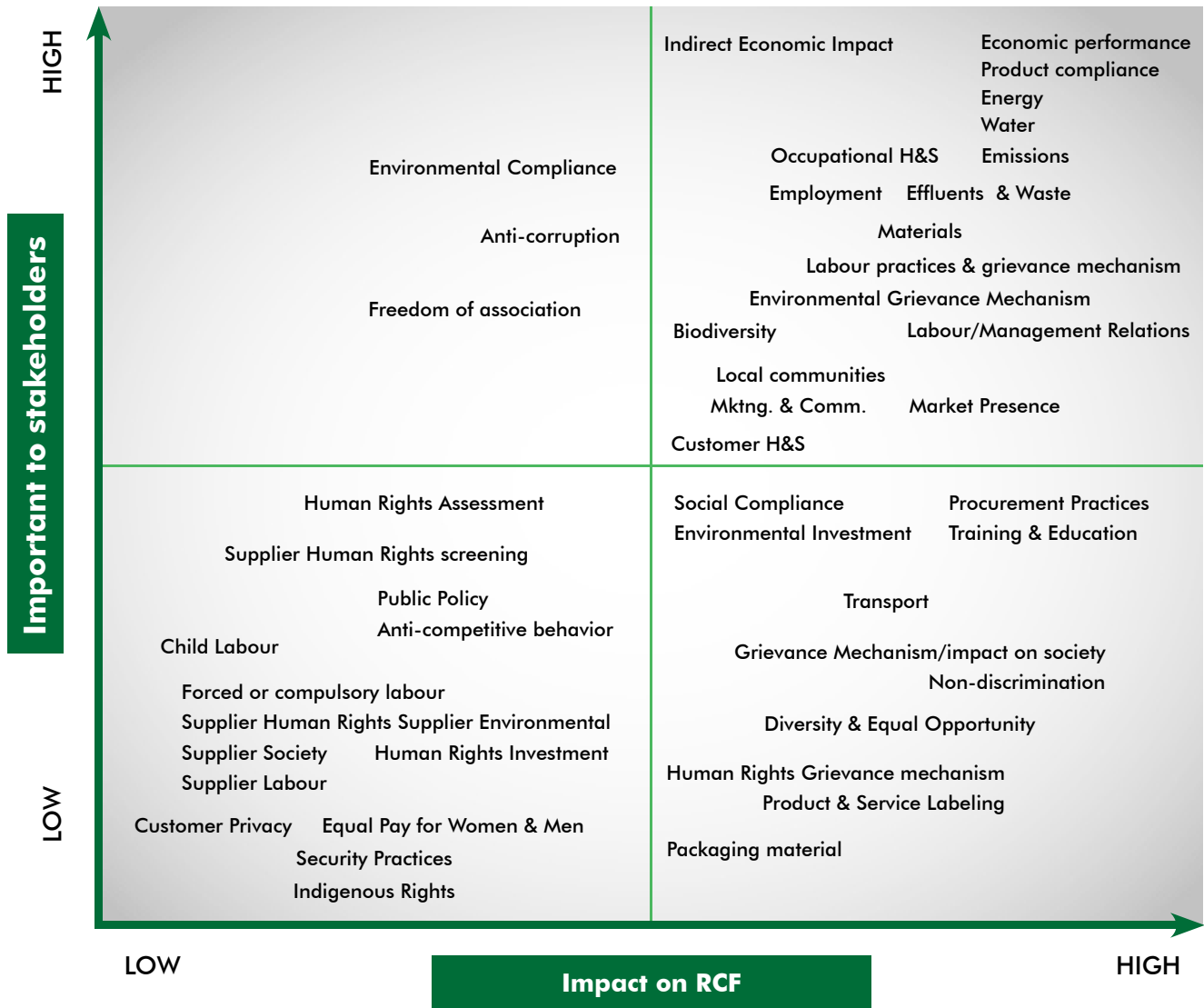
Stakeholder	Engagement Type	Forum	Frequency and Agenda
			<p>Farmers training: RCF runs Farmers Training Centre (FTC) at Nagpur and Alibagh, Dist. Raigad, where three days residential training with free lodging, boarding and to & fro transportation facility is provided to farmers. Employees of RCF and external faculties from Agriculture universities impart training to farmers, which helps to increase awareness in farmers. During the year 2015-16, 126 programs were organized at both the FTCs providing training to 6,352 farmers. During the year 2014-15, in all 92 programs were organized at both of our FTCs providing training to 5,826 farmers.</p> <p>Sheti Patrika: RCF prints and distributes 66,000 copies of 'RCF Sheti Partrika' free of cost to the farmers. Inputs for the magazine are provided by RCF employees and articles are collected from numerous Agriculture scientists and professors.</p>
		Krishi Melas and Exhibitions	During the year 2015-16, RCF has organized 94 Krishi melas and 72 Exhibitions. During the year 2014-15, RCF had organized 63 Krushi melas and 53 Exhibitions. Exhibition sets are displayed at the venue to disseminate complete information about company's products and different practices followed for various crops. During Krishi Melas, literatures about the crops and fertilizer products, their use in field etc. were distributed.
Suppliers	Dialogue	Pre-bid Conference	Pre-bid meeting is held with prospective suppliers or contractors. This is need based as per the requirement of item to be purchased or the project. During the pre-bid meetings queries of the prospective suppliers or contractors are addressed.
Community		Programs on Need assessment through third party like TISS and Cultural Events	<p>RCF engages with local community as and when needed for conducting general safety awareness programs, and assessing needs (sanitation, healthcare, education) through third party like Tata Institute of Social Services (TISS).</p> <p>Third party is also engaged for providing logistic and financial support for cultural events during festival celebration at colony campus, sports events.</p>
Contract Labour			RCF engages with contract labour in pro-active manner and provides them with basic information about first aid, on-job safety practices, use of safety appliances etc.

RCF is also a part of several industry associations, through which it engages with a multitude of stakeholders. The associations with which RCF has corporate membership is mentioned in the table below:

Sr. No.	Corporate Membership
1)	Fertilizers Association of India (FAI), New Delhi.
2)	Standing Conference of Public Enterprises (SCOPE)
3)	The Associated Chambers of Commerce of India (ASSOCHAM)
4)	Indian Merchants Chamber, Bombay.
5)	Confederation of Indian Industry (CII), New Delhi.
6)	Bombay Chamber of Commerce and Industry, Bombay
7)	International Fertilizer Industry Association (IFA)

Materiality Assessment

Based on the feedback from all key stakeholder groups mentioned earlier in the chapter and discussion with senior management at RCF, the below aspects were identified to be material:



Since this is the first year that RCF has adopted GRI G4 framework for its sustainability reporting, we have taken an exhaustive list of indicators for disclosures. In the coming years, we will refine our material aspects based on performance and stakeholder expectations.

The material aspects and their materiality vis-à-vis stakeholders and aspect boundary is given in the following table



GRI G4 Aspects	Stakeholders considered	Aspect Boundary
Economic Performance	Current employees; Retirees; Shareholders; Credit agencies	Internal/External
Energy	Current employees; Shareholders	Internal/External
Water	Current employees; Shareholders; NGOs	Internal/External
Environmental Compliance	Current employees; Shareholders	Internal/External
Occupational Health and Safety	Current employees	Internal
Materials (consumption)	Current employees; Shareholders	Internal/External
Product Compliance	Current employees; Shareholders; Dealers (Fertilizers); Dealers & Distributors (IPD)	Internal/External
Emissions	Current employees; NGOs	Internal/External
Effluents and Waste	Current employees; Shareholders; NGOs	Internal/External
Local Communities	Current employees; NGOs	External
Market Presence	Current employees; Shareholders; Credit agencies	Internal/External
Marketing Communications	Current employees; Shareholders; Dealers (Fertilizers); Dealers & Distributors (IPD); Suppliers	External
Procurement Practices	Current employees; Suppliers	Internal/External
Social Compliance	Current employees; NGOs; Suppliers; Shareholders	Internal/External
Training and Education	Current Employees	Internal
Non-discrimination	Current Employees	Internal
Environmental Grievance Mechanisms	NGOs; Direct Customers (Farmers)	External
Indirect Economic Impacts	NGOs; Dealers (Fertilizers); Direct Customers (Farmers)	External
Labor/Management Relations	Current Employees; Shareholders	Internal/External
Anti-corruption	Current Employees; Shareholders; Credit Agencies; Suppliers; Dealers (Fertilizers); Dealers & Distributors (IPD)	Internal/External
Transport	Suppliers; Dealers (Fertilizers); Dealers & Distributors (IPD)	External
Labor Practices Grievance Mechanisms	Suppliers; NGOs; Direct Customers (Farmers)	External
Supplier Environmental Assessment	Suppliers	External
Diversity and Equal Opportunity	Current Employees	Internal
Supplier Assessment for Labor Practices	Current Employees; Suppliers	Internal/External
Freedom of Association and Collective Bargaining	Current employees	Internal
Equal Remuneration for Women and Men	Current employees	Internal
Product and Service Labeling	Current Employees; Dealers (Fertilizers); Dealers & Distributors (IPD); Direct Customers (Farmers)	Internal/External
Customer Health and Safety	Current Employees; Dealers (Fertilizers); Dealers & Distributors (IPD); Direct Customers (Farmers)	Internal/External
Biodiversity	Current Employees; NGOs	Internal/External
Employment	Current Employees	Internal
Supplier Human Rights Assessment	Current Employees; Suppliers	Internal/External
Supplier Assessment for Impacts on Society	Current Employees; Suppliers	Internal/External
Environmental Investment	Current employees; Shareholders; NGOs	Internal/External
Public Policy	Current employees; Shareholders	Internal/External
Anti-competitive Behavior	Current employees; Shareholders	Internal/External
Human Rights Grievance Mechanisms	Current Employees; Suppliers	Internal/External
Human Rights Investment	Current Employees; NGOs	Internal/External
Grievance Mechanisms for Impacts on Society	Current Employees; NGOs	Internal/External
Child Labour	Current Employees; Shareholders	Internal/External
Security Practices for Human Rights	Current Employees	Internal
Human Rights Assessment	Current Employees; NGOs	Internal/External
Indigenous Rights	NGOs	External
Forced and Compulsory Labour	Current employees; Suppliers	Internal/External



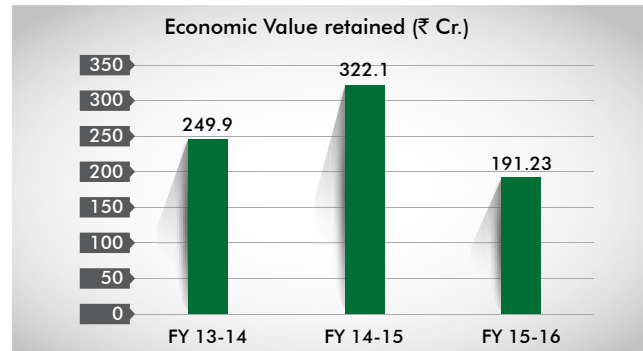
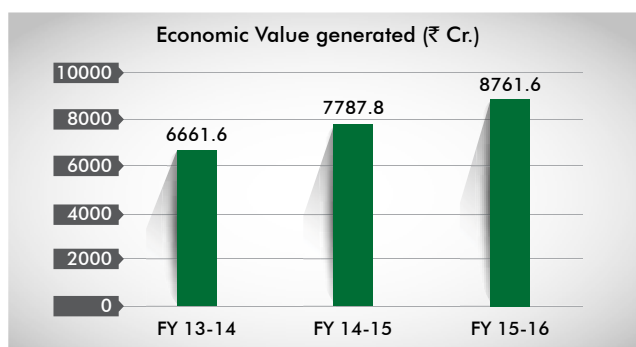
Business Growth & Profitability

We at RCF strive endlessly to provide our customers with high quality fertilizers and Industrial Products. We are able to consistently achieve this through our focus on employing highly skilled and trained manpower, best of the class manufacturing technologies and a wide distribution network to ensure our products reach a wide spread of geographical areas. Through consistent focus on excellence, we have been able to create high brand values for some of our products which include Ujjwala, Suphala, Microla, Biola and Sujala. RCF has a wide portfolio of chemical products and can withstand difficult economic situations by adopting optimal mix of production.

Manufacturing and marketing of Fertilizers is the core business of RCF. Major raw materials such as LNG, rock phosphate are in short supply and needs to be imported. For potash we are fully dependent on imports as there are no known reserves of potash in India. This makes RCF susceptible to several global and local risks. There has been high volatility in the prices of raw material such as Natural Gas, Rock Phosphate, Sulphur, DAP and MAP, resulting in high pressure on the profitability. The Fertilizer and Chemicals business is exposed to cut-throat global market competition besides being affected by fluctuating crude oils prices, resulting in variable costs and low availability of natural gas. The recently implemented gas pooling policy for the fertilizer sector by the Government of India has provided some relief in this scenario. Besides these economic risks, RCF being an agriculture-centric company faces several climate change related risks such as drought, floods and extreme climate. On our part, we have made efforts to increase material efficiency and have also been able to reduce specific consumption of natural gas. To conserve water, we have taken several water conservation initiatives including conversion of sewage water into potable water.

Economic value generated and distributed

During 2015-16, total turnover (Gross) was ₹8761.64 Crore, and the Economic value retained (PAT) is 191.23 Crore. The trends for Economic value generated and economic value retained for the past 3 years are illustrated below:



Higher turnover during 2015-16 is on account of Swapping of gas which amounts to ₹528.13 Crore during 2015-16 as against NIL for 2014-15. Also profitability of the Company has impacted adversely during 2015-16 due to provision of ₹181.97 Crore made towards pooled price differential for its non-Urea operations.

Payment to suppliers has increased to ₹6951.63 Crore in 2015-16 as compared to ₹5435.6 Crore in 2014-15. In line with the MoU between RCF and Ministry of Chemicals and Fertilizers, GoI, which stipulates a minimum spend of 2% of the average net profits of the company during the three immediately preceding financial years, on Corporate Social Responsibility activities. RCF has invested ₹9.66 crore for community improvement projects, which is more than the stipulated amount. The wages and benefits paid to employees stood at ₹492.4 Crore for FY 2015-16. The details of economic value distributed for the past 3 years is presented in the table below:

₹ Crore			
Parameters	FY 13-14	FY 14-15	FY 15-16
Employee wages and benefits	444.2	526.2	492.4
Amount to suppliers	4490.5	5435.6	6951.6
Community investments	14.82	8.3	9.66
Shareholder returns	82.7	99.3	60.7
Government taxes	399.3	656.9	551.3

For sustained agricultural growth and to promote balanced nutrient application, it is imperative that fertilizers are made available to farmers at affordable prices. The problems faced by the manufacturers in earning a reasonable return on their investment with reference to controlled prices, are mitigated by providing support under New Pricing Scheme (NPS) for Urea and the Nutrient Based Subsidy Scheme (NBS) for Complex Fertilizers. The statutorily notified sale price and indicative MRP is generally less than the cost of



production, irrespective of any manufacturing unit. The difference between the cost of production and the selling price/MRP is paid as subsidy/concession to manufacturers. RCF has received subsidies of ₹4574 Crore from the Government of India in FY 2015-16. RCF did not make any financial or in-kind contribution to political parties, politicians or related institutions.

Employee Wages and Benefits

The retirement plans offered by RCF are based on both 'Defined Benefit Plans' and 'Contributory Benefit Plans'. 'Defined Benefit Plans' include Provident Fund, Gratuity, Leave Encashment, Post-retirement medical benefits. Provident Fund and Gratuity constitute mandatory retirement schemes which are self-managed by separate exempted Trusts. The provision towards leave encashment and post-retirement medical benefits

are made from company's general resources every year as per actuarial valuation at end of financial year. The provisions made by the Company towards these benefits as on 31st March 2016 are as under:

- Leave encashment: ₹188.11 Crore
- Post-retirement medical benefit: ₹58.11 Crore

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

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

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

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

Location	Level	Local minimum wage as per legal requirements (₹per month)	RCF's entry level wage (₹per month)	Ratio of the entry level wage to the local minimum wage
Manufacturing Units	Highly Skilled	13224	47707	3.61 : 1
	Skilled	13224	30326	2.29 : 1
	Semiskilled	12524	25017	2.0 : 1
	Unskilled	12024	22108	1.84 : 1

The ratio of annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees is 4.41, whereas the Ratio of % increase in annual total

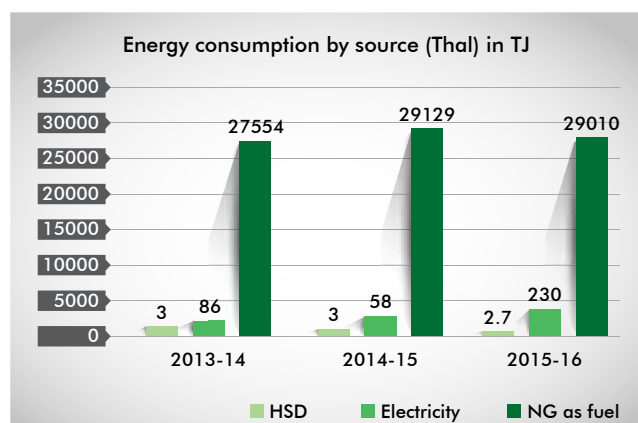
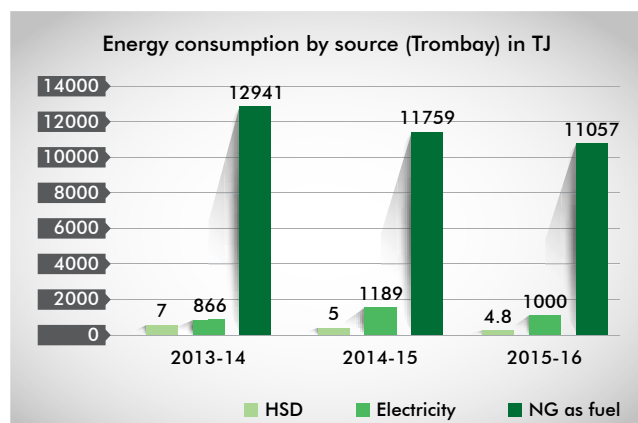
compensation for the organization's highest-paid individual to the median % increase in annual total compensation for all employees is 4.11.



Energy Management

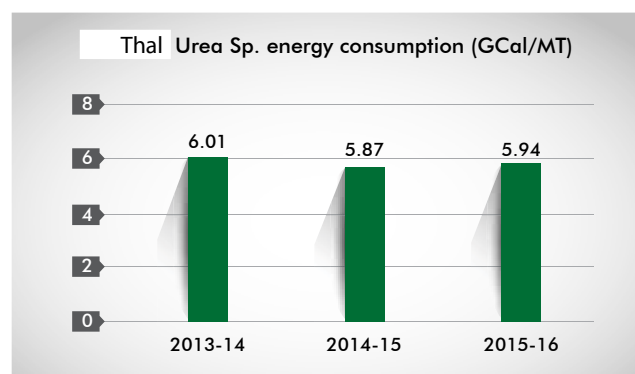
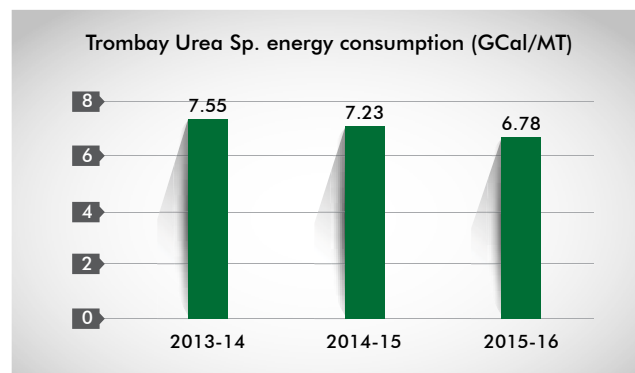
Judicial energy management is crucial for us to not only manage our environmental footprint, but also maintain our operational efficiency. The major source of energy for our operations is natural gas, which accounts for approximately 90% of our energy needs. Hence, the reduced availability of cheaper domestic gas coupled with rising LNG prices, has posed a major threat to the financial viability of our products. Cheaper imports of finished products has aggravated the situation further. Although the gas pooling initiatives taken by the Government of India for fertilizer companies promises to reduce the burden of volatility of natural prices on the fertilizer sector, we aim to increase the energy efficiency of our processes so as to optimize our natural gas consumption.

Apart from natural gas, we use electricity purchased from the grid and HSD to meet the rest of our energy requirements. Energy consumption across our manufacturing locations at Trombay and Thal are illustrated below:



As can be seen in the above graph, the total direct and indirect energy consumed in Trombay has been showing a steady decreasing trend over the past three years. There has also been a reduction in Natural Gas

consumed as fuel in both Thal and Trombay plant this year. Specific energy consumption values (in GCal/MT units) for urea at Thal and Trombay locations are provided below:



In order to reduce Specific energy consumption of Thal urea plant, RCF has undertaken installation of Gas Turbine of 50 MW Capacity. This will reduce specific energy Consumption of urea by 0.35 Gcal/MT.

Several initiatives have been taken across Thal and Trombay manufacturing units for conserving energy. The initiatives across various plants in Thal and the related cost savings are given below:



S.No	Project description with unit location
	Ammonia Line I
1	Pre-heating of fuel natural gas from 40°C to 100 °C with available waste heat.
2	Installation of methanator interconnection to reduce start-up time.
3	Provision of Control valve on NG line to CO2 Absorber
	Ammonia Line II
4	Pre-heating of fuel natural gas from 40°C to 100 °C with available waste heat.
5	Installation of methanator interconnection to reduce start-up time.
6	Provision of Control valve on NG line to CO2 Absorber
	Urea Plant
7	Installation of Ammonia preheater in Urea-11 and 21.
8	Washing of CO2 compressor turbine in 11 and 31 unit.
	Steam Generation plant
9	Washing of Turbo-generator
	EES
10	50KWp solar plant commissioned on 11.10.2015
11	Replacement of 2 ft LED tube (10 W) 200 Nos.
12	Replacement of 4 ft LED tube (18 W) 1200 Nos.
13	Replacement of 90 W street light fittings 315 Nos.
14	Replacement of FLP LED light fitting (45 W) 230 Nos.
15	22 W LED Well glass fitting (50 Nos.)
16	Replacement of 60 W street light fittings - 80 Nos.
17	LED type weatherproof well glass fitting (42 W) 100 Nos.
18	120W LED HAIGH BAY Fittings (95 Nos.)
19	Installation of Window AC 1.5 TR (21 No.)
20	Installation of Split AC 1.5 TR (10 No.)
21	Installation of package AC 11 TR (2 No.)

As can be seen from the above table, the energy conservation initiatives at Thal have resulted in a cost saving of ₹11.4 Crore.

The initiatives across Trombay plant are given below:

S.No	Project description with unit location
1	Ammonia I Plant <ul style="list-style-type: none"> Reduction of Steam/Carbon ratio in Primary Reformer from 4.0 to 3.35 Cleaning of Waste Heat Recovery coils of Primary reformer by dry ice cleaning.
2	Steam Generation Plant <ul style="list-style-type: none"> Dry Ice cleaning of Furnace in Boiler No. 1 & 3 Replacement of nine stage BFW Pump by eight stage BFW Pump in Boiler no.2 Improvement in Boiler efficiency by implementation of Lead-Lag/ cascade combustion control through DCS system.
3	Suphala Plant <ul style="list-style-type: none"> Provision of energy efficient motor in CPT-1 process air compressor reducing energy consumption by 45.10 MWh/year
4	Trombay Urea Plant: <ul style="list-style-type: none"> Installed VFD to Urea melt pump (P608-B) and optimized stripper steam control valve operation - steam saving by 3 MT/ Hr.



Let us grow together

These estimated savings from these initiatives at Trombay plant from these initiatives stands at approximately ₹34.41 Crore.

The energy consumption outside the organizations boundary have been calculated, and they have come to be extremely miniscule as compared to that inside the organization boundary

National Energy Conservation week at Trombay

We celebrated National Energy conservation week at RCF Trombay Unit from 14th December to 21st December 2015. The activity of celebrating the energy conservation week was started from 14th December, the energy conservation day itself. With an objective to create more interest and awareness among all the employees about this concept Slogan, Essay, Energy Quiz & Poster Contest was organized. The common theme of the contest was Energy Efficiency, Energy Conservation and Renewable Energy. The above contests got overwhelming response from all the plants as well as departments in our unit. Overall about, 180 employees participated in the contests. The valedictory function was organised on 21st December 2015. On this day, a lecture by Shri. R.V. Nesari, freelanced Energy Auditor, was organised. During the presentation, Shri. Nesari who has a vast experience in the field of Energy Auditing, briefed about his experiences in the energy audit field. He also briefed about the process for 'Marching to PAT Cycle-2'. The case studies of Energy Audits of Ammonia and Urea plants in India as well as outside India conducted by him were also shared during the presentation. On the same occasion, pamphlets highlighting necessity of Energy Conservation furnished by Maharashtra Energy Development Agency were distributed to all employees within the factory in order to create awareness about Energy Conservation amongst the employees.



We also use renewable energy in the form of solar water heaters in RCF Hospital, Factory Canteen and in Sewage Treatment Plant so as to reduce energy consumption of non-renewable sources. Through our solar fittings at Thal and Trombay, we have consumed 3120 GJ of solar energy across locations, leading to saved GHG emissions. With the commissioning of 2 MW Solar PV plant at Trombay in January 2016, we have saved around 8,416 GJ till March end.

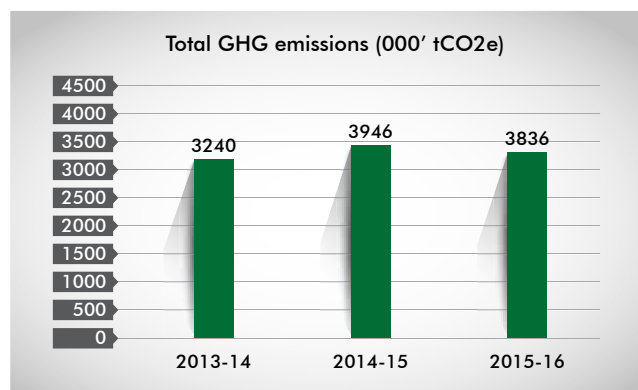


Emission Management

Selection of best available technologies for the plants and time to time up-gradation of technology help to maintain pollution free environment. RCF's Environment Management System is ISO 14001-2004 certified demonstrating the company's commitment towards Environment Protection. With effective pollution control systems in all the plants, pollution level is maintained well below the stipulated norms. Our production processes generate three Greenhouse Gases (GHG) which contribute to climate change viz. Carbon dioxide (CO₂), Methane (CH₄) and Nitrous Oxide (N₂O). RCF has made conscious efforts to reduce the emission of these Greenhouse gases. We have carried out feed stock conversion from naphtha to natural gas which is considered as the cleanest fuel. We use natural gas to meet majority of our energy requirements and therefore our CO₂ emissions are minimum.

We initiated the exercise of carbon foot-printing for both our plants in the year 2010-11 and have been updating the same every year. This exercise helped us in identifying and taking necessary steps in mitigating our emission levels. We initiated various energy conservation measures which indirectly reduced our Greenhouse Gas (GHG) emissions. As an initiative towards greener energy, we have already installed solar power generation facilities of 10 KWp each – two at Trombay and one at Thal Unit; two facilities of 2 KWp each at two marketing offices and a 50 KWp solar power plant at Thal. We have also set-up 2 MW Solar PV plant at Trombay unit. At Thal, we have set-up solar power generation units of aggregate capacity of 84 KW. Further, around 1.3 MW rooftop solar plants are in the offing, at Thal. To reduce GHG emission and improve the efficiency of captive power generation unit, we are in the process of replacing the existing steam generation based power generation units with more efficient Gas Turbine Generators, at our both units.

Our trends for total of scope I and scope II emissions for the past 3 years is given in the graph below:



The increase in emissions in 2014-15 was attributable to higher production levels, by around 14%, as compared to the past year. For FY 2015-16, the total Scope I GHG emission is 35,93,000 tCO₂e whereas the Scope II emission is 2,43,000 tCO₂e. As can be seen from the graph above, the total GHG emission for FY 2015-16 has decreased as compared to 2014-15 by approximately 3%. The GHG emission has been calculated based on site-specific emission factors. Scope I emissions have been calculated taking into account Net Calorific Value of natural gas and high speed diesel. Scope II emissions have been calculated using standard grid emission factor of the grid as per CEA.

In addition to Scope I and Scope II, we have calculated Scope III emissions, which are extremely miniscule in Trombay. In Thal, the value for the same is 2453 tCO₂e, which is only 0.06% of the total GHG emissions.

In line with the GRI G4 requirements, we have initiated calculation of GHG emission intensity per tonne of throughput of our major product, i.e. Urea, for this year. The GHG emission intensity per tonne for Urea plant at Trombay and Thal is 0.29 and 0.20 tCO₂e respectively.

To reduce GHG emissions in our operations, we have taken several initiatives - both in-process improvement and energy efficiency enhancement. As GHG emissions are directly related to the overall energy consumption, all the energy efficiency improvement measures implemented by the company have also led to reduction in our emissions. Through these energy efficiency measures we have reduced more than 1,01,775 tCO₂e for GHG emissions.

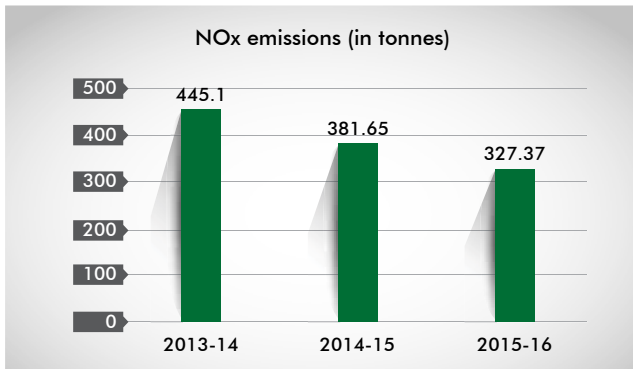
Air emissions

We at RCF have consistently endeavored to reduce our emissions. RCF monitors gas and particulate matter emissions through four dedicated continuous online Ambient Air Quality Monitoring Systems located around the boundary of the factory. The real time emission levels are publicly displayed at the entrance of the factory. As directed by Central Pollution Control Board, continuous online monitoring system is implemented and is in operation at both the units. We have taken measures to address air emissions across air categories, resulting in consistent reduction in all of them across years, as is evidenced from the graphs shown in this section.

At Trombay unit, we have Selective Catalytic Reactor (SCR) in both, Medium Pressure and High Pressure Nitric Acid Plants for NO_x emission reduction. Regular maintenance of existing tail gas preheaters (EO5)



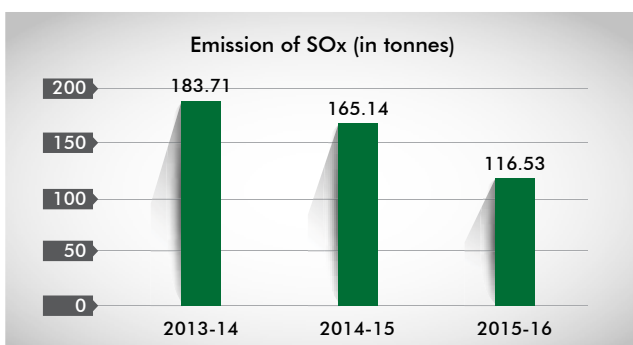
and other heat exchangers in both Nitric Acid plants, is carried out to prevent the chances of process gas leakage. The NO_x emissions for the past three years is given is illustrated below:



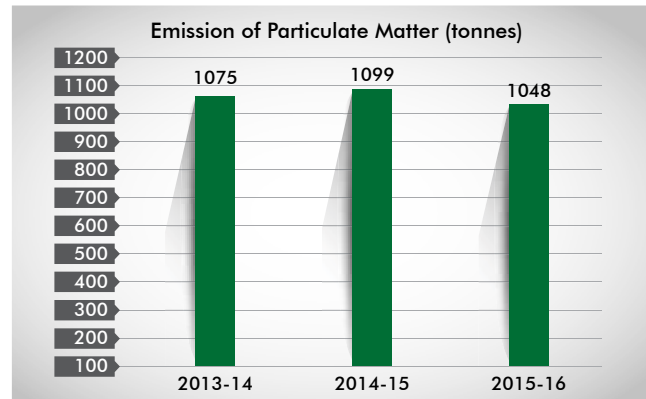
We have taken a number of initiatives in Sulphuric Acid plant to reduce the SO_x emissions. Some of the major initiatives taken in the past are as follows:

- 1) V₂O₅ catalyst is replaced with MECS catalyst in the Primary and Secondary Converter.
- 2) For reduction of acid mist, candles of Intermediate Absorption tower (IAT) are replaced with new candles
- 3) Installation of new Final Heat Exchanger (FHE) to reduce emissions due to leakages.
- 4) New Final Absorption Tower (FAT) is installed to minimize the acid leakage

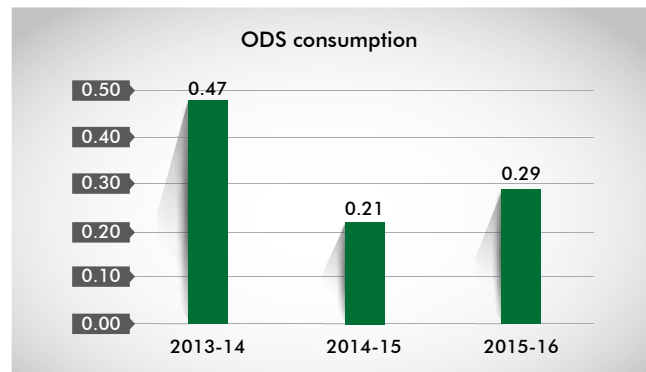
The SO_x emissions for the past three years is given is illustrated below:



Similarly, there has been a slight reduction in particulate matter this year as compared to last year. The particulate matter emissions for the past three years is given is illustrated below:



We do not use any Ozone Depleting Substances (ODS) in our processes except them being used in air-conditioning units and chillers at RCF. Hence our consumption of such substances is very low. Following graph shows emission of ODS in tonnes during last three years:





Water Management

In the days when most of the companies are being charged with gobbling natural resources. RCF has set an example for other companies. RCF has gone ahead and established a unique plant wherein it treats the 22.75 million liters per day (MLD) of sewage in Sewage Treatment Plant located in its complex at Chembur. The plant serves a dual purpose. Firstly, it solves the issue of treatment and disposal of 22.75 MLD of sewage. Secondly, it relieves BMC's from the obligation of supply of 15 MLD of drinking water.

RCF's Sewage Treatment Plant is one of the many initiatives undertaken to help the city protect its environment and conserve its scarce natural resources. The vision of RCF can be gauged by the fact that very few projects of this capacity exist in the country.

Sewage Treatment Plant is a unique example of meeting industrial water requirement through Sustainability development project.

Water generation through sewage treatment

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

The advantages of setting up Sewage Treatment plant are manifold, which have been enumerated below:

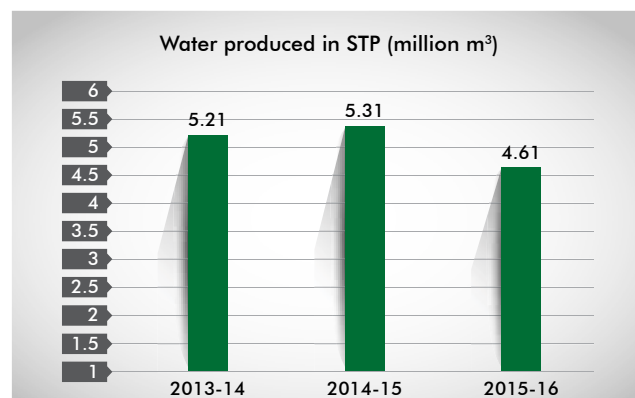
- Sewage Treatment Plant has improved availability of process water for operation of our plants at Trombay unit and has enhanced overall reliability of operations.
- Besides being beneficial to RCF, it is of great help to residents of Mumbai and society at large, as about 15 MLD of potable water which would have been earlier supplied for industrial usage, is made available for the domestic use.
- RCF along with BPCL are setting up New Sewage Treatment plant. RCF shall supply part of the treated water to BPCL.
- New Sewage Treatment plant will additionally treat 22.75 MLD of sewage and shall make the Trombay unit completely self-sufficient. When new

STP becomes operational, it will make additional 15 MLD of water available to residents of Mumbai.

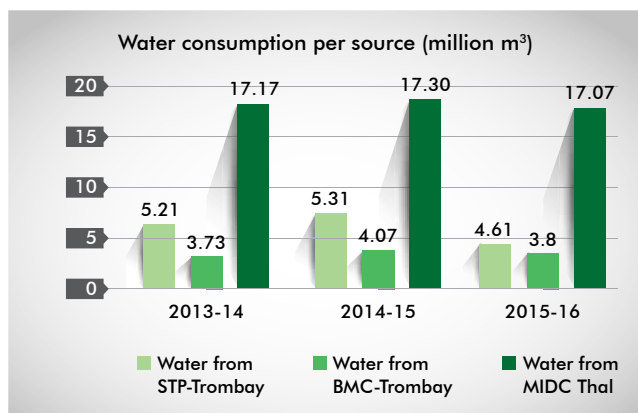
- RCF's unique initiative of treating raw sewage in STP has allowed MCGM to channelize distribution of more water to low-income group and slum areas, where more than 75% of the residents are considered as Water Deficient Households (where water consumption is less than 100 liters per consumer per day).

In RO section of STP, RO units recover 75% to 80% of water as good quality water and balance water is rejected. This rejected water from RO is called as RO reject water. About 7,000 m³ of RO reject water is generated every day. Although, part of the R.O. reject water was being used to meet for low grade requirements, still major portion of R.O. reject water was not being utilized and was sent to Effluent Treatment Plant (ETP) as waste water. To address this issue we have implemented a scheme to utilize this RO reject. Currently we are recovering 50% of good quality water from the RO reject water. For full utilization of the RO reject, we have extended the reject water network for use in ANP, Suphala, Phosphoric Acid Plant, Sulphuric Acid Plant and Concentrated Nitric Acid Plant. STP reject water is used in ANP and Suphala Plant scrubbers, cleaning and washing of equipment and tanks.

We have optimized the certain process parameter which has saved equivalent energy and water in Ammonia and Urea plants. Utilisation of process condensate from the MP stripper in Ammonia-I plant, refurbishing of Cooling Tower in Ammonia-V plant & use of recycle of water for scrubbing in Urea plant have helped in reducing water consumption. Through STP, we have been able to produce close to 4.61 million m³ of treated water in STP in 2015-16, thereby making equivalent quantity of fresh water available to residents of Mumbai for domestic purpose. Balance water requirement is being met by municipal supply. The water produced in sewage treatment plant at Trombay for the past three years is depicted below:



At our Thal plant, 100% of water is sourced from MIDC. We do not draw any ground or surface water. The water consumption across locations for each water source is illustrated in the graph below:

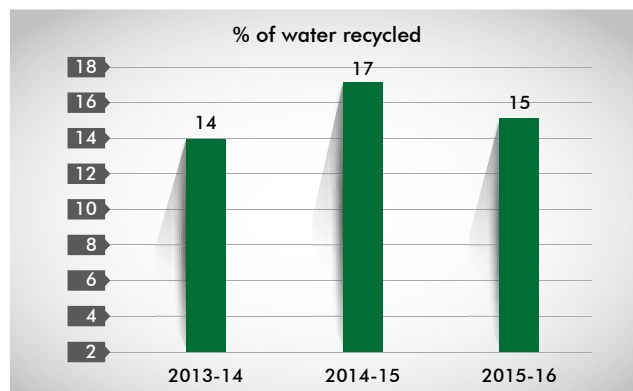


As can be seen from the above graph, the water consumption at Trombay as well as at Thal Unit has reduced as compared to the previous year. This is a result of several water conservation initiatives we consistently take so as to ensure optimum utilization of water. The following conservation techniques are utilized at RCF:

- Recycle and reuse of effluents so as to ensure least waste water disposal
- Maintaining high Cycle of Concentration in cooling towers
- Reusing effluent treatment water for floor washing in various plants
- Mixing STP reject water with Gypsum to make slurry so as to convey it to gypsum pond through pipe for open drying
- Using reject water from sewage treatment plant for horticulture
- Utilization of RO reject in place of fresh water for low grade applications such as Gypsum slurry preparation, toilet flushing etc.
- Emphasis on recycle, reuse and reprocessing of solid waste generated.

Also, At Thal, MIDC Water quality is also improved by taking measures at the river bed by RCF. River water is passed through Clarifloculator, where Alum is dosed as per requirement. Sufficient settling time is given for flocculation. In this process, colloidal silica is removed to a great extent, reducing the turbidity of the water. This has resulted in lesser blow-down at boilers, thus less wastage of water.

The trend for water recycled as a percentage of total water consumed has been depicted below:



Some of the major effluent recycle schemes that are being operated in Trombay are mentioned below

- Use of STP reject in place of fresh water in tail gas scrubber in granulation section of Ammonium Nitrophosphate plant.
- Reduction in effluent generation in STP by about 36% due to implementation of 6th RO for reject water reclamation.
- Use of STP RO Reject water for equipment cleaning, floor washing etc. leading to conservation of Process water.
- Reduction in effluent generation in Urea-V Plant by about 8% as Ammonical Urea effluent is used in PAP for gypsum slurry washing to maintain pH.
- Recycle and reuse of process water to reduce the process water consumption
- Using STP reject water as Second wash of Gypsum filter in Phosphoric acid plant.
- Reduction in effluent generation in Suphala Plant by about 22% due to recycling of effluent back to process and use of reaction scrubbing liquid for preparation of Urea solution rather than using fresh water.
- Generated Ammonical effluent is reused as water flushing condensate in HP Carbamate Pump in urea plant.
- Use of reaction scrubbing liquid for preparation of urea solution instead of fresh water in Suphala Plant for improved nitrogen efficiency and reduction in effluent

Since all our water comes from STP or municipality, no major sources of water are affected by our water withdrawal.

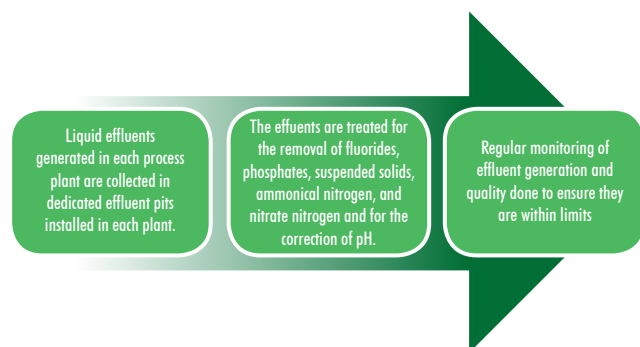


Waste Management

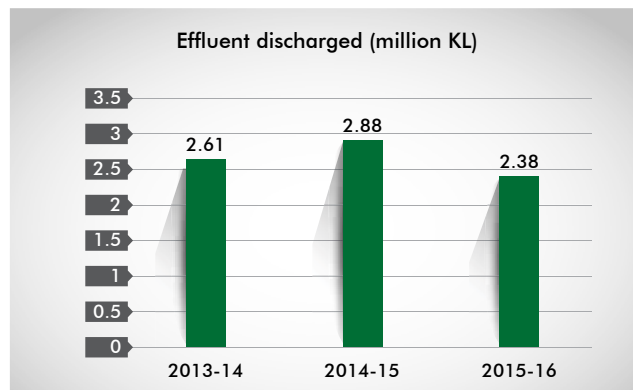
At RCF, we believe in conserving our natural resources through 3R's – Reduce, Recycle and Reuse. We have taken a major initiative to conserve water by ensuring about 55% of total process water requirement of the factory is met by treating municipal sewage in the in-house 15 MLD Sewage Treatment Plant. In the year 2015-16, about 15% of the waste water is recycled in the plant. We also take several steps to segregate and dispose off hazardous waste in a responsible manner.

Effluent Treatment

RCF has Central Effluent Treatment Plant (CETP) for treating effluents generated from individual plants. The broad process for effluent treatment at RCF is as shown below



After the process of treatment is completed, the effluent which is not usable is discharged to deep sea, in conformity with Maharashtra Pollution Control Board (MPCB) standards. The values of quality parameters for treated effluent discharge are well within permissible limits of the MPCB. The total amount of effluent discharged over the last three years is depicted below:



The usable effluent is reused in following ways as part of our Reduce-Reuse-Recycle philosophy:

- Use of STP Reject in place of fresh water in tail gas scrubber in granulation section of Ammonium Nitrophosphate Plant.
- Use of STP RO Reject water for equipment cleaning, floor washing etc. leading to conservation of Process water.
- Using STP reject water as Second wash of Gypsum filter in Phosphoric acid plant.
- Ammonical effluent is reused as water flushing condensate in a pump in urea plant.
- Use of reaction scrubbing liquid for preparation of urea solution instead of fresh water in Suphala Plant for improved nitrogen efficiency and reduction in effluent.
- Recycle of rich effluent in Suphala, PAP and ANP plants to reduce effluent generation as well as increase in nutrient recovery.
- Use of Urea effluent to neutralize pH of Gypsum slurry in Phosphoric Acid Plant.
- Use of RO reject water for washing, cleaning and gardening



Installation of Bench Scale unit for recovery and recycle of undissolved solid nutrients in ANP plant

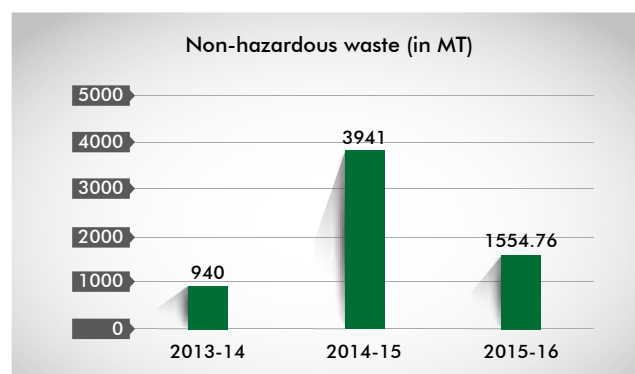
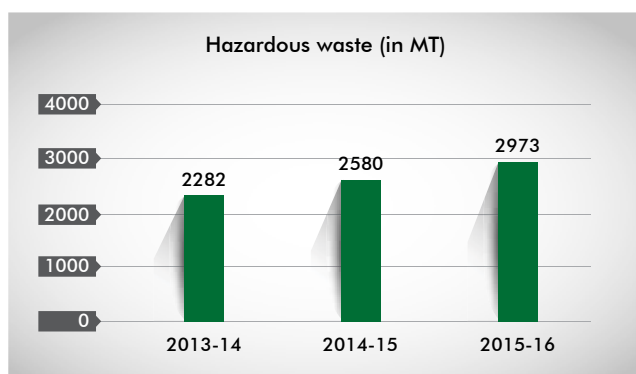
The effluent generated in Complex fertiliser, Ammonium Nitro-Phosphate (ANP)(NPK 20:20:0) plant granulation section contains nutrients such as Ammonical Nitrogen, Nitrate Nitrogen & Phosphates in dissolved and undissolved form. To recover undissolved solid nutrients from the effluents, our R&D department has installed a bench scale pilot plant at ANP plant. The installation was completed on 4th December 2015, and the commissioning of plant was completed on 21st December 2015.

In the system 12 M3 to 20M3 of effluent with solid nutrient content about 3.5 to 5.0% was processed to get nutrient slurry with concentration of solid nutrients @60-70%. This leads to recovery of undissolved solids nutrients @0.8-1.0 MTPD. This is equivalent to 0.8-1.0MT of Suphala (NPK) product. This corresponds to a saving of ₹22,056/day. The expected annual savings are approximately ₹55 lakhs @250 stream days. Apart from nutrient recovery and recycle of nutrients from effluent, load on Effluent treatment plant is also reduced.



Hazardous and Non-hazardous waste

At RCF, we segregate hazardous and non-hazardous waste and dispose the same using scientific methods and/or sell to registered recycling agencies like MSTC. We have membership with Mumbai Waste Management, Talaja, Thane for disposal of Hazardous waste. We strictly adhere to the e-waste Management rules, 2016, which superseded the e-waste (Management & Handling Rules), 2011 for disposal of our e-waste.



The different types of hazardous waste generated over the past three years at RCF, and their respective amounts and disposal method is illustrated in the table below:

Sr. No.	Type	Quantity (MT)			Mode of Disposal
		2013-14	2014-15	2015-16	
01.	Used Oil	47.315	53.7	71.035	Sold to re processors authorised by MOEFCC/ CPCB
02.	Sludge arising from treatment of waste water	1850	2291	2550	Sludge generated from Effluent Treatment Plant is being recycled in Suphala(NPK 15:15:15) plant along with main raw material
03.	Sulphur sludge from Sulphuric acid plant	83	89	78	Sulphur Sludge generated from Sulphuric acid plant is recycled Suphala (15:15:15)
04	Spent Catalyst	245.49	172.11	124.870	Spent Catalysts are sold to re-processors authorised by MoEFCC / CPCB and the sale is carried out through M/s. MSTC. Catalyst not Sold is Disposed of to MPCB approved disposal site. Catalyst disposed to M/s. MWML, Taloja

The different types of non-hazardous waste generated over the past three years at RCF, and their respective amounts and disposal method is illustrated in the table below:

Type of waste	Units	2013-14	2014-15	2015-16
Scrap Bags	MT	44.8	169	79.68
Scrap Metal	MT	879.3	3575	1365.3
Scrap Plastic	MT	0	46.3	45.1
Scrap Aluminium Cable	MT	0	41.7	47.1
Scrap copper cables	MT	16.2	27	0.74

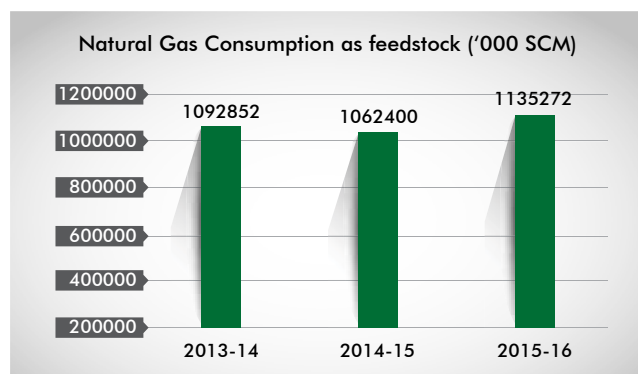
All above non-hazardous waste is sold through MSTC. No significant spills have taken place in all RCF locations.



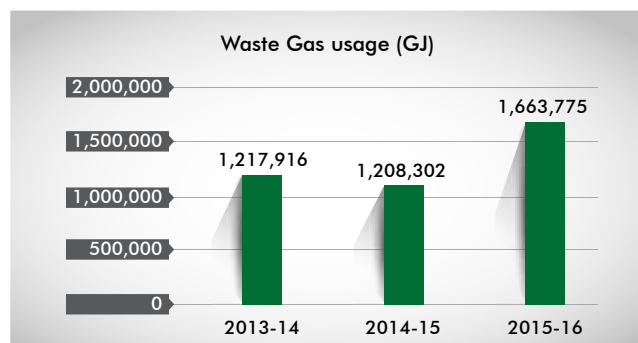
Let us grow together

Material Management

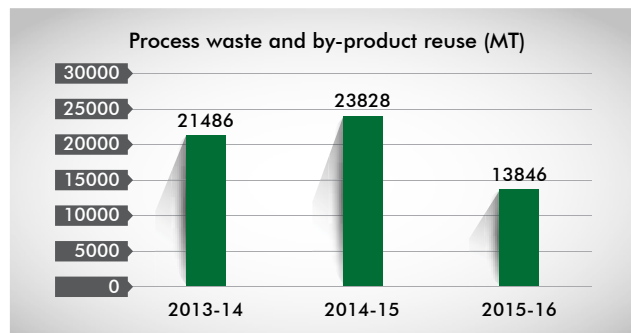
As discussed in our earlier sections, Natural Gas is our primary raw material and hence ensuring processes efficient in Natural Gas usage is imperative for us. The availability, pricing and priority of allocation of natural gas have been areas of concern for the fertilizer industry. Thus it is essential for us to make all possible attempts to improve our natural gas consumption efficiency. Our natural gas consumption over the last three years has been mentioned below:



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



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



Material Consumption

The material consumed at RCF for the past three years is given in the table below:

Material	Unit	2013-14	2014-15	2015-16
Rock Phosphate	MT	185654	242152	195979
Mono Ammonium Phosphate	MT	86,566	91269	82147
Di Ammonium Phosphate	MT	538	19934	39866.71
Muriate of Potash	MT	88,269	102785	121429
Sulphur	MT	21509	31180	24882.56
Soda Ash	MT	3411	3074	182.6
Caustic Soda Lye	MT	2434	2406	2917.23
Lubricants (Lube Oil)	KL	330	249	205.47
Greases	Kg	2790	3069	3438
Sulphuric Acid	MT	1403	1376	3962
Methanol	MT	16875	18544	15178.24
Acetic Acid	MT	1900	1383	1168.5

Total Packaging material used for the past three years is mentioned in the table below:

Material	Unit	2013-14	2014-15	2015-16
HDPE Bags	Number	51976054	60758868	64178182
PVC lined HDPE bags	Number	7672336	6525913	4559336
Plastic Bottles	Number	228145	421680	4572277
M.S.Drums	Number	84093	69166	24925

Currently, RCF does not reclaim packaging materials from the customers.



Biodiversity Management

RCF factory at Trombay covers around 560 acres of area and more than 30% open land is already under green cover. Keeping in view the climatic conditions and status of soil, species of plants are selected for plantation. Mangium trees are planted along the boundary wall as it grows better in humid tropical climatic conditions. Available open space in the premises is also covered by plantation of fruit yielding and shade trees. Fruit plants like Sapota, Guava and custard apple are planted near Effluent Treatment Plant and Sewage Treatment Plant. Karanj trees are planted along the roads to stop soil erosion. The RCF Trombay unit residential colony has variety of forest plant species that include Palas (*Butea monosperma*), Shisam (*Dalbergia latifolia*), Sawar (*Bombax ceiba*), Neem (*Azadirachta indica*), Teak (*Tectona grandis*), Saja/Ain (*Terminalia tomentosa*), Shirish (*Albizia lebbek*), Awala (*Embllica officinalis*), Kadamba (*Anthocephalus cadamba*), Karanj (*Pongamia pinnata*), Tamarind, Ashoka, Arjuna (*Terminalia arjuna*), other *Terminalia* species, Acacia species, Ficus species (Vad/ Pimple / Ornamental rubber tree, Umbar), Putranjeeva, Raintree etc. In addition to this, various types of fruit tree species like Jack fruit, Jamun, Mango, Mulberry, Coconut, Tad tree, Badam, Guava, Sapota, Pomegranate, Beal fruit, Ramphal, custard apple, cashew nuts etc., are present in RCF Trombay colony.

As a part of our National mission of Swachh Bharat Abhiyaan, major cleaning drives have been carried out both in RCF Trombay and Thal Factory area and in township. This drive was not only limited to cleaning surroundings but a massive tree plantation is also done in factory area. As a part of Waste reduction and recycling program 3R methodology is adopted for Solid & liquid waste generated in unit. Green Belt Development activity is not only limited in and around factory premises but efforts are also taken to develop the neighborhood areas of the factory. Maintenance and beautification of Acharya Garden (Diamond garden) has been done at Chembur in co-operation with Brihan Mumbai Mahanagarpalika to serve the public of Mumbai.

Green cover in and around the premises is conserved through various initiatives as stated above. Horticulture department with dedicated manpower is engaged to help in maintaining biodiversity & conserving biodiversity in & around the complex. Several Nurseries are established & tree plantation programs are undertaken.

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

We have conducted Environment Impact Assessment (EIA) study as per Environment Protection Rules by Ministry of Environment and Forest and Climate Change (MoEFCC) for Thal unit. It includes the impact assessment and risk analysis on biodiversity. RCF is well aware of the importance and conservation of green belt in and around its fertilizer complex and have about 1,000 species of trees within its premises. The Thal Factory, which extends over

an area of 800 acres, has more than 35% of green belt, with approximately 277 acres of land under green belt coverage. The Thal plant is a very rich from a bio-diversity perspective. It has been observed that out of 1051 species found in the Raigad district, 559 are present within the RCF establishment. About 660 vascular plants belonging to 37 families were observed in RCF Thal campus. The various varieties like Medicinal plants, oil yielding plants, Fodder plants, Dye yielding plants, fiber yielding plants, edible plants etc., are found in the RCF Thal campus. It also holds about 425 indigenous indicant trees making for 66.39% of the trees, leaving 33.6% for invasive plant species. There are a few tall trees of endemic origin in the RCF Thal campus as the vegetation of RCF is mainly composed of thorny scrub jungle and grassland. The small sized trees prominently include Bor – *Zizyphus mauritiana* Lam, Peru – *Psidium guajava*, Sitaphal – *Annona squamosa*, Pangara – *Erythrina stricta*, Ghol – *Trema orientalis* etc. The tallest trees in the campus are *Eucalyptus globules* Labill (About 40 feet), *Plyalthia longifolia* (Sonner – about 30 feet). Some of the other tall trees in the campus are *Roystonea regia*, *Zyzygium cumini*, *Mangifera indica*, *Terminalia catapa*, *Anthocephalus chinensis*, *Tamarindus indica*, *Araucaria excelsa*, etc.

Besides the green belt development within the factory premises, a huge natural marshy area representing mangrove wetland of about 35 acres is present as well. These mangrove patches dominated by *Avicennia Manna* were categorically pressed and nurtured by undertaking large scale mangrove plantation. The other major mangrove species found include *Canthus ilicifolius*, *Ceripos tagal* and *Rhizophora muchronata*. The associated species of mangroves are *Clerodendron inermi*, *Savadora persica*, *Sesuvium portulacastrum* and *Pandanus odorati ssimus*. While *Avicennia marina* and *Acanthus ilicifolius* were observed in patches throughout the coastal zone within the study area. *Ceripos tagal* showed limited distribution and *Rhizophora muchronata* are found only inside RCF complex. The estimated number of these plants within the factory premises is about a 100,000.

No significant negative impacts of our activities, products and services have been observed on the biodiversity of areas surrounding out locations. No habitats have been significantly affected by RCF's discharges of water and runoff. No IUCN Red List species and national conservation list species are present in habitats in areas affected by operations.





Environmental Investment

RCF has been active in taking efforts for environment protection to ensure clean environment, beyond satisfying all stipulated requirements laid down by the statutory authorities, around its operating units. The following table provides a brief detail of the expenses incurred on account of environmental protection:

Expenses on waste disposal, emissions treatment and remediation (in ₹ lakh)	2013-14	2014-15	2015-16
Waste disposal and treatment cost	17.6	37.22	72
Treatment cost for air emissions (Stack monitoring, filters, agents etc.)	9.8	9.3	4.79
Operation and Maintenance, material and services, and related personnel costs for running ETP and STP	4096.2	3453.6	4317.5

*The significant rise in extra expenditures to install cleaner technologies in FY 2015-16 as compared to FY 2014-15 is due to installation of New STP project and Solar panel project. And also this expenditure includes the Scheme implemented by our Plants for resources management and prevention environment pollution. Also, there has been a significant increase in consent fee due to the fees we paid to MPCB for obtaining consent to operate this year, which is renewed every 5 years, and hence does not reflect in the last 2 year's expenditures. There also has been a significant increase in Research and development cost on environment impact reduction due installation of Nutrient recovery unit in ANP plant by R & D Department.

There was no significant fines and non-monetary sanctions for non-compliance with environmental laws and regulations. Also, no significant environmental impacts of transporting products and other goods and materials used, for the organization's operations/transporting members of the workforce, were found.

Expenditure for waste disposal and emission treatment is given in the table below:

Expenses on packaging material (in ₹ lakh)	2013-14	2014-15	2015-16
Certification costs for Quality, Environmental, Health and Safety Management systems	1.5	1.5	5.2
External services for environmental management	21.3	17.97	16.5
Extra expenditure to install cleaner technologies*	1911.4	1342.32	17706
Water Cess	8.2	8.7	24
Consent Fee*	0.2	0	176
Research and development cost on environment impact reduction*	0.6	0	44



Product Responsibility

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

Our R&D department gives importance to health, safety and environment aspects during the product development

stage. We have established stringent specifications and quality parameters for various raw materials used. Throughout our production process, we maintain a strict control on any negative impact from our product. The table below shows the impact of our products and operations in the communities we operate in:

Location of Operation	Potential /Actual impact	Prevention/ Mitigation measure implemented
Ammonia, Urea and Complex fertilizer production & Ammonia storage tanks	Emission of Ammonia is the possible threat however due to adoption of preventive measures the actual impact will be minimum	<ul style="list-style-type: none"> Hot flare stack in Synthesis & Ammonia storage tank eliminates the chances of ammonia emission to atmosphere. Purge gas recovery unit for recovery of ammonia. Double wall double integrity new Ammonia storage tank to ensure total safety. Installation of MP Condensate stripper for recovery of Ammonia from condensate. Hydrolyser system for recovery of Ammonia from waste water stream in Urea plant. Installation of New LP/Waste water vent gas scrubber for recovering Ammonia from the LP/Waste water vent gases in Urea plant. Exporting of MP section Vent gases of Urea plant to steam generation plant & using as a source of fuel reduces the chances of Ammonia emission.
Nitric acid, complex fertilizer production	Emission of NO _x is the possible threat however due to adoption of preventive measures the actual impact will be minimum	<ul style="list-style-type: none"> Selective catalytic reactor system for abatement of NO_x emission in High pressure and Medium pressure Nitric Acid Plants. Chilled water scrubbing system is installed to reduce NO_x emission in Concentrated Nitric acid plant. Technology up-gradation of Concentrated Nitric Acid plant & adoption of QVF technology.
Sulphuric acid production	Emission of SO ₂ and Acid mist is the possible threat however due to adoption of preventive measures the actual impact will be minimum	<ul style="list-style-type: none"> Process changed over to DCDA Brink mist eliminator to reduce acid mist. Alkali Start-up Scrubber to reduce SO₂ emission at the time of Start-up. Vent Stack height is increased to 55 Meters to reduce ground level concentration. Replacement of CS gas ducts with SS Ducts done to minimize gas leakages.

At Trombay, for ascertaining Health and Safety Impacts, HAZOP studies carried out and JSAs are made for Suphala New Reaction section and RHS section jobs. Additionally, Safety Report & ECP are updated and submitted to DISH. Product stewardship P&S protocol and PSM are implemented along with use of LOTO system. Various audits like Safety Audit, Fire Audit, Electrical Safety Audit are conducted and recommendations are implemented. Additionally, environmental impact assessment and risk assessment studies are conducted for major revamps, projects.

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

For past three years, there were no incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle. We also provide information on the contents of the products as per the applicable laws. We also source the components of our products as per the applicable laws. 100% of our product categories are covered by and assessed for such compliance mentioned above.

During the distribution phase, we ensure our fertilizer products are transferred in a safe manner and stored in godowns designated for fertilizer storage only to ensure that there is no contamination of any other material. Distribution of industrial chemicals is done through tankers which meet all government guidelines/safety measures to prevent leakages of any kind. RCF provides safety training to the tanker drivers carrying industrial chemicals produced in the company and necessary certificates are issued to them. To ensure sustainable use of our fertilizers we provide guidelines and training to the farmers on correct use of fertilizers.

There were a total of 4 incidents of non-compliance with regulations concerning product information and labelling within the reporting period resulting in penalty or fines. None of our products are banned in any of the markets that we sell in. Further there were no incidents of non-compliance with regulations or voluntary codes concerning marketing communications within the reporting period. Also, no significant fines were incurred for non-compliance with laws and regulations concerning the provision and use of products and services. There is no sale of banned or disputed products by the company.



Employee Management & Labour relations

Human Resource Development (HRD) is given paramount importance at RCF. Continuous grooming of employees provides them with empowerment and motivation to achieve excellence. Several initiatives have been taken by the HR Department to ensure our employees are happy and productive, and play an important part in maintaining our culture of excellence. Some of those initiatives are mentioned in section below:

Initiatives by Human Resources Department

The HRD at RCF has laid out certain interventions which are:

- Strengthening a learning culture by effective training and development, total employee involvement, achieving high performance standards through performance management system and adherence to ethical values.
- Providing avenues for growth and need based cross functional mobility of employees to harness their full potential. Ensuring growth of each employee in the organization through a carefully worked out career advancement scheme. Implementing redeployment strategy for manpower optimization.
- Developing and nurturing an organizational climate which encourages creativity and innovation.
- Making proactive efforts to maintain cordial industrial relations and discipline through a system of periodic interaction with employee collectives.
- Laying down of all the employee related policies properly and following these transparently. At RCF the morale and motivation of our employees, their commitment to the growth of the Company have immensely helped us become one of the leading chemicals and fertilizers company in the country. We believe that to ensure consistent performance from our employees we need to continually build competencies and ensure safe working conditions.

At RCF, the policies are fully aligned with the corporate goals and we believe that if our employees are happy, our stakeholders will in-turn be prosperous. Below is a list of our major HR systems and processes we have in place:

Performance Management

- In order to increase the overall productivity, five marks are allotted in Performance Appraisal for participation in Employee engagement activities like 5-S, Suggestion Scheme, Kaizen, QCS, IMS, Quiz contest etc.,

- PMS is made to focus on actual targets, which are SMART(Specific, Measurable, Accurate, Real and Tangible). Targets under PMS are decided mutually by the appraiser and the appraisee for SMART targets.
- The system also provides for appraising the outcomes on a consistent and regular basis. Midterm feedback has given a chance to improve and overcome drawbacks/weaknesses and works as a motivator for further improvement and achieve set targets. A Critical Incidents Diary is maintained by the Appraiser for this purpose.
- On completion of Assessment year, PAS scores are informed by email and final feedback is given to the employee by appraiser on how to improve/maintain performance level
- A KPA for Senior Managers is introduced dedicated to performance management activities by allotting 5 marks for strict adherence to PAS Schedule.
- For handling such poor/unsatisfactory performance, a Performance Improvement Plan (PIP) has been introduced in the prescribed format.
- Five marks are also dedicated in PAS of Senior Managers for identification of training needs & facilitating and ensuring training for the staff working under their control, for evaluation of the learning and thereby making career progression path for improving performance for individual.
- To measure the performance Bell Curve Approach has been applied in PMS Rating as per the Govt. Guidelines issued in this regard.

“HR Aapke Dwar” Drive

This is a new initiative by the HR Department. In this a team of HR personnel visits different plants / departments / Marketing area offices in the organization to interact with employees. This is an effective communication medium where one-to-one interaction of the employee takes place with HR Team. Issues related to work place, personal grievances, HR, Administration, medical etc. are discussed. Also information on various new initiatives, prevalent guidelines are deliberated and doubts if any are clarified. This also helps in developing informal atmosphere at the work areas, which helps in creating congenial atmosphere. This also helps to bring about transparency in the HR initiatives. This drive is a continuous process for better interaction and sharing with the employees in the company. Since all the Departments are covered in Phase I, now HR Department has started Phase II of ‘HR Aapke Dwar’.



Business Excellence Model

The European Foundation Quality Model (EFQM) adopted by Confederation of Indian Industry (CII) is being implemented in RCF Ltd in association with CII with the following objectives:

- Adding value for Customers
- Creating a Sustainable Future
- Developing Organisational Capability
- Harnessing Creativity & Innovation
- Leading with Vision, Inspiration & Integrity
- Managing with Agility
- Succeeding through the Talent of People
- Sustaining Outstanding Results

EFQM Excellence Model states that based on the five enablers namely Leadership, People, Strategy, Partnerships & Resources and Processes, Products & Services; Results can be obtained pertaining to People, Customer, Society and Business.

Apex Committee comprising of Executive Directors and above level officials has been constituted. Core Members from Thal, Trombay and Marketing Division have been identified. Awareness Training and Core Member Training has been imparted. Exercise of Gap Analysis has also been conducted. It is planned to participate in the Business Excellence Award constituted by CII in collaboration with EXIM Bank in the coming year.

Document Management System (DMS)

The implementation of DMS system will help in reducing the paper work as the process involves creation all files and documents in system generated format. Instead of maintaining physical files, there will be scanned documents saved in the respective files. This will help to save paper and have the records easily available in the system. The records will be able to be derived in least possible time.

Currently the personal files of superannuated employees are already scanned and saved in the systems. Further, the scanning of the personnel files of the active employees of RCF are in process. For some of the HR activities like processing NOC for Passport work flow is also being designed through the system.

Participatory Gender Audit

To take a step further towards upgrading the policies and system directed towards employee's organisational and personal growth, Company has now initiated an activity to understand the present mindset of employees towards the issues of gender equality. In view of this, Participatory Gender Audit recognised by International Labour Organisation was carried out. RCF is the first

PSU to have conducted Participatory Gender Audit. The major steps involved for the audit were:

- An extensive Desk Review
- Interviews
- Collective Workshop

To strengthen this initiative Gender Equality Policy of the Company has been issued and Gender Budget has been provided for the activity of Gender Mainstreaming.

PCMM for systematizing the policies and procedures

The company has obtained certification for "People Capability Maturity Model" (PCMM) Level 2 for the advancement of the procedures and systematizing the procedures. PCMM is a roadmap for implementing human resource practices that continually improve the capability of an organization's human resources. Objectives of PCMM are as under:

- Improve the ability of the organizations to attract, develop, motivate, organize and retain talent.
- Focus on Employee development.
- Ensure alignment between the individuals' personal aspirations and organizational objectives.
- Clarity on career progression and growth.
- Employee participation & empowerment.
- Instil the best HR practices and procedures.
- Transparency in practices.

After achievement of Level 2 of PCMM in People Management the next target is certification of Level 3 which is defined level for Competency Management. The said model deals with bringing improvements in the seven processes at level 3. The Maturity Level 3 Process Areas are:

- Competency Development
- Competency Analysis
- Work Group Development
- Participatory culture
- Competency Based Practices
- Career Development
- Workforce planning

The Company has initiated necessary action for the improvements in the said processes areas under PCMM Level - 3. A Transition Partner has been appointed to deliver 'End to end process consulting (Definition and implementation), Training and Appraisal services for sustenance of PCMM level - 2 and Rollout of PCMM Maturity level - 3 Framework across the Company. A team of 39 official and 8 Appraisal Team members



have been identified. The Roll out process will span over a period of 24 months.

Rewards and Recognition schemes

Following new Rewards and Recognition Schemes have been introduced for the employees to appreciate their efforts and recognize their performance.

- Monthly Recognition of Star Performance (In each Plant/Department): The Operations Managers (O.M.)/Head of the Department (H.O.D.) identifies Star Performer of the month in their respective Plant/Dept. and issues him/her Appreciation Letter. List of all the Star Performers is published in 'RCF Darpan'.
- Behind the Scene Award (For organizing any event or for any particular Accomplishment)
- Good Health Award for the year: The HR Department has felicitated an employee in 26th January (Republic Day) Celebration Programme each year. The main criteria for the award is as follows:
 - Eligibility: The age of the employee should be above 50 years
 - No leave on medical ground during last 5 years
 - All medical reports normal as certified by RCF Doctors
 - Extra efforts to maintain health such as participation in activities like Yoga, Pranayam, Walkathon or any other physical exercise etc. based on records produced by employees such as certificates, membership details of Club/Classes.
- Best Mentor Award:HRD Department will identify Best Mentor on the basis of two criteria, namely, Ratings of the Mentee and Performance of the Mentee
- Manaviyata Puraskar: Manviyata Puraskar is given to an employee, who has contributed for any noble cause of helping poor / needy people / persons in distress in the Society. The nominations are based on efforts by the employee for life saving, assistance in case of fire/flood/earthquake/fatal accident etc., active participation in Go-green India, efforts/ sponsorship by employee for child education etc.
- Pearl award for the year (for all Dy. General Managers): A five members Committee consisting of EDs, decides the suitable criteria which may inter alia consider the following points for selecting an officer for Pearl Award. The criteria includes the following
 - Sincerity and dedication
 - Promotion of best working practices
 - Ensuring Discipline

- Measures to introduce Productivity/Cost reduction

- Implementation of innovative practices

- Corporate Excellence Award for the year (for all GMs /CGMs): The Management Committee selects a GM/CGM for Corporate Excellence Award. The selected GM/CGM is felicitated in 26th January (Republic Day) Celebration Programme each year.

Workers Education Scheme

Workers Education Classes are conducted every year to educate the workers about their rights, responsibilities towards job and organisation. Minimum 40 employees per year are educated through the classes (Trombay Unit and Thal Unit separately) on various topics such as Labour Laws, Social Security Schemes, Health, Safety, etc.

Long Service Award

The employees from Trombay, Thal and Marketing, completing 25 years of service are felicitated along with their spouses in a separate function. A Silver Plaque and a Long Service Certificate are awarded to the employee and a Silver Coin is presented to the Spouse of the employee on this occasion.

RCF-HBL Interest Subsidy Scheme

RCF- HBL Interest Subsidy Scheme has come into effect in RCF in the year 2000 wherein subsidy on the interest rate is given to the employees who avail HBL from the outside financial agency. Difference in interest rate above 5.5% is paid as subsidy amount to the concerned employee to be reimbursed at the close of the financial year. The principal HBL amount considered for Interest Subsidy has been enhanced to ₹10 lakhs irrespective of location of House Property. All the confirmed employees who have not availed RCF HBL and have completed 6 years of regular service are eligible under the scheme.

Leave Bank Scheme

The company recognizes that in case of employees suffering from serious and prolonged illness preventing them from performing their duties for extended periods, such employees may not have sufficient accrued leave to cover such absences. To minimize economic hardship in these situations, the company has established the Leave Bank Scheme w.e.f. 1st February, 2012. The salient features of the scheme are as follows

- An employee becomes eligible for membership in the Leave Bank Scheme after he/ she completes 1 year of service on the permanent post and he/ she volunteers for donation of commuted sick leave, is a member of the scheme.
- One day of commuted sick leave will be deducted from each of the eligible employee, who have not



opted out the scheme and credited in the Leave Bank. Thereafter, on exhaustion of the leave from the Leave Bank, the same will be replenished by deducting one day of commuted sick leave from each of the eligible employee.

- An employee would be considered for receiving the benefit of the scheme, if he/ she Has exhausted all available leave to his/ her account

RCF Death Benevolent Scheme (RCF DB)

RCF Death Benevolent Scheme came into force w.e.f. 1.4.2003. All the regular employees of the company are the members of the scheme. Whenever any employee dies, ₹10/- will be deducted from the salary of all the regular employees on roll as contribution and the amount so collected will be paid to the next of kin of the deceased as nominated for the purpose of his Provident Fund nomination.

Baggage Insurance

The Company has taken a Baggage All Risk Insurance Policy in the interest of employees while on official tour. Under this policy, accompanied baggage of any RCF employee while traveling in the course of official duty, is covered against loss upto ₹10000/-. This covers the loss of or damage to property insured caused by fire, riot and strike, terrorist activity, theft or accident from any fortuitous cause any time during the period of insurance.

The motivation of our employees are immensely helpful for our growth. At RCF, we are committed to ensure our best to become one of the leading chemicals and fertilizers company in the country. We believe that to ensure consistent performance from our employees we need to continually build competencies and ensure safe working conditions. This year we have formulated HR policies in the following fields:

Gender Inclusivity

- Set up of a new Forum for Women in Public Sector (WIPS) which aims to empower women and provide a platform to share issues and grievances. More information on the committee is given in the table below:

Name of the member	Designation	Position in the forum
Dr. (Ms.) Vineeta B. Rao	Dy. Gen. Manager (Med.)	Chairperson
Ms. Nanda Kulkarni	Chief Manager (HR)-Corp.	Convener
Ms. Sangita Gaikwad	Manager (Civil)	Member
Ms. Rupali Wadhawani	Manager (HRD)	Member
Ms. Alpana Bhivare	Sr. Steno Asst.(HRD-Thal)	Member
Ms. Dhanashree Puranik	Chemist Gr. II (C. C. Lab.)	Member
Dr. (Ms.) Archana P. Kale	Manager (R&D)	Member

- Policies on Gender equality and Zero tolerance against Sexual Harassment at work place have been set up to create a more inclusive environment. In accordance to this, RCF has an Internal Complaint Committee (RCF ICC) has been constituted as per Section 21(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013) consisting of the following members.

Name of the member	Designation	Position in the forum
Dr. (Ms.) Vineeta B. Rao	Dy. Gen. Manager (Med.)	Chairperson
Mr. Vikram K. Jawale	OM(Suphala)	Member
Ms. Nanda Kulkarni	Chief Manager (HR)-Corp.	Convener
Ms. Alpana Bhivare	Sr. Steno Asst. (HRD-Thal)	Representatives of Thal
External member	(Lawyer appointed by Mgmt.)	Third Party Member

- A gender budget is allocated specifically to attend to gender sensitive issues.
- Blog writing for both the gender and a separate portal has been created on Company's intranet.

We believe in gender inclusivity and equality, and there is no gender based discrimination in any form that is practised within the premises of RCF, and no such incidences have been reported. The employee remuneration is dependent upon employee grade, and is the same for both men and women.

Child care leaves

RCF has increased the period of maternity leave to a maximum of 180- days. A paternity leave of maximum 15 days has also been introduced in 2015-16. In addition to this, MTP (Medical Termination of Pregnancy) /miscarriage leave has been enhanced to 45 days. Child Adoption leave has also been introduced in FY 2015-16.

The child care leaves and maternity leaves are extended to all our employees. The total number of male employees who took parental leave was 12, and all 12 of them returned to work after the parental leave and also were with RCF 12 months after they returned to work from their leave. The total number of female employees who took parental leave was 10, and 10 of them returned to work after the parental leave and also were with RCF 12 months after they returned to work from their leave

Efficiency improvement

- Through Managerial Training Programmes, employees are getting various inputs on how to improve health, training in Yoga, Stress



Management, improvement in work life balance etc. which has significant impact on increasing overall efficiency of the employees.

- Feedback reveal meeting of the employees retiring every month is organized in which employees along with their family members are invited for a small get-together by HR Department. Feedback Reveal Committee chaired by ED(HR) interacts with them. Their feedback/valuable suggestions are recorded for further needful action.

Recruitment related policies

- A dedicated email address is communicated to all the applicants for correspondence and queries.
- A dedicated Phone number is also communicated to all the applicants in case of queries.
- On-line application procedure has been introduced.
- A Welcome-Kit is being provided to the new entrant on the first day of joining.

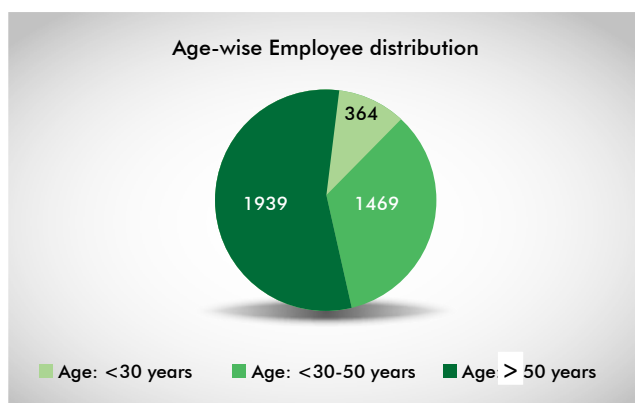
Talent Retention Measures

- Field Induction Training to the new recruits
- Appointment of a Mentor to each new entrant
- Training Programmes for Skill Development including Soft/ Managerial skills
- Rectification measures based on the analysis of exit interviews
- Performance Improvement Plan and performance Feedback

100 % of our employees receive regular feedback on performance review and career development.

Our Workforce

As on 31st March 2016, total strength of our employees was 3772 comprising of 3510 male employees and 262 female employees. Out of these, 161 male employees belong to the minority group and 12 female employees belong to the minority group. The age-wise distribution of employees at RCF is shown in the infographic below:



The workforce according to gender and management level for the past 3 years is given in the table below:

Workforce by level		Gender	2013-14	2014-15	2015-16
Permanent Employees	Senior Management	Male	81	80	80
		Female	1	2	4
	Middle Management	Male	839	834	838
		Female	60	61	57
	Junior Management	Male	490	519	646
		Female	55	78	83
Contract workers	Non-officer staff	Male	2350	2246	1946
		Female	163	136	118
	Supervisors	Male	70	69	67
		Female	0	0	0
	Workers	Male	1050	1041	999
		Female	130	127	121

In the year 2015-16, the employee turnover has remained almost the same since last year. The contract workforce is need based. The number varies depending upon the actual activities undertaken at different times in the year. The employee turnover trend according to age and gender for the past 3 years is given in the table below:

Employee Turnover (on account of dismissal, resignation, retirement or death)		2013-14	2014-15	2015-16
Gender	Male	196	208	201
	Female	16	11	17
Age-group	<30 years	21	10	14
	30-50 years	20	6	11
	>50 years	171	203	193

The employees hired in FY 2015-16 according to gender and age is given in the table below:

Employee Hires		2013-14	2014-15	2015-16
Gender	Male	153	121	24
	Female	22	10	2
Age-group	<30 years	156	119	23
	30-50 years	19	12	2
	>50 years	0	0	1

Our Senior management is appointed by Department of Public Enterprise (DPE), Govt. of India.



Training and Development

RCF ensures employees are continuously learning and contributing towards RCF's excellence through continuous training and development initiatives. To facilitate this further, the HRD department has established Training Institute and Corporate Management Development Centre (CMDC). The training institute, which is called the Learning Institute, comprises of a two storey building with six learning halls and an Assembly Hall accommodating 165 learners. The main objective of CMDC is to develop and strengthen managerial and behavioural competencies of the employees by promoting employee participation. At the time systematic development of leadership and technical expertise through internal and external training is also ensured. Based on Training Need Analysis and review of organizational goals, training programmes are conducted for all employees from top management to shop-floor employees across all functions of the organization. For this purpose, there are three conference halls and a computer lab. With the continuous up-gradation procedure, the training institute is now a fully-equipped resource centre.

Training Programs, viz. "Effective Personal Leadership" and "Effective Personal Productivity" by Leadership Management International (LMI) under "Leadership Development Program" are conducted for Top Managers. Advanced Modular Training programmes are conducted for Finance, Materials, Marketing, IT, HR-HRD, R&D, Civil and Medical departments employees for in-depth professional inputs. Employee Involvement programs like Quality Circles, Kaizen, Six Sigma, Five S, Lean Quality Circles, etc. are also organized on regular basis. Other programs like Women Empowerment at Workplace, Role of Women in Society, Superannuation planning, Financial Literacy, Emotional Intelligence, Inner Well-Being, Yoga, etc. are organized. Considering age related health issues of employees, HRD has designed a health management program for employees. To achieve work-life balance, programs like Effective Parenting, Family Enrichment Programme, Self-Management & Inspiration, leadership, Siddhi Samadhi Yoga, etc. are organized. RCF facilitates Industry-Academia interface to students from institutes like Tata Institute of Social Science, Indian Society for Training & Development, etc., through various programs. Such programs are aimed to breach the gap in knowledge and skills by providing hands-on experience of conducting Training and Development programs. It also includes conducting surveys and analysis for Human Resource Information Systems. We also conduct training on anti-corruption, and a total of 300 employees have received training on anti-corruption. The percentage of management employees who have received anti-corruption training is 18.11, and the percentage of non-management

employees who have received anti-corruption training is 1.37.

Transition assistance is provided to facilitate continued employability and management of career endings due to retirement or termination of employment. The Retirement Planning Workshop of four days duration is conducted for Retiring employees, which includes following topics

- "Sankraman" - Transition in Life
- Stress Management
- Financial Management
- Medical Policy after Retirement
- Facing the Change in Life

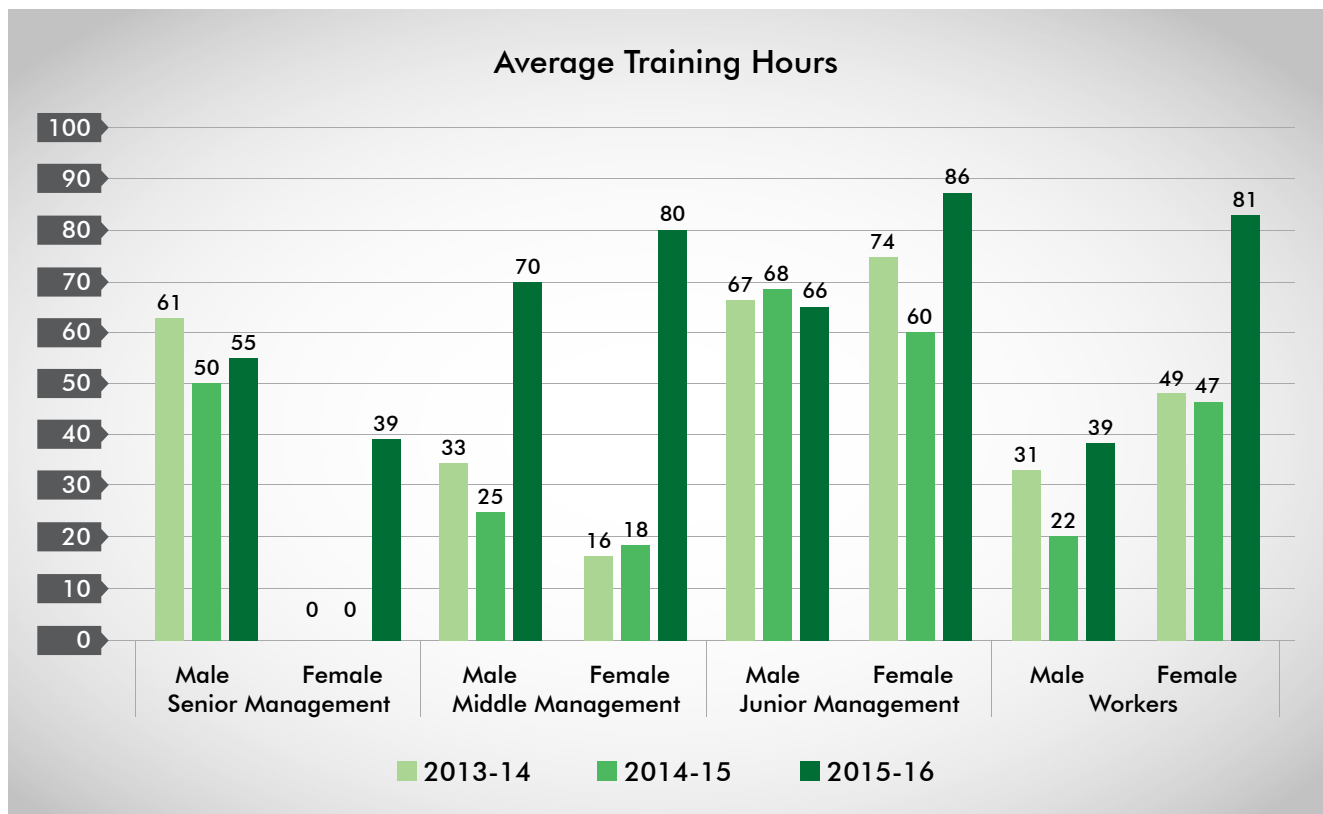
Also, The Senior citizen card is issued to the Retiring employee to avail the various Government facilities.

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

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

RCF has also partnered with several entities for training. Some of these entities include Honeywell Automation India Ltd., Pune, IRS Informatics India Pvt. Ltd. etc.

The information on average training hours for the past three years is mentioned in the graph below:



Suggestion Schemes

RCF is one of the first companies which implemented Suggestion Schemes. This scheme was introduced in RCF in 1965. Main objective of this scheme is to utilize the creativity of individuals through suggestions. In other words, this serves as a forum which promotes employee's intellectual contribution in the management process. The Suggestion Scheme in RCF is not confined to any particular area but encompasses different ideas which help the organization from wastage reduction to conservation of resources, pollution control, efficiency improvement and every other aspect which improves quality of life of our esteemed employees. RCF is also a corporate member of Indian National Suggestion Scheme Association (INSSAN) which is the umbrella organization for suggestion schemes in Indian Industry.

Quality Circles

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

In line with our journey towards achieving excellence, improving operational effectiveness and service level, employees have been trained on Six Sigma Methodology since 2011-12. Details of Six Sigma training provided to employees at Trombay Unit during last three years is as follows:

	2013-14	2014-15	2015-16
No. of employees trained (through Green Belt & Black Belt) at Trombay Unit	21	44	48

There are 12 Six Sigma green belt teams and 6 Six Sigma black belt teams at Trombay Unit and they have initiated/completed 12 Green Belt and 6 Black Belt Projects. Black Belt level training has been imparted to 24 employees and 6 black belt projects have been initiated during 2015-16.

Details of Six Sigma Green Belt level training provided to employees at Thal Unit during last three years is as follows:

	2013-14	2014-15	2015-16
No. of employees trained (through green belt) at Thal Unit	16	25	41

There are 37 Six Sigma green belt teams at Thal unit and they have initiated/completed 37 Green Belt Projects.



Six Sigma has been instrumental in solving real life problems. The company's vision and mission is transpired to every single employee in the company. Therefore, every employee knows the part they play in achieving the company's goals.

Labour Relations

Employees in officer cadre, who constitute about 45.28% of total employee strength, have informal channel of Officers Association for periodic interaction with Management for suggestions and improvements. Employees in worker cadre, who constitute balance 54.72% of total employee strength, are free to form unions. We have collective bargaining agreement with recognized unions. As per Sec 9A of the Industrial Disputes Act, 1947, a 21-day notice period is prescribed for effecting any significant operational changes. However, we consult with the recognized trade union at appropriate forums before making any changes that may affect operational activities. Health and safety topics concerning employees are also discussed in a free and frank manner during these engagements. Trade unions are free to provide their feedback on any health and safety issue pertaining to RCF operations.

Human Rights

Being a PSU, we at RCF follow all the legal requirements and principles applicable in the country. Our policies are suitably designed based on the human right principles as per the Human Right Act, 1993 (with amendment act, 2006), the Constitution of India and labour laws. No child labour or forced or compulsory labour is engaged either by RCF or by contractors working within the boundary of the plants. For regular employees, date of birth of candidates is verified during recruitment process. For contractors, clause for no child labour is included in agreements. Our security persons take precautions not to allow child labour at work. All our business agreements contain stipulations for Prohibition of engagement of child labour, payment of minimum wages, and compliance with other labour laws. 100% of our security personnel are trained in RCF's policies concerning Human rights. Training on policies and procedures concerning aspects of human rights is an important part of our training schedule. Our employees received 4072 man-hours of training in FY 2015-16. In all, 12.86% of our total workforce received training on human rights. RCF has got security provided by Central Industrial Security Force (CISF), which has its own set-up to provide training to its staff. In addition to above RCF provide training to CISF personnel on Safety, Emergency Control Plan, storage hazards, etc. No incident of discrimination on grounds of race, colour, gender, religion, political opinion, national extraction or social origin has been reported during the year. 100%

of our operations have been subject to human rights assessments

Employee Health & Safety

As per Section 41G of Factories Act, 1948 & Rule 73 J of the Maharashtra Factories Rules, 1963, Plant Level Safety Committees are formed at both Trombay and Thal locations. The meetings are carried out bi-monthly. At least one worker from each department of the Plant is nominated on the committee. Various points related to health & safety of the employees and the work environment in which they are working are discussed by the committee. Depending upon the magnitude of the points, they are also discussed in Central Safety Committee Meeting and Corporate Safety Committee Meetings (both are carried out quarterly). At our Trombay location, there are 18 plant level safety committees and at Thal location, there are 8 plant level safety committees. These health and safety committees represent 100% of our employees. We have strict guidelines for ensuring safety within our operations. At both the units, there has been no fatal accident or reported case of occupational diseases for our permanent employees in past three years. Injury rate during 2015-16 for our workforce at Trombay and Thal plant is 0.027 and 0.032 respectively. Whereas lost day rate during 2015-16 for our Trombay plant was 3.85 and 0.032 at our Thal Plant. The Lost days for permanent employees has increased at Trombay from 0 in 2014-15 to 79 in 2015-16 because of burn injury sustained by an employee due to steam. This has resulted in higher lost day rate as compared to previous year.



Safety training for contract laborers



Let us grow together

Visitors are given safety instruction cards upon arrival inside the campus, a snapshot of which is provided below:

Main Route to be followed during Emergency **VISITOR'S INSTRUCTIONS CARD**

GENERAL INSTRUCTIONS

- Always prominently wear visitor's pass issued by CISF.
- Restrict your visit to designated area.
- Always enter plant premises accompanied by plant personnel and use necessary personal protective equipments in the premises.
- Photography and video shooting are strictly prohibited.
- Please note all escape route plan.

राष्ट्रीय केमिकल्स एण्ड फर्टिलाइजर्स लिमिटेड
(भारत सरकार का उपक्रम)
पुणे इकाई वेण्टूर, मुंबई - 400 004

आपातकालीन फोन सेवाएँ

	Internal	MTNL
FIRE	2222/2111	25522222
SAFETY	2374/2455	25522265
FIRST-AID	2286/2287	25522287

सामान्य सुचनाएँ

- के.ओ.सु. ब. विभाग द्वारा जारी प्रवेश पत्र हमेशा पहनें।
- आपके निर्दिष्ट स्थान के अलावा कहीं भी न जाएं।
- संयंत्र परिसर में प्रवेश संयंत्र अधिकारी के अनुमति से करें और व्यक्तिगत सुरक्षा उपकरणों का उपयोग हमेशा करें।
- कारखाना क्षेत्र में फोटोग्राफी एवं वीडियो शूटिंग वर्जित है।
- आपातकालीन मार्ग को हमेशा ध्यान में रखें।

THINK SAFETY AVOID UNSAFE ACTS **HAVE A SAFE VISIT AT RCF**

IN CASE OF EMERGENCY

- Do not panic.
- Assemble at nearest plant assembly point knowing wind direction.
- Appropriate instructions will be issued at assembly point.

IN CASE OF AMMONIA LEAKAGE

- Cover your face with wet clothes.
- Sprinkle lot of water on your face.

Look for wind socks for wind direction and get familiarized with it. In case of gas leakage run in the perpendicular direction of wind.

Smoking inside factory premises is strictly prohibited.

Always wear crash helmet for 2-wheeler driving and fasten set belt during 4 wheeler driving.

Use of mobile phone inside factory premises is strictly prohibited.

While driving inside factory maintain the safe speed limit of 30 km/hr.

Do not park on main road / junction blocking paths to emergency vehicles.

Park vehicles at designated area.

आपातकालीन स्थिति में

- घबराए नहीं।
- हवा की दिशा को जानकर संयंत्र के नजदीकी असेंबली पॉइंट पर इकट्ठा हो।
- असेंबली पॉइंट पर आपको अगले निर्देश मिलेंगे।

अमोनिया गैस रिसाव की स्थिति में

- गीले कपड़े से नाक, मुँह को ढकें।
- चेहरे पर पानी का भरपूर छिड़काव करें।

हवा की दिशा जानने के लिए संयंत्र में लगाए हुए "विंड सॉक्स" को देखें। हवा की दिशा के समकोण (90°) में दौड़ें जहाँ कि हवा की दिशा के दाएँ या बाएँ और दौड़ें।

कारखाना क्षेत्र में धूम्रपान प्रतिबंधित है।

दोपहिया वाहन पर क्रैश हेलमेट का उपयोग करें व मोटर कार चलाते समय सिटबेल्ट का उपयोग करें।

कारखाना क्षेत्र में मोबाईल फोन का उपयोग ना करें।

वाहन चलाते समय 30 km/hr सुरक्षित गति रखें।

आपातकालीन वाहनों के यातायात के लिए मुख्य सड़कों को प्रतिबंधित ना करें।

सुनिश्चित जगह पर ही वाहनों को खड़ा करें।

Note: Return Entry Pass and Visitor Instructions Card at gate No. II after the visit

For incentivizing our employees to follow safety procedures, we reward through a unique award called 'Safety Person of the month':



Let us grow together



The figures for 'injury rates' and 'lost days' are given in the table below. These rates have been calculated based on 200,000 man-hours. The tables below gives the details of injury rate and lost days rate for Trombay and Thal units respectively:

Trombay Unit:

Employee type	Health & Safety metrics	2013-15		2014-15		2015-16	
		Male	Female	Male	Female	Male	Female
Permanent Employees	Near miss cases	318	2	656	5	528	13
	Non-fatal accidents	0	0	0	0	1	0
	Fatal Accidents	0	0	0	0	0	0
	Occupational Diseases cases	0	0	0	0	0	0
	Lost Days	0	0	0	0	79	0
	Total No. of manhours worked	5198160	95,040	4524960	145200	4142160	142560
Contract workers	Near miss cases	0	0	0	0	0	0
	Non-fatal accidents	0	0	0	0	1	0
	Fatal Accidents	0	0	1	0	0	0
	Occupational Diseases cases	0	0	0	0	0	0
	Lost Days	0	0	6000	0	66	0
	Total No. of manhours worked	2827440	264000	3086160	290400	2970000	271920
Injury Rate		0		0.02		0.027	
Lost Days Rate		0		149.13		3.85	

Thal Unit:

Employee type	Health & Safety metrics	2013-15		2014-15		2015-16	
		Male	Female	Male	Female	Male	Female
Permanent Employees	Near miss cases	263	2	656	5	528	13
	Non-fatal accidents	20	0	0	0	1	0
	Fatal Accidents	0	0	0	0	0	0
	Occupational Diseases cases		0	0	0	0	0
	Lost Days	545	0	0	0	1	0
	Total No. of manhours worked	3384640	134,400	3174080	134400	3113600	116480
Contract workers	Near miss cases	5	0	3	0	5	0
	Non-fatal accidents	1	0	0	0	0	0
	Fatal Accidents	0	0	0	0	0	0
	Occupational Diseases cases	0	0	0	0	0	0
	Lost Days	136	0	6000	0	66	0
	Total No. of manhours worked	2932160	116480	2929920	132160	2869440	138879
Injury Rate		0.12		0		0.032	
Lost Days Rate		20.74		0		0.032	



Emergency planning at RCF locations

We have an elaborate emergency handling plan in place covering fire, leakage, explosion, electrical fire etc. at various plants with training to handle such emergencies. Each plant has a HIRA Matrix. Above mentioned scenarios are identified and hazard associated with it are listed. Against each risk-control measures are also documented. In the HIRA matrix fire due to Gas, flammable liquids, flammable solids are listed. (IMS/HIRA all plants). HIRA matrix also contains leakage hazard fire due to Gas, Flammable liquids, flammable solids are listed. (e.g. IMS/HIRA, Ammonia-V, IMS/HIRA Methanol)

HIRA matrix has identified fire due to electrical spark as well. We have prepared a similar HIRA matrix for non-manufacturing areas as well. Briefing to visitors and training to security staff for handling emergency is given. Safety posters are displayed in all over the factory, Plants and roads and safety briefing to drivers is give at product loading point. Incorporating all these points, mock drills are conducted on a regular basis to ensure exposure to real life emergency scenarios





Let us grow together

Community Welfare

RCF cares about the communities impacted by its processes. RCF aims to maintain a shared value relationship, ensuring a win-win situation for all. An inclusive growth strategy has been outlined by the company: Identifying the needs and type of intervention, identifying partners, on ground integration. A snapshot of our projects, the developmental areas being addressed by those projects, their respective locations and expenditures are given in the table below:

Sr. No.	CSR Projects/Activities Identified	Sector in which Project is covered	Locations Districts (State)	Cumulative Expenditure up to the reporting Period (₹lakh)
1	Adoption of villages	Rural Welfare & Community development	District Ahmednagar & Vardha (Maharashtra)	33.10
2	Maintaining quality of Soil, Air and water	Jalyukta Shivar Abhiyan	Marathwada Area of Maharashtra	75.00
3	Supply of safe drinking water to nearby villages of Thal	Rural Welfare & Community development	Thal, Vaishet, Tudal, Boris, Gunjis, Navgaon, Bhal District Raigad (Maharashtra)	69.59
4	Supply of paddy, fruits sapling and free fertilizers to nearby villages of Thal	Livelihood enhancement projects	Thal, District Raigad	9.73
5	Supply and distribution of Mid-day meal to 6000 children of various unaided schools	Promoting Education	Vishnu Nagar, Gadkari Khadan, Nagababa Nagar, Panjarpol, Khadi Machine, Azad Nagar, Bharat Nagar, Shankar Deul, VashiGaon, Vadvali Gaon, Dosti Acres and adjoining areas of Trombay, Mumbai (Maharashtra)	237.67
6	RCF Super-30 vocational training to 30 selected students appearing for IIT and NIT entrance tests for admission in top Engineering colleges	Reducing inequalities faced by Socially and Economically backward groups	Students from various Districts in Maharashtra districts were given training under this initiative.	72.60
7	Running of 6 centres for children for providing training about moral, ethical, human and health values	Promoting Education	Vishnu Nagar, Gadkari Khan, Nagababa Nagar, Panjarpol, Khadi Machine, Azad Nagar, Bharat Nagar, Shankar Deul, Vashi Gaon, Vadvali Gaon, Dosti Acres and adjoining areas of Trombay, Mumbai (Maharashtra)	17.50
8	Providing medical facilities through Mobile Medical Van	Health and Family welfare	Vishnu Nagar, Gadkari Khadan, Nagababa Nagar, Panjarpol, Khadi Machine, Azad Nagar, Bharat Nagar, Shankar Deul, VashiGaon, Vadvali Gaon, Dosti Acres and adjoining areas of Trombay, and villages of Thal-District Raigadh and Mumbai (Maharashtra)	134.23
9	Distribution of free Sanitary napkins to female population of slums of chembur and villages of Thal	Health and Family welfare	Vishnu Nagar, Gadkari Khadan, Nagababa Nagar, Panjarpol, Khadi Machine, Azad Nagar, Bharat Nagar, Shankar Deul, VashiGaon, Vadvali Gaon, Dosti Acres and adjoining areas of Trombay, and villages of Thal- District Raigadh and Mumbai (Maharashtra)	10.57
10	Providing scholarship to SC/ST students of tribal villages for education in annual batches of 10 from 6th, till they reach 12th std.	Reducing inequalities faced by Socially and Economically backward groups and promoting education	Shivaji Military School at Pune. However SC/ST students from all districts of Maharashtra get the benefit.	40.48
11	Providing 5 Bio Toilets in Schools where Mid-day Meal Scheme is operational in Chembur area	Maintaining quality of Soil Air and water	Chembur, Mumbai	12.60



Sr. No.	CSR Projects/Activities Identified	Sector in which Project is covered	Locations Districts (State)	Cumulative Expenditure up to the reporting Period (₹lakh)
12	Installation of Bio Toilets near gate no – 2 of factory for Truck Drivers and cleaners through Wockhardt Foundation	Maintaining quality of Soil Air and water	Chembur, Mumbai	8.56
13	Running of Pathology lab in Chembur near RCF township Gate no 2 approx 15000 patients are getting benefit of this scheme	Promoting Health care including preventive health care	Chembur, Mumbai	21.53
14	Medical camps in slums of Vashi Naka and Cheetah camp	Promoting Health care including preventive health care	Chembur, Mumbai	5.00
15	Holding of health camps in flood affected area of TamilNadu	Promoting Health care including preventive health care	Flood affected area of Chennai Tamilnadu	25.00
16	Study of impact of Water cess on the industries of Maharashtra and Tamilnadu. Whether it should be used as penal instrument	Maintaining quality of Soil Air and water	Industries of Maharashtra and Tamilnadu.	4.00
17	Seven eye + health camps in slums of Vashi Naka and Cheetah camp thru Warior Foundation	Promoting Health care including preventive health care	Chembur Mumbai	6.00
18	Financial Assistance to Chembur Citizen Forum for holding health camp.	Maintaining quality of Soil Air and water	Chembur Mumbai	7.50
19	Contribution to NFCH (National Foundation for Communal Harmony)	Promoting Health care including preventive health care	Delhi	2.00
20	Financial assistance to Sushrut Hospital for treatment of underprivileged people free of cost with medicines	Promoting Health care including preventive health care	Chembur Mumbai	15.00
21	Construction of 100 Toilets at SansadAdarsh Gram Yojana at village Shahid @ 20000/- per toilet + wash basin	Maintaining quality of Soil Air and water	Dist-Amravati	24.90
22	Holding of farmers Training for Jatropa plantation for 50 farmers per village for 20 villages. Total of 1000 farmers in UP	Livelihood enhancement projects	Gaya District, Bihar	9.93
23	Rejuvenation of Storm drainage system from Radhapuram to stadium stand in Pallakad Approval obtained and MOU signed in 2015-16 payment of ₹6 lakhs is done.	Maintaining quality of Soil Air and water	Pallakad, Radhapuraam Dist Kerala	6.00
24	Supply of material to LokmanyaShikshan Mandal Choundi for construction of school floor (Thal)	Promoting Education	Thal Dist Raigad , Maharashtra	20.00
25	Rural Development Projects	Repair of culvert near Ghondhalpada	Dist Raigad, Maharashtra	9.32
26	Holding of Kabbadi Tournament in Thal	Promoting Rural Sports	Dist Raigad, Maharashtra	17.64



Sr. No.	CSR Projects/Activities Identified	Sector in which Project is covered	Locations Districts (State)	Cumulative Expenditure up to the reporting Period (₹lakh)
27	Promoting and monitoring differently abled children for one year with special course at Chennai	Livelihood enhancement projects	Chennai, Tamilnadu	10.44
28	Construction of first floor for disabled friendly Residential School in Bangalore	Promoting Education	Bangalore, Karnataka	25.00
29	Maintenance of Acharya garden, Chembur	Maintaining quality of Soil Air and water	Chembur, Mumbai	18.60
30	Help to Jawahar Vidya school-run by Lokmanya Shikshan Sanstha	Promoting Education	Chembur ,Mumbai	1.50
31	Repairs to Sawitribai Phule School	Promoting Education	Chembur, Mumbai	1.18
32	Printing of crop Literature and is distributing it free of cost to farmers. Literatures gives information regarding right dosages at right time to right crop etc. which helps farmers to make optimum use of scarce resources like water, fertilizer, seeds pesticides etc.	Reducing inequalities faced by Socially and Economically backward groups	Rural area at Districts of Maharashtra	13.55
			TOTAL	965.72

Some of the more prominent initiatives that have been carried out by RCF have been provided below

IRDP Village Adoption Program

RCF believes in holistic development of a village. RCF has taken responsibility of empowering farmers so that their economic conditions can be enriched. 5-10 villages have been adopted in year 2015-2016 from different states. A variety of activities were conducted in these villages in order to make them socially, environmentally and economically sustainable, some of which have been stated below

- Construction of a Community Hall
- Provision of drinking water facilities
- Provision of lift irrigation facilities
- Shelter for small and marginal farmers
- Water shed development programmes
- Financial help for self-help groups
- Setting up of medical camps
- Setting up of veterinary camps
- Setting up of vaccination camps

School Program

RCF identified the need for quality education in Thal, back in 1984 with the establishment of the Thal operations. A needs assessment report indicated the

requirement for education at the primary level for the children in the villages. Subsequently a secondary, higher secondary school and a Junior college was constructed in the Raigad District of Thal.

The school is run by Deccan Education society, Pune and financially supported by RCF. Infrastructure, Educational material, teacher's salaries and other expenditure pertaining to the smooth functioning of the school are undertaken by RCF.

Nearly 2,000 beneficiaries have been privy to this school. The school imparts education from Nursery to 12th standard in both English as well as Marathi medium. For 11th and 12th standard vocational education facility has been provided in computer science as well as in Electronics. The school is well equipped with infrastructures like laboratory, library etc.

Mid-Day Meal Scheme

Adequate nutrition is necessary for efficient functioning of the grey cells. In this regard, RCF began a Mid-Day Meal Scheme in non-government aided schools of Chembur. RCF has partnered with ISKCON, a Food Relief Foundation, as a supplier of nutritious and sumptuous meals to the children. The meal ideally comprises of fresh seasonal vegetables, cereals, made with local flavours. 6000 students have received meals through this scheme.



An initial baseline study in the Government added and unaided schools revealed the lack of subsistence foods caused an increased rate of illness. The dropout rates were thus found to be relatively high. With the cause of the high dropout rate identified as the lack of nutritious food, RCF partnered with ISKON for the food supplies. Food reaches the respective schools half an hour before the school recess by means of a closed vehicle. ISKCON supplies the food in containers of 10 kg each and further distribution is undertaken by the school authorities to the children in the Tiffin boxes which are provided by RCF. RCF received positive feedback from parents about the quality and nutrition content of the food. As a result of the mid-day meal scheme, we observed lower rates of sickness and ultimately higher attendance rates.

Drinking water supply to the villages

In light with RCF's nature of operations, the water table in the regions of operation tend toward depletion. To ensure water does not become a scarce resource, RCF provides drinking water to seven nearby villages ie Thal, Vaishet, Navgaon, Boris, Gunjis, Kurul and Kihim Colony. The maintenance of the water pipelines in the villages is also looked after by the Company. Around 16,000 residents of the villages avail this facility given by the Company. The drinking water supply for one household at Gunjis is shown in the picture below:



Road repairs of villages

Better Infrastructure is a sign of development. As a proponent of development, RCF has constructed asphalted roads in the villages adjacent to the Thal plant. These roads are straightway connected to Thal and Navgaon villages from the boundary wall of the Company. The Company does regular repairs of these roads as per the demand of Gram Panchayat. Company's Civil Department takes initiative for this repair work. The residents of the Thal and Navgaon villages have sung praises of these roads as it has improved road safety. The road constructed at Navgaon is shown in the picture below:



Mobile Medical Van

A need assessment study in Thal, conducted by TISS on behalf of RCF showcased the lack of health facility for common ailments. To address this requirement RCF, in collaboration with Wockhardt Foundation, runs mobile medical van facility in the area. On an average 7 villages are covered in weekly cycles by a mobile van and patients are benefited from free medical services including supply of medicines. Through this facility, ailments like Blood pressure, Hemoglobin Levels, Oxygen saturation, Malaria hepatitis, Dengue, Typhoid, Diabetes etc., are treated on regular basis. The Medical Van is accompanied with one MBBS doctor, one assistant and a Driver. It is equipped with GPS system to enable RCF to track it on real time basis. One medical van attends to approximately 25,000 patients per annum across 25 villages. M/s Wockhardt Foundation is also engaged in the running of Pathology lab in Chembur near RCF township. Nearly over 3000 patients have been benefited by this scheme. RCF has also engaged Wockhardt Foundation for extending the medical services for enhancement of female hygiene by free distribution of sanitary napkins (Moksha) through mobile Medical Vans. The efforts in rendering novel services to females of slums are well appreciated.

We have also conducted blood donation drives and free medical and eye check-up camps for school children this year.





Distribution of sanitary napkins

Women up-liftment is a concept RCF truly believes in. To spread the message of hygiene, RCF has partnered with Wockhardt Foundation for the distribution of Sanitary napkins in slums of Trombay and in Thal. There are four Mobile medical vans for distribution. This program has contributed greatly to up keeping the health and sanitation of women in the region. Nearly 80,000 women have been benefitted by this scheme in this year.

Installation of pathology Laboratory at Chembur

In addition to mobile medical vans, RCF has established a pathology laboratory in collaboration with Suphala Trust and Wockhardt Foundation in Chembur catering to the marginalized community. The laboratory will undertake various tests free of cost. 25,000 beneficiaries have undergone tests at the laboratory.

Khel Khel mein

"Khel Khel Mein" is an education program designed for under privileged children below the 7 years. RCF partnered with WOCKHARDT Foundation to support 1200 children from Vashi Naka and Chembur. 6 edu-recreation centres with special focus on parallel learning were set up for this purpose. A typical session, held 5 days a week, is for 2 hours in the community. 20 children come together in an open space under the guidance of a mentor. The program is designed to nurture 5 aspects a child's upbringing:

- Joy: Making available toys and books, bringing in a sense of happiness and joy.
- Social Skills: Nurturing Social interactions, caring and bonding amongst one another
- Recreation: Educative and meaningful form of entertainment to instil creativity
- Learning: As an overall outcome through recreation
- Health: Physical health through free de-worming, check-ups and mental health by inculcating values and joy

RCF Super 30

Another unique program RCF has on-boarded is a leadership initiative to encourage 30 exceptional underprivileged students in the state of Maharashtra with 11 months of free residential coaching for admission in IIT/NIT and other premier engineering colleges in 2014-15 sessions. Their entire expenditure of lodging boarding education and infrastructure is funded by RCF. This program is conducted in partnership with Centre for Social responsibility and Leadership.

In its very first year out total of 31 students 29 students have cleared IIT mains and 16 students have cleared IIT Advanced. The final selection round saw 16 out of the 29 students to have cleared IIT Advanced ensuring a seat in IITs.

Contribution to Swachh Bharat Abhiyan

Against the backdrop of conservation of environment, and Swachh Bharat Abhiyan with assistance of DRDO, ten bio toilets have been installed for scientific disposal of human waste. Truck drivers and mathadi workers are the prime beneficiaries impacted by these installations. We have also been conducting cleanliness drives in and around RCF locations with the help of our employees, and our employees have shown a very enthusiastic response towards the same.





Scholarship to SC/ST students

RCF adopts 10-12 students from SC/ST categories in Thal and Trombay to encourage higher education between 5th Std. to 12th Std. for admission in Shri. Shivaji Preparatory Military School. This school has strong focus on education and physical fitness of the students, due to which they can further make career either by joining Military through NDA, CDS, SSB, or Merchant Navy etc.

There have been no identified incidents of violation involving rights of indigenous people surrounding our locations in FY 2015-16. Also, none of our operations have had any significant negative impact local communities in the reporting period.



Our Supply Chain

Our suppliers are integral to our operations and play an instrumental role in helping us deliver the best products. Hence, we endeavour to maintain a close relationship with our suppliers in an effort to ensure availability of raw materials, increase efficiency and reduce risk in our operations. This relationship is maintained by an open communication channel where engagement is undertaken through a variety of modes which have been detailed out in the stakeholder chapter. This assists in our ability to improve the quality, planning and timeliness of projects. We encourage our suppliers to operate sustainably and be environmentally and socially responsible. We promote small-scale suppliers through the implementation of the Public Procurement Policy for Micro Small and Medium Enterprises (MSMEs) which offers benefits such as waiver from tendering fee and EMD. RCF sources 24% of its supplies from MSMEs and out of total procurement from MSME Vendors, 0.38% is from MSMEs owned by scheduled caste or scheduled tribe entrepreneurs. We ensure fairness in the tender process by hosting tenders on our website, allowing anyone to participate in the tendering process without discriminating on basis of caste, gender, religion or region.

Supplier Screening

As mentioned earlier, we ensure that our suppliers are socially and environmentally responsible. To bring our suppliers on board with the idea, we regularly conduct awareness sessions with them. We have a formal process that applies to all our suppliers for ensuring their performance on environmental, labour & Human Rights related aspects. Before they associate with us, all our suppliers are required to provide commitments for compliance to the statutory and legal obligations related to environment, labour practices and Human Rights. These commitments ensure that the suppliers take preventive and corrective actions to maintain performance. In case of any non-conformity to our contractual terms, we initiate punitive action against the supplier, in severe cases this may result in termination of contract as well. The terms and conditions of our contracts cover all the legal and statutory compliance. We would be developing further screening mechanisms in the coming years to motivate our suppliers to go beyond the legal requirements and contribute positively towards environment and society. We are a staunch advocate of human rights and no grievances related to human rights were noted in the reporting period. Further, we do not allow child labour and prescribe a minimum age limit of 18 years for employment and contract labour. As per the contracts, our vendors must confirm

that they do not undertake child labour. No significant actual and potential negative human rights impacts or on society have been identified in the supply chain. Also, no significant actual or potential negative impacts for labour practices were noticed in our supply chain.

Procurement expenditures

The manufacturing facilities of RCF are located in Trombay and Thal in Maharashtra. Hence the company considers the state of Maharashtra as the local area for procurement of raw materials and services. However, considering the nature of raw materials required for manufacture of fertilizers and industrial products, RCF has to procure its raw materials from outside Maharashtra and import as well. RCF however prefers locally based suppliers/ vendors for regular services which do not require specific skill sets. Selection of supplier/ vendor is mainly done through competitive bidding process and criteria for selection are documented in the tender guidelines used for bidding. The details of distribution of procurement budget as a percentage of total procurement budget is given below:

Nature of import	2013-14	2014-15	2015-16
Within Maharashtra (local)	52%	54%	67.5%
Outside Maharashtra	34%	28%	14.5%
Import	14%	18%	18%

RCF has also adopted the Integrity Pact for its suppliers. The Integrity Pact, duly signed by the authorized official of RCF and the Bidder, forms a part of the Tender/Bid Documents. Mr. R. K. Singh, Ex- CMD, BPCL, has been appointed as Independent External Monitor (IEM) to oversee the implementation of the Integrity Pact Program.



Relationship with Customers

Based on the nature of RCF's work, the implications on the society depend vastly on the engagement with Customers. Our customer base comprises of Farmers and dealers. RCF conducts various initiatives through the year to keep farmers apprised of the upcoming policies, best practices and awareness about the market condition to prevent them from getting duped.

Farmer-Dealer Assemblage

RCF has its presence in 20 agriculturally potential states in the country. RCF conducts regular meetings with farmer groups to educate them about the current trends in the fertilizer market, availability of market linkages, government policies, terms and conditions of the company, tie-ups with Fertilizer Control Order of the Government of India as Fertilizers are a part of the Essential Community Act.

The Farmer meetings are conducted at the village level. These meetings are organized on a regular basis to ensure farmers are up to speed with the latest upcoming. Crop and product related documents are shared. The meeting concludes with Question and Answer sessions with the subject matter experts from the company in addition to the representatives of the Agriculture department of the state. Any queries regarding agriculture are clarified at this time.

RCF also conducts dealer meetings or training programs across the country to obtain feedback about the usage of the products and any operational difficulties. Dealer groups are also apprised of the best practices in the Agricultural sector and the FCO guidelines.

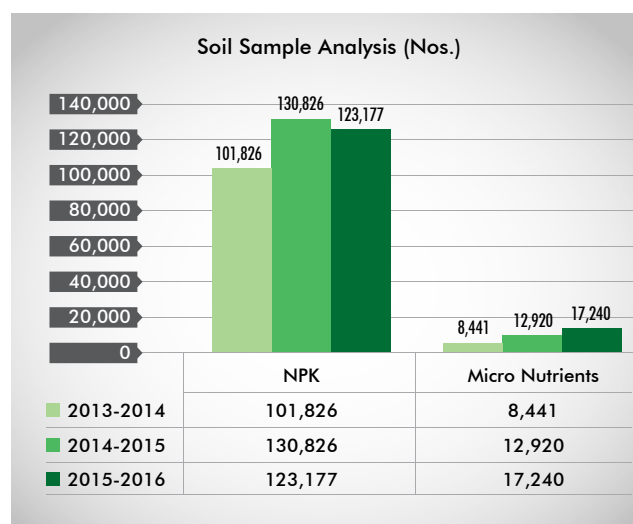
Understanding Soil Health and demonstrations on Product & Method

Soil Testing is an essential step undertaken before the plantation of crops. It is recognized as a comprehensive systemic methodology that accesses the nutrient content present, which is available to the plants. To spread awareness about the importance of soil testing RCF organizes demonstrations in the farmers' fields to test the health of the soil. These demonstrations are normally organized during soil sample collection or fertilizer application. The session is ideally attended by 60-70 farmers where queries relating to best techniques for soil testing, sample quantity required for testing soils, and any other pertaining to agriculture are resolved by agriculture experts, agricultural scientists and representatives from the Government. This year, RCF has organized thousands of soil tests, which are carried out in 13 static and 6 state of the art Mobile Soil Testing

Labs across the country. 140417 Soil Health Cards were distributed to the farmers under National project on soil health management during the year 2015-16.

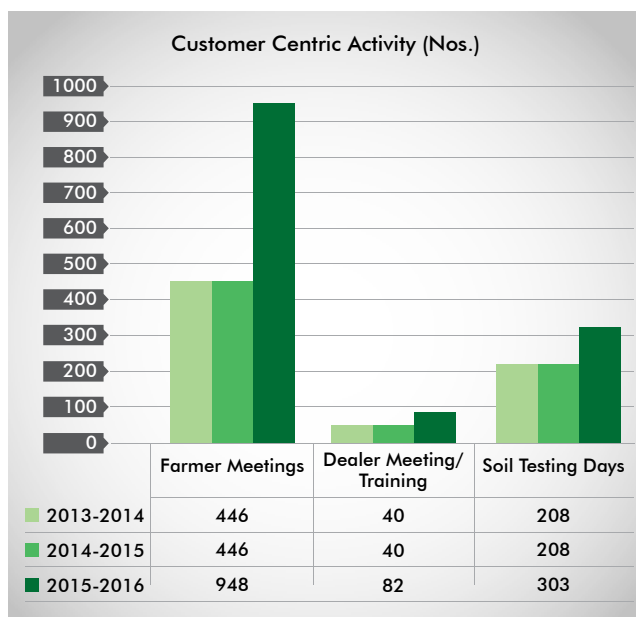
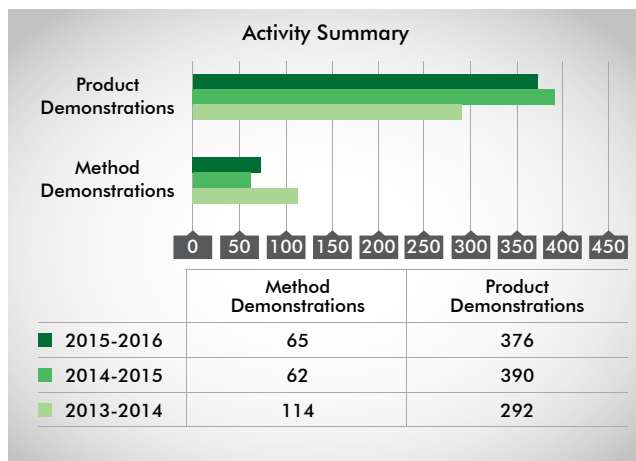
A soil fertility status is prepared based on the soil analysis conducted. The status report indicates the proportion of available N, P in the form of P₂O₅, and K in the form of K₂O along with a variety of micro nutrients which are essential indicators determining the type of crop to be grown.

Brochures and leaflets providing information about the product usage-dosage, time/method of application are distributed in addition to the soil testing and demonstrations. A handout or leaflets are distributed in the regional languages ensuring maximum retain-ability of the practices. Nearly 3 lakh brochures are distributed on an annual basis.



Demonstrations and workshops on the various methods or products used for advanced agricultural techniques are conducted during field days/ soil testing days. These demonstrations are carried out in the farmers' fields. RCF recommends farmers on application of fertilizers based on the results of soil testing, package of practices of important crops and other technical know-how. Field experts and subject matter experts are also invited for the demonstrations. RCF extends fertilizers at subsidized rates to the farmers during these demonstrations.

RCF has been a pioneer in establishing the uses of the three essential components NPK in states of Maharashtra, AP, UP, Tamil Nadu, Gujarat, MP, Karnataka and West Bengal. RCF has conducted workshops successfully for nearly 30 years' now and have observed an eagerness and a willingness to be a part of the demonstrations from the farmer groups.



Farmer Training Centre

Farmer training and research centres are designed specifically for farmers with special courses designed for women farmers and the Scheduled castes and Scheduled tribes. These training centres are established to encourage students to take up courses and certifications in agriculture. RCF currently has 2 centres located in Nagpur (Maharashtra) and Thal (Raigad District, Maharashtra). The centres are equipped with state of the art audio visual systems, laboratories for soil analysis, libraries with a vast variety of books in regional language and English and hostel facilities for trainee farmers.

The centre covers aspects of farm management, farm technology in accordance with the type of soil condition and climate of the region. Topics on food processing are also provided as a part of the course. Courses are conducted by eminent and qualified faculty aided by visiting faculty from renowned agricultural institutions. Field visits to research centres, agricultural institutes and subsidiary occupation centres are also organized

as a part of this program. The program lasts for either a day or three days. A three-day program comprises a batch of 30 farmers. During the year 2015-16, in all 126 programs were organized at both of our FTCs providing training to 6352 farmers (through One day & Three days training programs).

Impacts of the Farmer Training Course

RCF aims to reach out to as many farmers as possible but with the scope, RCF reached out to 6352 farmers. Post training, RCF conducts tests for gauge the extent of awareness of the farmers.

Literature: Sheti Patrika

RCF publishes a monthly farm magazine named 'Sheti Patrika', distributed to the farming community of Maharashtra. The Sheti Patrika, in circulation for the past 45 years has now reached readership of over One lakh and Fifty thousand farmers. RCF takes utmost care to cover latest and current topics in Agriculture in Sheti Patrika. At present RCF is Printing and Distributing 66,000 copies per month on complimentary basis to the farmers. The Patrika has an Author bank of 85 Eminent Agricultural Scientists and Agro experts from Maharashtra. The 2nd interactive meet with 35 top Agricultural Scientists and Agro Experts from Maharashtra was organized in Thal on November 23, 2014. Most of these eminent personalities have been contributing with their articles for RCF Sheti Patrika for the last 40 years.

Framer guides aid the budding farmers in dosage, time/ method of application etc. which is distributed free of cost, across the country. This year, 3lakh Farmer's Guides were disseminated in different languages.

'RCF Kisan Manch' - a social media platform of RCF on facebook aims at educating farmers on scientific agricultural practices. So far we have over 5000 dedicated likes and more than 80 lakhsvistorson 'RCF Kisan Much'.





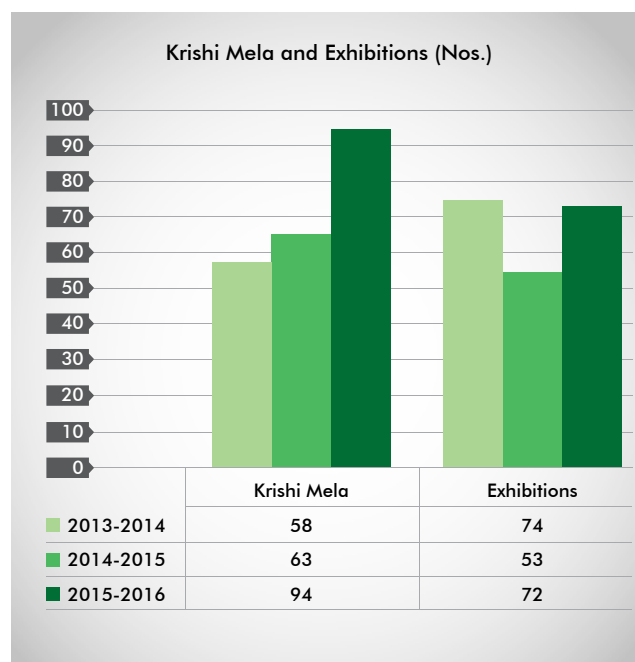
Activity	2013-14	2014-15	2015-16
Farmer Guides	3.00	3.00	3.00
Sheti Patrika	0.60	0.66	0.66
Product and Crop Literature	3.83	3.31	6.66

Additionally, RCF has sponsored 'Krishi Samrudhi chi Guru Killi', a 10-minute capsule for information dissemination to farmers. One episode per week was telecasted for 52 weeks every Tuesday, and a repeat show was done every Sunday for 52 weeks as part of "Amchi Mati Amchi Mansa" telecasted on Sahyadri (Doordarshan). The show had commenced on 07.04.2015, and concluded on 29.03.2016. In-house, RCF has produced a Farmer Educative film called "SRT Bhat Sheti". This short film showcases a revolutionary rice growing technique introduced by noted farmer Shri. Chandrashekhar Hari Bhadsavle, of Karjat Taluka, Raigad District, Maharashtra. Shri. Chandrashekhar Hari Bhadsavle is a recipient of the prestigious "Krishi Bhushan Award" conferred by the Govt. of Maharashtra, in 1998. This Film was screened in the 14th Mumbai International Film Festival, Mumbai.

Krishi Melas and Agricultural Exhibitions

Krishi melas are conducted at jointly with the Zilla Parishads, Agriculture Departments, Sugar factories, Agricultural Universities etc in regions where cash crops are cultivated. Melas are conducted with the intent of raising awareness about the Company's fertilizer products and different packages of practices followed in various crops.

Agricultural Exhibitions are fairs carried out at block or district levels. These exhibitions are held specific to the area and type of crop grown in the area. As a result of the positive response received from the farmers, RCF continues to host exhibitions displaying information about Agricultural technology, benefits and importance of soil testing, etc.



Kisan Care Toll Free Number

RCF explores a variety of options to ensure farmer queries are sought out to. RCF established a Toll free helpline number, active 24/7. Farmers can seek advice on Cultivation, Press related information, Technology, Weather report, Soil Testing, Mandi rates etc. The toll free helpline number '1800-22-3044' provides instant advice, thereby solving queries on the go. During the year 2015-16, we have received 15227 calls on our toll free helpline no.



GRI Content Index

General Standard Disclosures		
General Standard Disclosures	Chapter Mapping	Status of Reporting
Section: Strategy & Analysis		
G4-1	From CMD's Desk – Page 3-4	Fully Reported
G4-2	Corporate Governance and Risk Management – Page 14; Annual Report	Fully Reported
Section: Organizational Profile		
G4-3	About RCF – Page 6	Fully Reported
G4-4	About RCF – Page 6	Fully Reported
G4-5	About RCF – Page 6	Fully Reported
G4-6	About RCF – Page 6	Fully Reported
G4-7	About RCF – Page 7	Fully Reported
G4-8	About RCF – Page 7	Fully Reported
G4-9	About RCF – Page 7	Fully Reported
G4-10	Employee Management and Labour Relations- Our Workforce – Page 45	Fully Reported
G4-11	Employee Management and Labour Relations – Page 48	Fully Reported
G4-12	About RCF – Page 7	Fully Reported
G4-13	NA	Fully Reported
G4-14	Corporate Governance and Risk Management – Page 13 to 17	Fully Reported
G4-15	Corporate Governance and Risk Management – Page 17	Fully Reported
G4-16	Stakeholder engagement &Materiality Assessment – Page 22	Fully Reported
Section: Identified Material Aspects & Boundaries		
G4-17	About RCF – Page 7	Fully Reported
G4-18	About the report – Page 2	Fully Reported
G4-19	Stakeholder engagement & Materiality Assessment – Page 23	Fully Reported
G4-20	Stakeholder engagement & Materiality Assessment – Page 24	Fully Reported
G4-21	Stakeholder engagement & Materiality Assessment – Page 24	Fully Reported
G4-22	About the report – Page 2	Fully Reported
G4-23	About the report – Page 2	Fully Reported
Section: Stakeholder Engagement		
G4-24	Stakeholder engagement &Materiality Assessment – Page 20-22	Fully Reported
G4-25	Stakeholder engagement &Materiality Assessment – Page 19	Fully Reported
G4-26	Stakeholder engagement &Materiality Assessment – Page 19	Fully Reported
G4-27	Stakeholder engagement &Materiality Assessment – Page 20-22	Partially Reported
Section: Report Profile		
G4-28	About the report – Page 2	Fully Reported
G4-29	About the report – Page 2	Fully Reported
G4-30	About the report – Page 2	Fully Reported
G4-31	About the report – Page 2	Fully Reported
G4-32	About the report – Page 2	Fully Reported
G4-33	About the report – Page 2	Fully Reported



General Standard Disclosures		
General Standard Disclosures	Chapter Mapping	Status of Reporting
Section: Governance		
G4-34	Corporate Governance and Risk Management – Page 13	Fully Reported
G4-35	Corporate Governance and Risk Management – Page 15	Fully Reported
G4-36	Corporate Governance and Risk Management – Page 14	Fully Reported
G4-37	Stakeholder Engagement & Materiality – Page 20-22	Fully Reported
G4-38	Corporate Governance and Risk Management – Page 13	Fully Reported
G4-39	Corporate Governance and Risk Management – Page 13	Fully Reported
G4-40	Corporate Governance and Risk Management – Page 13	Fully Reported
G4-41	Corporate Governance and Risk Management – Page 16	Fully Reported
G4-42	Corporate Governance and Risk Management – Page 14-17	Fully Reported
G4-43	Corporate Governance and Risk Management – Page 14	Fully Reported
G4-44	Corporate Governance and Risk Management – Page 15	Fully Reported
G4-45	Corporate Governance and Risk Management – Page 14-17	Fully Reported
G4-46	Corporate Governance and Risk Management – Page 14-17	Fully Reported
G4-47	Corporate Governance and Risk Management – Page 15	Fully Reported
G4-48	Corporate Governance and Risk Management – Page 16	Fully Reported
G4-49	Corporate Governance and Risk Management - Page 14	Fully Reported
G4-50	Corporate Governance and Risk Management – Page 17-18	Fully Reported
G4-51	Corporate Governance and Risk Management – Page 14-15; Annual Report	Fully Reported
G4-52	Corporate Governance and Risk Management – Page 14-15	Fully Reported
G4-53	Corporate Governance and Risk Management – Page 14-15	Fully Reported
G4-54	Business Growth and Profitability – Page 25	Fully Reported
G4-55	Business Growth and Profitability – Page 25	Fully Reported
Section: Ethics & Integrity		
G4-56	Corporate Governance and Risk Management – Page 5,15	Fully Reported
G4-57	Corporate Governance and Risk Management – Page 16-17	Fully Reported
G4-58	Corporate Governance and Risk Management – Page 16-17	Fully Reported



Specific Standard Disclosure			
Aspects	Indicators	Chapter Mapping	Status
Disclosure of Management Approach	G4-DMA	All chapters	Fully Reported
Category: Economic			
Economic Performance	G4-DMA	Business Growth & Profitability	
	G4-EC1	Business Growth & Profitability – Page 25	Fully Reported
	G4-EC2	Corporate Governance and Risk Management – Page 13	Partially Reported
	G4-EC3	Business Growth & Profitability – Page 25	Fully Reported
	G4-EC4	Business Growth & Profitability – Page 25	Fully Reported
Market Presence	G4-DMA	Business Growth & Profitability	
	G4-EC5	Business Growth & Profitability – Page 26	Fully Reported
	G4-EC6	Employee Management and Labour Relations – Page 45	Fully Reported
Indirect Economic Impacts	G4-DMA	Community Welfare	
	G4-EC7	Community Welfare – Page 52-54	Fully Reported
	G4-EC8	Community Welfare – Page 52	Fully Reported
Procurement Practices	G4-DMA	Business Growth & Profitability	
	G4-EC9	Our Supply Chain – Page 58	Fully Reported
Category: Environmental			
Materials	G4-DMA	Material Management	
	G4-EN1	Material Management – Page 37	Fully Reported
	G4-EN2	Waste Management – Page 34,36	Fully Reported
Energy	G4-DMA	Energy Management	
	G4-EN3	Energy Management – Page 30	Fully Reported
	G4-EN4	Energy Management – Page 29	Fully Reported
	G4-EN5	Energy Management – Page 27	Fully Reported
	G4-EN6	Energy Management – Page 28	Fully Reported
	G4-EN7	Not applicable	NA
Water	G4-DMA	Water Management	
	G4-EN8	Water Management – Page 32	Fully Reported
	G4-EN9	Water Management – Page 33	Fully Reported
	G4-EN10	Water Management – Page 33	Fully Reported
Biodiversity	G4-DMA	Biodiversity Management	
	G4-EN11	Biodiversity Management – Page 40	Fully Reported
	G4-EN12	Biodiversity Management – Page 40	
	G4-EN13	Biodiversity Management – Page 40	NA
	G4-EN14	Biodiversity Management – Page 40	NA
Emissions	G4-DMA	Emission Management	
	G4-EN15	Emission Management – Page 30	Fully Reported
	G4-EN16	Emission Management – Page 30	Fully Reported
	G4-EN17	Emission Management – Page 30	Fully Reported
	G4-EN18	Emission Management – Page 30	Fully Reported
	G4-EN19	Emission Management – Page 30-31	Fully Reported
	G4-EN20	Emission Management – Page 31	Fully Reported
	G4-EN21	Emission Management – Page 31	Fully Reported
Effluents & Waste	G4-DMA	Waste Management	
	G4-EN22	Waste Management – Page 36	Fully Reported
	G4-EN23	Waste Management – Page 38	Fully Reported
	G4-EN24	Waste Management – Page 38	Fully Reported
	G4-EN25	Waste Management – Page 38	Fully Reported
	G4-EN26	Water Management – Page 33	Fully Reported



Let us grow together

Specific Standard Disclosure			
Aspects	Indicators	Chapter Mapping	Status
Disclosure of Management Approach	G4-DMA	All chapters	Fully Reported
Category: Environmental			
Products and Services	G4-EN27	Material Management	NA
	G4-EN28	Material Management - Page 39	Fully Reported
Compliance	G4-DMA	Corporate Governance & Risk Management; Environmental Investment	
	G4-EN29	Environmental Investment – Page 39	Fully Reported
Transport	G4-DMA	Environmental Investment	
	G4-EN30	Environmental Investment – Page 39	Fully Reported
Environmental Investments	G4-DMA	Environmental Investment	
	G4-EN31	Environmental Investment – Page 39	Fully Reported
Supplier Environmental	G4-DMA	Business Growth & Profitability	
	G4-EN32	Our Supply Chain – Page 58	Partially Reported
	G4-EN33	Our Supply Chain – Page 58	Fully Reported
Environmental Grievance Mechanisms	G4-DMA	Corporate Governance & Risk Management	
	G4-EN34	Corporate Governance & Risk Management – Page 17	Fully Reported
Category: Social			
Sub-category: Labor Practices & Decent Work			
Employment	G4-DMA	Employee Management and Labour Relations	
	G4-LA1	Employee Management and Labour Relations – Page 45	Fully Reported
	G4-LA2	Business Growth and Profitability – Page 25	Fully Reported
	G4-LA3	Employee Management and Labour Relations – Page 44	Fully Reported
Labor/ Management Relations	G4-DMA	Human Capital	
	G4-LA4	Employee Management and Labour Relations – Page 48	Fully Reported
Occupational Health & Safety	G4-LA5	Employee Management and Labour Relations – Page 48	Fully Reported
	G4-LA6	Employee Management and Labour Relations – Page 50	Fully Reported
	G4-LA7	Employee Management and Labour Relations – Page 50	Fully Reported
	G4-LA8	Employee Management and Labour Relations – Page 48	Fully Reported
Training & Education	G4-DMA	Employee Management and Labour Relations	
	G4-LA9	Employee Management and Labour Relations – Page 47	Fully Reported
	G4-LA10	Employee Management and Labour Relations – Page 46	Fully Reported
	G4-LA11	Employee Management and Labour Relations – Page 45	Fully Reported
Diversity	G4-DMA	Employee Management and Labour Relations	
	G4-LA12	Corporate governance and Risk Management – Page 12	Fully Reported
Equal Pay for Women & Men	G4-DMA	Employee Management and Labour Relations	
	G4-LA13	Employee Management and Labour Relations – Page 44	Fully Reported
Supplier Assessment for Labor Practices	G4-DMA	Employee Management and Labour Relations	
	G4-LA14	Our Supply Chain – Page 58	Partially Reported
	G4-LA15	Our Supply Chain – Page 58	Fully Reported
Labor Practices Grievance Mechanisms	G4-DMA	Corporate Governance & Risk Management	
	G4-LA16	Corporate Governance & Risk Management – Page 17	Fully Reported



Specific Standard Disclosure			
Aspects	Indicators	Chapter Mapping	Status
Disclosure of Management Approach	G4-DMA	All chapters	Fully Reported
Category: Social			
Sub-category: Human Rights			
Human Rights Investments	G4-DMA	Employee Management and Labour Relations	
	G4-HR1	NA	NA
	G4-HR2	Employee Management and Labour Relations – Page 48	Fully Reported
Non-discrimination	G4-DMA	Employee Management and Labour Relations	
	G4-HR3	Employee Management and Labour Relations - Page 45	Fully Reported
Freedom of Association	G4-DMA	Employee Management and Labour Relations	
	G4-HR4	Employee Management and Labour Relations – Page 48	Fully Reported
Child Labor	G4-DMA	Employee Management and Labour Relations	
	G4-HR5	Employee Management and Labour Relations – Page 48	Fully Reported
Forced or Compulsory Labor	G4-DMA	Employee Management and Labour Relations	
	G4-HR6	Employee Management and Labour Relations – Page 48	Fully Reported
Security Practices	G4-DMA	Employee Management and Labour Relations	
	G4-HR7	Employee Management and Labour Relations – Page 48	Fully Reported
Indigenous Rights	G4-DMA	Community Welfare	
	G4-HR8	Community Welfare – Page 57	Fully Reported
Human Rights Assessments	G4-DMA	Employee Management and Labour Relations	
	G4-HR9	Employee Management and Labour Relations – Page 48	Fully Reported
Supplier Human Rights Assessments	G4-DMA	Our Supply Chain	
	G4-HR10	Our Supply Chain – Page 58	Partially Reported
	G4-HR11	Our Supply Chain – Page 58	Fully Reported
Human Rights Grievance Mechanisms	G4-DMA	Corporate Governance & Risk Management	
	G4-HR12	Corporate Governance & Risk Management – Page 17	Fully Reported
Category: Social			
Sub-category: Society			
Local Communities	G4-DMA	Community Welfare	
	G4-SO1	Community Welfare – Page 52	Fully Reported
	G4-SO2	Community Welfare – Page 57	Fully Reported
Anti-corruption	G4-DMA	Corporate Governance & Risk Management	
	G4-SO3	Corporate Governance & Risk Management – Page 17	Fully Reported
	G4-SO4	Employee Management and Labour Relations – Page 46	Fully Reported
	G4-SO5	Corporate Governance & Risk Management – Page 15	Fully Reported
Public Policy	G4-DMA	Business Growth & Profitability	
	G4-SO6	Business Growth & Profitability – Page 25	Fully Reported
Anti-competitive Behavior	G4-DMA	Community Welfare	
	G4-SO7	Corporate Governance & Risk Management – Page 16	Fully Reported
Compliance	G4-DMA	Corporate Governance & Risk Management	
	G4-SO8	Corporate Governance & Risk Management – Page 16	Fully Reported



Let us grow together

Specific Standard Disclosure			
Aspects	Indicators	Chapter Mapping	Status
Disclosure of Management Approach	G4-DMA	All chapters	Fully Reported
Category: Social			
Sub-category: Society			
Supplier Assessment for Impacts on Society	G4-DMA	Our Supply Chain	
	G4-SO9	Our Supply Chain – Page 58	Partially Reported
	G4-SO10	Our Supply Chain – Page 58	Fully Reported
Grievance Mechanisms for Impacts on Society	G4-DMA	Corporate Governance & Risk Management	
	G4-SO11	Corporate Governance & Risk Management – Page 17	Fully Reported
Category: Social			
Sub-category: Product Responsibility			
Customer Health & Safety	G4-DMA	Product Responsibility; Human Capital; Relationship with Customers	
	G4-PR1	Product Responsibility – Page 40	Fully Reported
	G4-PR2	Product Responsibility – Page 40	Fully Reported
Product & Service Labeling	G4-DMA	Relationship with Customers	
	G4-PR3	Relationship with Customers – Page 40	Fully Reported
	G4-PR4	Product Responsibility – Page 40	Fully Reported
	G4-PR5		Not reported
Marketing & Communications	G4-DMA	Relationship with Customers	
	G4-PR6	Product Responsibility – Page 40	Fully Reported
	G4-PR7	Product Responsibility – Page 40	Fully Reported
Product Compliance	G4-DMA	Product Responsibility	
	G4-PR8	Product Responsibility – Not Material	Fully Reported
	G4-PR9	Product Responsibility – Page 40	Fully Reported



Let us grow together

National Voluntary Guideline (NVG) Disclosure

NVG Mapping	GRI Reference	Chapter Name	Page No
Section A: General Information about the Company			
1. Corporate Identity Number (CIN) of the Company			
2. Name of the Company	G4-3	About RCF	6
3. Registered Address	G4-5	About RCF	
4. Website		About the Report	
5. E-mail id		About the Report	
6. Financial Year Reported	G4-28	About the Report	2
7. Sector(s) that the Company is engaged in (industrial activity code-wise)	G4-6	About RCF	6
8. List three key products/services that the Company manufactures/provides (as in balance sheet)	G4-4	About RCF	6
9. Total number of locations where business activity is undertaken by the Company	G4-6	About RCF	6
i. Number of International Locations (Provide details of major 5)	G4-6	About RCF	6
ii. Number of National Locations	G4-6	About RCF	6
10. Markets served by the Company – Local/State/National/International	G4-8	About RCF	6
Section B: Financial Details of the Company			
1. Paid up Capital (₹)	G4-EC 1	About RCF	6
2. Total Turnover (₹)	G4-EC 1	Business Growth & Profitability	25
3. Total profit after taxes (₹)	G4-EC 1	Business Growth & Profitability	25
4. Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	NA	Community Welfare	54
5. List of activities in which expenditure in 4 above has been incurred:-	NA	Community Welfare	52-54
Section C: Other Details			
1. Does the Company have any Subsidiary Company/ Companies?	NA	About RCF	7
2. Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	NA	About RCF	7
3. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	NA	NA	
Section D: BR Information			
Details of Director/Directors responsible for BR	G4-38	Corporate Governance & Risk Management	13
Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year	G4-38	Corporate Governance & Risk Management	13
Does the Company publish a BR or a Sustainability Report ? What is the hyperlink for viewing this report? How frequently it is published?	G4-3	About the Report	2
Section E: Principle-wise Performance			
Principle 1: Ethics, Transparency and Accountability			
Does the policy relating to ethics, bribery and corruption cover only the company?	G4-58	Corporate Governance & Risk Management	16
Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs / Others?	NA	Corporate Governance & Risk Management	16
How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management?	NA	Corporate Governance & Risk Management	17



NVG Mapping	GRI Reference	Chapter Name	Page No
Principle 2: Sustainable Products and Services			
List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.	G4-P2	Product Responsibility	40
Does the company have procedures in place for sustainable sourcing (including transportation)?	G4-P3	Our Supply Chain	58
Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?	G4-P3	Our Supply Chain	58
Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.	G4-P4	NA	
Principle 3: Employee Well Being			
Total number of employees.	G4-10	Employee Management and Labour Relations	45
Total number of employees hired on temporary/contractual/casual basis.	G4-10	Employee Management and Labour Relations	45
Number of permanent women employees.	G4-10	Employee Management and Labour Relations	45
Number of permanent employees with disabilities	G4-10	Nil	
Do you have an employee association that is recognised by management?	G4-11	Employee Management and Labour Relations	48
What percentage of your permanent employees is members of this recognized employee association?	G4-11	Employee Management and Labour Relations	48
Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.	NA	Nil	
What percentage of your under mentioned employees were given safety and skill up-gradation training in the last year?	G4-LA9	Employee Management and Labour Relations	47
Principle 4: Valuing Marginalised Stakeholders			
Has the company mapped its internal and external stakeholders?	G4-24	Stakeholder Engagement and Materiality Assessment	19
Out of the above, has the company identified the disadvantaged, vulnerable & marginalised stakeholders?	NA	Community Welfare	52-57
Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders.	G4-SO DMA	Community Welfare	52-57
Principle 5: Human Rights			
Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?	NA	Employee Management and Labour Relations	48
How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	NA	Corporate Governance & Risk Management	17
Principle 6: Environment			
Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.	G4-33	Corporate Governance & Risk Management	
Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc?	G4- EN DMA	Emissions Management	13-14
Does the company identify and assess potential environmental risks?	G4-EC2	Corporate Governance and Risk Management	13-14
Does the company have any project related to Clean Development Mechanism?	NA	Product Responsibility	40
Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N.	NA	Energy Management	28-29
Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	G4-EN 15	Emission Management	30
Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.	NA	Nil	



Let us grow together

NVG Mapping	GRI Reference	Chapter Name	Page No
Principle 7: Policy Advocacy			
Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:	NA	Stakeholder Engagement and Materiality	22
Have you advocated/lobbied through above associations for the advancement or improvement of public good?	NA		
Principle 8: Inclusive Growth			
Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8?	G4-SO1	Community Welfare	52-57
Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organisation?	G4-SO2	Community Welfare	52-57
Have you done any impact assessment of your initiative?	G4-SO1	Community Welfare	52-57
What is your company's direct contribution to community development projects- Amount in ₹ and the details of the projects undertaken.	NA	Community Welfare	52
Have you taken steps to ensure that this community development initiative is successfully adopted by the community?	NA	Community Welfare	52-57
Principle 9: Customer Welfare			
What percentage of customer complaints/consumer cases are pending as on the end of financial year.	NA	Corporate Governance & Risk Management	17
Does the company display product information on the product label, over and above what is mandated as per local laws?	G4-PR3	Relationship with Customers	40
Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as of end of financial year	G4-PR4	Corporate Governance & Risk Management	17
Did your company carry out any consumer survey/ consumer satisfaction trends?	NA		



INDEPENDENT ASSURANCE STATEMENT

Rashtriya Chemicals and Fertilizers Limited (RCF) engaged Emergent Ventures India Pvt. Ltd. (EVI) to undertake an independent assurance of its Sustainability Report for the year 2015-16. Adherence to the principles laid out in AA1000AS (2008) and GRI G4 'In accordance'- Comprehensive guidelines have been used as criteria to evaluate the report.

The intended users of this assurance statement are the readers of RCF's Sustainability Report 2015-16. The management of RCF is responsible for engagement with stakeholders, identification of material issues; and the collection and presentation of the information contained in the report. In performing the assurance activities, EVI's responsibility is to the management of RCF only in accordance with the terms of reference agreed between them. EVI do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below.

SCOPE OF ASSURANCE

EVI has been engaged to provide Type 2 Moderate level of assurance as per AA1000AS (2008) assurance standard for the report. The scope of the assurance includes the following:

1. Evaluate the adherence to the Foundation Principle of Inclusivity, the Principle of Materiality and the Principle of Responsiveness laid out in AA1000AS (2008).
2. Evaluate the adherence to the principles of accuracy, balance, clarity, comparability, reliability and timeliness laid out in the GRI G4 Guidelines.
3. Evaluate reliability of specified sustainability performance data for the reporting period from April 2015 to March 2016.

OUR APPROACH

The assurance process has been conducted based on physical site visits, interaction with respective departments, review of processes & practices for identification and collation of relevant information, report content and performance data, which included a review of the stakeholder engagement and materiality determination process.

The following key steps are undertaken during the assurance process:

1. **Review of RCF's Sustainability Report 2015-16:** A review of the Sustainability report is conducted to check alignment of reported data reported against respective economic, environment & social indicators mentioned in GRI G4 'In accordance'- Comprehensive guidelines. In addition, mapping along the principles of AA1000AS (2008) is carried out.
2. **Site Visits:** Assurance team visited RCF's facilities comprising of two manufacturing units (Trombay, Mumbai and Thal, Alibag, Dist. Raigad) and corporate head quarters (Mumbai) to evaluate the sources of data.
3. **Data Verification:** Assurance team verified the robustness of data management, information flow & controls and performed sample based review of mechanisms for implementing the company's sustainability related policies and plans, as described in the report. The information, disclosed under different indicators in the report, is verified by checking and cross-checking with different sources of the information like internal SAP system, reports submitted to regulatory bodies, utility bills, inter departmental communications, purchase orders etc supported by on-site inspection.

LIMITATIONS AND EXCLUSIONS

1. Scope of assurance is limited to the boundary defined in the report and the period from 1st April 2015 to 31st March 2016.
2. Assurance is subject to no physical verification of items like inventory of material consumed, waste generated, emissions and effluents etc. Assurance relied solely on the documentation maintained and provided by the company.
3. The scope of assurance does not cover the statements in the report that describe companies approach, strategy, aim, expectation, aspiration or beliefs or intentions.

CONCLUSION

RCF's Sustainability Report 2015-16 provides an appropriate representation of the sustainable development initiatives undertaken by the company. RCF has built processes that allow them to identify the material aspects for the company, collect performance data for majority of its facilities and report the information in adherence to the principles of AA1000AS (2008) & GRI G4 guidelines.

The observations on the adherence of the three principles under AA1000AS (2008) are as follows:

Foundation Principle of Inclusivity: No material evidence is found to suggest that RCF has not applied the principle of inclusivity in engaging with its stakeholders. Different departments engage regularly with their relevant stakeholders through multiple engagement channels.

Principle of Materiality: RCF has followed a structured process of materiality determination. It is found that no material aspect of sustainability performance has been excluded from the report.

Principle of Responsiveness: RCF has applied the principle of responsiveness with respect to its stakeholders. No material evidence is found to suggest that responsiveness principle is not being applied in dealing with the stakeholders.

GRI G4 Guidelines

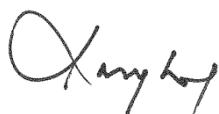
The report meets the requirement of reporting as specified by GRI G4 'In accordance'- Comprehensive guidelines.

OBSERVATIONS AND RECOMMENDATIONS

Without affecting the overall conclusions on the sustainability report, the following observations and recommendations are made:

- The set of criteria and indicators used for identification and prioritization of stakeholders may be refined in future reports.
- An exhaustive list of indicators has been provided in the Materiality Matrix. However, some material aspects being broader in nature are getting overlapped with others. Materiality matrix needs to be improved in future reports.
- RCF recognises the increasing importance of supply chain in growth of business and has proactively initiated several steps to ensure the overall sustainability of its supply chain. However, RCF should enhance the disclosure level towards the outcome and effectiveness of these initiatives in the future reports.
- Templates for data collection and questionnaires sent for stakeholder engagement exercise for materiality assessments should be easy-to-comprehend with clear terminologies. Trainings on the same should be provided before rolling them out.
- Awareness level of onsite personnel towards GRI reporting requirements needs to be enhanced on information that needs to be reported in the SR.

For Emergent Ventures India Private Ltd.



Atul Sanghal
Business Head – Sustainability & Climate Change
Emergent Ventures India Private Ltd.
Gurgaon, 25th August, 2016



AA1000
Licensed Assurance Provider
000-96





Let us grow together

RASHTRIYA CHEMICALS AND FERTILIZERS LIMITED

(A GOVERNMENT OF INDIA UNDERTAKING)

"PRIYADARSHINI", Eastern Express Highway, Sion,

Mumbai-400 022 | Website: www.rcfltd.com

CIN: L24110MH1978GOI020185