

FCI Aravali Gypsum and Minerals India Ltd, Jodhpur

Policy on Sustainable Development with Plan and Budget

Mission of the Company

The Company's mission is to establish and carry on in India or in any part of the World all kinds of business relating to Gypsum and other minerals and their by-products and manufacture of various types of fertilizers, all organic and inorganic chemical compounds including by products, derivatives and mixtures thereof.

POLICY ON SUSTAINABLE DEVELOPMENT

As per the MoU target and as per guidelines of DPE, the company is providing assistance to the people residing in and around our mines area through various sustainable development schemes such as drinking water, education, infrastructure development etc. the facilities which are not properly available in this desert area.

In accordance with DPE guideline no. 3(9)/2010-DPE(MoU) dated 23.09.2011 the company defines the policy and planning on its sustainable development activities as follows:-

1. Since the company's activities are in the desert area and the villages in and around our mines are very backward in condition where proper drinking water facility, education facility, basic infrastructure like road etc. are not available the company's SD policy is to help the people by way of providing sustainable development scheme to improve the living standard of the people.
2. Though mining of gypsum is farmer friendly, after mining of gypsum the area will become fertile, however the farmers are unable to cultivate the land even once in a year in these area due to low rain fall. The one of the main reason for low rain fall in this area is lack of sufficient plantation.
3. In view of the DPE guideline vide office memorandum No. 3(9)/2010-DPE (MoU) dated 23-09-2011 and to mitigate the root cause of the prevailing the above said problems the company will undertake the following activities in the villages in and around our mines:

Schedule - A

- ❖ Biodiversity conservation
 - Land rehabilitation - in the mined out areas.
 - Afforestation - Plantation of trees with tree guard.
- ❖ Water Management
 - Rain Water Harvesting - in all the villages situated near mine areas and at our registered office and near by areas.
 - Watershed development.
- ❖ Energy Management
 - Renewable/Cleaner/Alternative Energy Usage.

Schedule – B

- ❖ Training
 - Training of employees, contract labour, vendors, suppliers, partners, local communities and other stakeholders on aspects of SD
 - Creating mandatory hours of SD training for employees.

■ Resources, roles and Responsibility

A. Budget

1. The Company will implement the above sustainable policy efficiently and effectively by spending every year an amount minimum of Rs. 0.5% of its profit after tax (PAT) achieved in the previous year.
2. The SD budget will be fixed for each financial year. This funding will not lapse. It will be transferred to a SD fund which will accumulate every year as non lapsable fund.

B. Committee

3. The committee headed by Independent Director/Director as its Chairman to approve SD Plan and oversee the SD performance & to conduct internal review about the implementation and performance of the SD Project /activities are as under :-

- i. Dr S K Das, C.M D
- ii. Sh. A K Parashar, Director
- iii. Sh. Deepak Kumar, Director
- iv. Sh. S.S. Shekhawat, General Manager
- v. Sh. R.Senthil Kumar, Dy. General Manager (Technical)
- vi. Sh P. Pochaiah Dy. Finance Manager

C. Documentation

1. A brief description of the company's SD policy, projects and activities will be made available on the company's website.
2. All achieved milestones of the projects/ activities will be prepared supported by documentary evidence in form of photographs and / or reports wherever applicable.
3. The documentation will have annexures of adequate internal / external review.

■ Monitoring and Review

1. The committee constituted for implementation and review of the performance of the SD activities will conduct concurrent review of the project activities on quarterly basis and final evaluation at the end of the year.
2. The company will include a separate chapter in its annual report on its implementation of SD projects/ activities including information related to physical and financial progress.
3. The Projects/ Activity undertaken by the company would be submitted to the National SD HUB, which will be created the Department of Public Enterprise in conjunction with National Foundation for Corporate Social Responsibility

under Indian Council of Corporate Affairs, Ministry of Corporate Affairs and the CPSE's, for inclusion of the same in the central database.

SUSTAINABLE DEVELOPMENT PLANS

As per the above SD Policy of the Company in order to implement the projects / activities effectively and efficiently, the following activities are categorized under long, medium and short term plans.

SI No.	Schedule A/B	Projects /Activities	Expected major measurable and perceivable results/ deliverables	Period/ Type of projects
1.	A	Afforestation	Trees with tree guards along the road side, or / and near our existing mine areas/ registered office etc., to be planted every year and maintained for three years	10 years (Long term)
2.	A	Rehabilitation of mined out area	Our mined out area will be rehabilitated in order to prove the area is fertile.	10 years (Long term)
3.	A	Rain water harvesting systems	All buildings near by villages of our mines areas will be provided rain water harvesting facilities/systems.	05 years (Medium term)
4	B	Training	All the employees of the company will be trained in aspects of all projects/ activities related to creating awareness on the sustainable development initiatives.	10 years (Long term)
5	A	Reviewable/Cleaner Alternative energy usage	Solar Energy System will be installed for our all owned office buildings.	1.5 years (Short term)