

KEY PERFORMANCE INDICATORS



ECONOMIC INDICATORS

(GRI 201-1)

	UNITS OF MEASURE	FY18-19	FY19-20	FY20-21	FY21-22
Economic Value Generated (A)					
Revenue from Operation (including excise duty)	` crore	21,118	18,561	22,629	29,440
Other Income	` crore	1,782	1,934	1,819	1,216
Total (A)	` crore	22,900	20,494	24,448	30,656
Economic Value Distributed - Expenses (B)					
Employee Wages and Benefits	` crore	905	689	760	717
Operating Costs	` crore	6,786	6,541	7,224	8,639
Payment to Providers of Capital	` crore	8,564	112	386	290
Payment to Government (Income Tax)	` crore	6,585	3,781	4,586	6,112
Community Investments	` crore	130	132	214	191
Total (B)	` crore	22,970	11,253	13,170	15,949
Economic Value Retained (A-B)	` crore	-70	9,241	11,278	14,707
Profit Before Depreciation, Interest and Tax	` crore	12,452	10,781	13,491	17,307
Profit Before Tax	` crore	10,456	8,390	10,574	14,100
Net Tax Expense/(Benefit)	` crore	2,500	1,584	2,594	4,471
Profit for the Year	` crore	7,955	6,805	7,980	9,629
Earnings Per Equity Share	` crore	18.83	16.11	18.89	22.79



LABOUR PRACTICE INDICATORS

(GRI 102-8, 401-1, 404-1)

WORKFORCE	UNITS OF MEASURE	FY 18-19			FY 19-20			FY 20-21			FY 21-22		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Full-time Employees	Number	3,823	376	4,199	3,771	427	4,198	3,318	401	3,719	3,088	412	3,500
Senior Management	Number	87	5	92	78	5	83	57	6	63	57	3	60
Middle Management	Number	939	87	1,026	1,012	92	1,104	910	95	1,005	942	95	1,037
Junior Management	Number	1,217	238	1,455	1,237	294	1,531	1,219	275	1,494	1,097	293	1,390
Non-Management	Number	1,580	46	1,626	1,444	36	1,480	1,132	25	1,157	992	21	1,013
Contract Employees	Number	17,268	116	17,384	14,818	136	14,954	18,154	132	18,286	19,228	186	19,414

HIRING	UNITS OF MEASURE	FY 18-19			FY 19-20			FY 20-21			FY 21-22		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
New Hires	Number	313	81	394	443	129	572	236	71	307	328	124	452
New Hires (Age-wise split)													
< 30 Yrs	Number	284	76	360	404	127	531	143	57	200	261	121	382
30 - 50 Yrs	Number	23	4	27	27	2	29	90	13	103	56	3	59
> 50 Yrs	Number	6	1	7	12	0	12	3	1	4	11	0	11
New Hire Rate	Percentage			9.38%			13.63%			8.52%			12.91%

EMPLOYEE TURNOVER RATE	UNITS OF MEASURE	FY 18-19			FY 19-20			FY 20-21			FY 21-22		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Employee Turnover Rate	Percentage	-	-	16.72%	15%	19%	16.00%	19%	22%	19%	17%	26%	18%

WORKFORCE BREAKDOWN: ETHNICITY/ NATIONALITY	UNITS OF MEASURE	FY 21-22			
		India	Nepal	Canada	Australia
Share in Total Workforce	No.	3,496	1	2	1

TRAINING & DEVELOPMENT	UNITS OF MEASURE	FY 18-19			FY 19-20			FY 20-21			FY 21-22		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Training Hours													
Full-time Employees	Man hours	78,722	6,362	85,084	138,466	26,374	164,840	118,286	14,619	132,905	95,192	17,755	112,947
Contract Employees	Man hours			477,671			695,932			344,490			506,087

ENVIRONMENT INDICATORS

MATERIALS USED (GRI 301-1, 301-3)

	UNITS OF MEASURE	FY 18-19			FY 19-20			FY 20-21			FY 21-22		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Raw Material	Million MT	14.18	0.00	14.18	14.42	0.00	14.42	15.45	0.00	15.45	16.05	0.00	16.05
Semi-Manufactured Goods or Parts	Million MT	0.00	2.44	2.44	0.00	2.36	2.36	0.00	2.54	2.54	0.00	2.43	2.43
Associated Process Materials	Million MT	0.60	0.51	1.11	0.48	0.52	1.00	0.48	0.49	0.97	0.49	0.55	1.04
Packing Material	MT	0.00	403	403	0.00	381	381	0.00	314	314	0.00	239	239
Total Finished Metal Production													
Zinc	Million MT			6.96			6.88			7.15			7.76
Lead	Million MT			1.98			1.81			2.14			1.91
Silver	MT			679			610			706			647

ENERGY CONSUMPTION (GRI 302-1)

	UNITS OF MEASURE	FY18-19			FY19-20			FY20-21			FY21-22		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Direct Energy	Million GJ	9.05	37.49	46.54	8.35	36.29	44.64	8.12	37.19	45.31	9.52	33.86	43.38
Indirect Energy	Million GJ	0.18	0.56	0.73	0.38	0.73	1.11	0.48	0.86	1.34	0.37	1.90	2.27
Renewal Energy (Solar Energy)	Million GJ	0.07	0.10	0.17	0.109	0.177	0.285	0.186	0.115	0.30	0.185	0.106	0.29
Renewal Energy (WHRB)	Million GJ	0.00	0.58	0.58	0.00	0.52	0.52	0.00	0.73	0.73	0.00	0.75	0.75

	UNITS OF MEASURE	FY18-19			FY19-20			FY20-21			FY21-22		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Direct Energy	Million MWh	2.51	10.42	12.94	2.32	10.09	12.41	2.26	10.34	12.60	2.65	9.41	12.06
Indirect Energy	Million MWh	0.05	0.15	0.20	0.11	0.20	0.31	0.13	0.24	0.37	0.10	0.53	0.63
Renewal Energy (Solar Energy)	Million MWh	0.02	0.03	0.05	0.03	0.05	0.08	0.05	0.03	0.08	0.05	0.03	0.08
Renewal Energy (WHRB)	Million MWh	0.00	0.16	0.16	0.00	0.14	0.14	0.00	0.20	0.20	0.00	0.21	0.21

TOTAL ENERGY CONSUMPTION (GRI 302-1)

	UNITS OF MEASURE	FY18-19	FY19-20	FY20-21	FY21-22
Fossil Fuels Purchased and Consumed	Million mwh	12.90	12.40	12.59	12.11
Electricity Purchased	Million mwh	0.20	0.31	0.37	0.63
Total Renewable Energy Purchased or Generated	Million mwh	0.209	0.225	0.287	0.29
Total Non-Renewable Energy Sold	Million mwh	0.023	0.015	0.009	0.00
Total Non-Renewable Energy Consumption *calculated according to the thermal power generation from our cpps	Million mwh	4.97	4.92	5.21	6.01
Total Costs of Energy Consumption	` crores	2,419	2,206	2,082	3,289



ENVIRONMENT INDICATORS

WATER WITHDRAWAL (GRI 303-1, 303-3, 303-5)

	UNITS OF MEASURE	FY 18-19			FY 19-20			FY 20-21			FY 21-22		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Ground Water	Million m ³	3.13	0.08	3.21	3.05	0.06	3.11	3.32	0.05	3.37	3.02	0.03	3.05
Surface Water	Million m ³	5.58	14.10	19.68	4.47	12.28	16.75	4.86	12.63	17.49	5.31	8.40	13.71
Rainwater	Million m ³	0.00	0.01	0.01	0.00	0.01	0.01	0.00	0.02	0.02	0.00	0.02	0.02
Waste Water From Another Organisation	Million m ³	1.15	5.02	6.17	0.82	5.93	6.75	0.52	6.66	7.18	0.61	8.91	9.52
Municipal Water Supplies or Other Water Utilities	Million m ³	0.03	0.09	0.12	0.01	0.09	0.10	0.0002	0.00	0.0002	0.0017	0.00	0.002
Total Net Fresh Water Consumption	Million m³	7.73	13.03	20.76	6.32	11.95	18.28	6.80	12.24	19.04	7.56	10.32	17.88
Water Recycled	Million m ³	10.23	5.49	15.72	11.42	4.68	16.10	11.90	4.84	16.74	14.41	4.82	19.22
Total Fresh Water Withdrawn	Million m³	8.74	14.28	23.02	7.54	12.44	19.97	8.18	12.70	20.88	8.33	8.45	16.78

AIR EMISSIONS (GRI 305-7)

	UNITS OF MEASURE	FY 18-19			FY 19-20			FY 20-21			FY 21-22		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
PM Emission from Stacks	MT			1,155			1,027			1,097			963
SOx Emission from Stacks	MT			30,235			23,069			19,600			22,006
NOx Emission from Stacks	MT			8,642			8,913			8,098			6,145

GHG EMISSION* (GRI 305-1, 305-2, 305-3)

	UNITS OF MEASURE	FY 18-19			FY 19-20			FY 20-21			FY 21-22		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Scope I Emission	Million MT CO₂e			4.70			4.48			4.49			4.32
Furnace oil (FO)	Million MT CO ₂ e			0.00			0.00			0.00			0.00
High Speed Diesel (HSD)	Million MT CO ₂ e			0.20			0.19			0.160			0.16
Propane	Million MT CO ₂ e			0.01			0.01			0.00			0.00
Liquified Petroleum Gas (LPG)	Million MT CO ₂ e			0.001			0.001			0.001			0.0004
Coal	Million MT CO ₂ e			4.19			4.04			4.09			3.87
Coke	Million MT CO ₂ e			0.30			0.25			0.198			0.23
Pyrolysis Oil	Million MT CO ₂ e			0.00			0.00			0.000			0.00
LSHS	Million MT CO ₂ e			0.00			0.00			0.000			0.00
PNG	Million MT CO ₂ e									0.014			0.02
Scope II Emission	Million MT CO₂e			0.17			0.25			0.31			0.49
Scope III Emission													
Total	Million MT CO₂e			4.24			4.18			4.28			4.01
Purchased Goods & Services (Upstream)	Million MT CO ₂ e			0.31			0.36			0.31			0.37
Fuel & Energy-related Activities (Not included in Scope 1 & 2)	Million MT CO ₂ e			0.53			0.52			0.51			0.40
Waste Generated in operations (Composting, Incinerating, etc.)*	Million MT CO ₂ e			0.43			0.43			0.42			0.00
Upstream Transportation and Distribution	Million MT CO ₂ e			0.03			0.03			0.02			0.01
Business Travel	Million MT CO ₂ e			0.00			0.00			0.00			0.00
Employee Commuting	Million MT CO ₂ e			0.00			0.00			0.00			0.00
Upstream Leased	Million MT CO ₂ e			0.00			0.00			0.00			0.00
Downstream Transportation and Distribution	Million MT CO ₂ e			0.03			0.02			0.02			0.03
End of Life Treatment of Sold Products	Million MT CO ₂ e			2.57			2.54			2.69			2.88
Processing of Sold Goods	Million MT CO ₂ e			0.338			0.28			0.31			0.32

* Change in methodology 21-22 - Methane emission from generated waste is not significant, hence no GHG emissions are considered from our generated waste



ENVIRONMENT INDICATORS

WASTE GENERATION (GRI 306-3, 306-4, 306-5)

	UNITS OF MEASURE	FY18-19			FY19-20			FY20-21			FY21-22		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Hazardous Waste Generated	Million MT	0.002	0.073	0.075	0.003	0.076	0.079	0.003	0.086	0.089	0.003	0.105	0.108
Total Hazardous Waste Recycled/Reused	Million MT	0.001	0.041	0.042	0.002	0.043	0.045	0.002	0.054	0.056	0.002	0.056	0.058
Total Hazardous Waste Disposed	Million MT	0.000	0.032	0.032	0.001	0.031	0.032	0.001	0.037	0.038	0.001	0.054	0.055
Hazardous Waste Landfilled	Million MT	0.000	0.032	0.032	0.001	0.031	0.032	0.001	0.037	0.038	0.001	0.054	0.055
Hazardous Waste Incinerated with Energy Recovery	Million MT	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Hazardous Waste Incinerated Without Energy Recovery	Million MT	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Hazardous Waste with unknown Disposal Method	Million MT	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Non-Hazardous Waste Generated	Million MT			1.11			1.17			1.18			1.26
Total Non-Hazardous Waste Recycled/Reused	Million MT			1.31			0.72			0.93			0.57
Total Non-Hazardous Waste Disposed	Million MT			0.42			0.74			0.59			0.64
Mineral Waste													
Mineral Waste Generated – Waste Rock	Million MT	3.18	0.00	3.18	3.20	0.00	3.20	3.38	0.00	3.38	4.31	0.00	4.31
Mineral Waste Generated - Tailings	Million MT	12.37	0.00	12.37	12.62	0.00	12.62	13.41	0.00	13.41	14.18	0.00	14.18
Mineral Waste Repurposed/ Reused	Million MT	3.91	0.00	3.91	4.48	0.00	4.48	4.76	0.00	4.76	5.54	0.00	5.54
Total Mineral Waste Disposed	Million MT	11.05	0.00	11.05	11.05	0.00	11.05	11.67	0.00	11.67	13.78	0.00	13.78
Total Waste Recycled/ Reused	Million MT			5.26			5.24			5.74			6.17
Total Waste Disposed	Million MT			11.50			11.82			12.30			14.48
Total Waste Generated	Million MT	15.59	1.14	16.73	15.88	1.20	17.07	16.85	1.20	18.05	18.58	1.27	19.85



HEALTH & SAFETY INDICATORS

(GRI 403-9)

HEALTH & SAFETY INDICATORS*

		UNITS OF MEASURE	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Fatalities						
	Full-time Employees	Number	2	0	0	0
	Contract Employees	Number	5	2	0	4
Lost Time Injury Frequency Rate						
	Full-time Employees	Numbers per million hours worked	0.64	0.68	0.25	0.94
	Contract Employees	Numbers per million hours worked	0.64	1.50	1.10	0.79
	Overall HZL	Numbers per million hours worked	0.63	1.38	0.97	0.81
Total Recordable Injury Frequency Rate						
	Full-time Employees	Numbers per million hours worked	1.17	1.24	1.38	1.42
	Contract Employees	Numbers per million hours worked	1.37	2.94	2.78	2.34
	Overall HZL	Numbers per million hours worked	1.30	2.70	2.57	2.22
Occupational Disease Rate						
		Numbers per million hours worked	0.00	0.00	0.00	0.00
Process Incidents[#]						
		Numbers	0	3	4	5
	Process Incidents	Numbers per million hours worked	0.00	0.05	0.08	0.08

* As per ICMM Guidelines

[#] Change in methodology of reporting - earlier we were reporting all incidents, as per revised Incident management Procedure, incidents having more than 130 scores are being considered as serious process incidents (SPI)

LEADING INDICATORS

	UNITS OF MEASURE	FY 18-19	FY 19-20	FY 20-21	FY 21-22
Near Miss	Number	14,298	15,323	17,484	23,790
Unsafe Acts	Number	207,638	203,966	221,585	133,251
Unsafe Conditions	Number	62,123	55,739	51,724	54,511