

Environmental, Social & Governance Considerations



The Group companies strive together to create a difference in society through creation of value for each stakeholder.

Company has invested substantially and allocated resources to increase adherence to environmental standards and pollution control measures and enhance Environment Health Safety levels.

Environment

- Focus on reduction of Carbon footprints across the businesses
- Conservation of resources
- Increased focus on clean & Green Energy
- Emission reductions

People

- Regular sessions on competency, Skill development to empower the youth to be Job ready
- Health & Wellness programs to enhance Physical, Mental and Spiritual well being for all Employees including Family Members

Profits

- Sustainable economic Value added by the group companies
- Strict Governance principles through guided values of the organization

Governance

- All the secretarial compliances are met.
- Internal audits, MAG audits keep our processes very transparent.
- Regular Board meetings are conducted to keep our Board updated on all aspects.

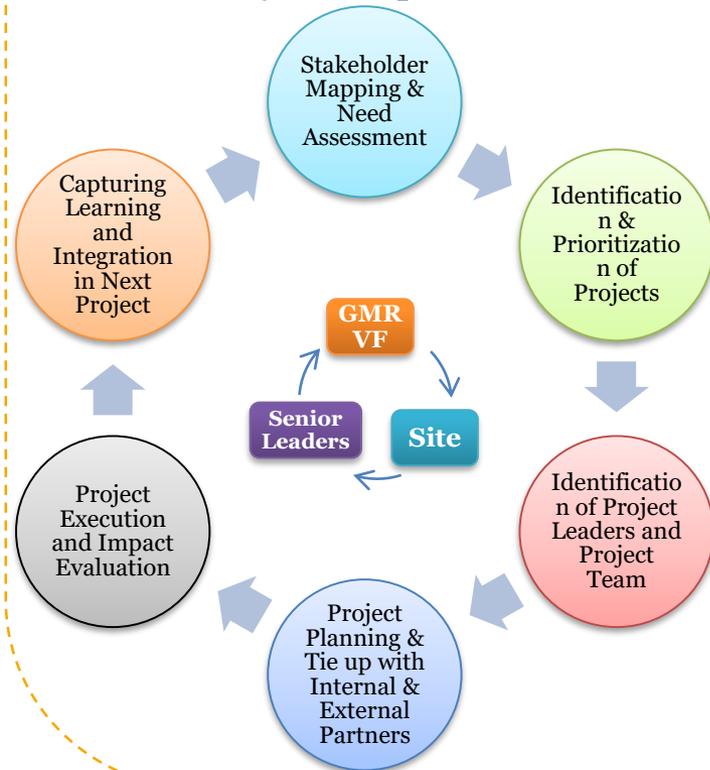
Uplifting surrounding communities through our CSR arm - GMR Varalakshmi Foundation

CSR Initiatives via GMR Varalakshmi Foundation

GMR Group strive in making a difference to society through process based approach under the four pillars of

- Education
- Health, hygiene & sanitation
- Empowerment and Livelihoods
- Community development

Thrust Area	Key Initiatives
Education	<ul style="list-style-type: none"> • Improving education through Para teacher, After School Learning Center, Tuition center, Computer education • Providing basic infrastructure to Govt schools
Health, Hygiene and Sanitation	<ul style="list-style-type: none"> • Curative health care through health clinics, health camps and Mobile Medicare Unit (MMU) • Preventive health care through awareness program
Empowerment & Livelihoods	<ul style="list-style-type: none"> • Empowerment through capacity building of women & farmers • Livelihood Generation by vocational trainings & Income Gen. Program. • Grain cash seed banks
Community Development	<ul style="list-style-type: none"> • Providing potable water in villages, construction of RO water ATM • Improving drains & sanitation facilities in the villages



DIAL's Environment & Safety practices



First Carbon neutral airport in Asia Pacific



T3 – First IGBC LEED certified NC building – GOLD (Feb'11)
IGBC Platinum rated existing building (Oct'16)



First airport registered with UNFCCC&C for Clean development mechanism for energy efficient measures



16,413 metric tonnes CO2 equivalent per annum.

7.85 MW installed Solar capacity



IGIA- First airport in the World to be certified ISO 50001: 2011



Water Management: 300 plus water harvesting structures; 16.6 MLD STP



First Airport to install A-CDM



Saves cost (Per year savings of ~INR 639 million), reduces emission, enhances Airport capacity and improved operational efficiency

Climate Change Management: TaxiBot



TaxiBot reduces aircraft fuel emission during taxi and enhances airfield (apron) capacity

DIAL's Environment & Safety practices



Climate Change Management: Bridge Mounted Equipment



Extensive use of Bridge Mounted Equipment (FEGP and PCA supply systems) to reduce emission from Auxiliary Power Unit of Aircrafts

Climate Change & GHG Management: Electric Buses



DIAL has adopted electric bus services for ferrying passenger between Terminal 3 and PTC

Multimodal Connectivity



All the Terminals of Delhi Airport is now connected by Delhi Metro routes, besides road connectivity

Waste Management



DIAL has adopted waste to wealth initiative at IGIA

Single Use Plastic Free Airport



DIAL is certified by CII for successful voluntary implementation of "Single Use Plastic Free Airport" at IGIA

Aircraft Tracking System & Noise Management



It helps in effective monitoring of aircraft tracks, air space, distribution and aircraft noise

Training and Competency Development



DIAL has developed ICAO approved Standard Training Package Leadership in Energy and Environmental Design and Operation of Airport Infrastructure

Sustainability Reporting



DIAL publishes sustainability reporting as per GRI Standard. Report covers economic, social and environmental contribution of DIAL

HIAL's Environment & Safety practices



Green Building



RGIA's Passenger Terminal Building is certified for "Leadership in Energy & Environmental Design" (LEED) "silver rating" by US Green Building Council (USGBC)

Greenbelt Development



Area of 683 acres is developed with various plants and 2000 acres with Natural vegetation; Removing ~685 tonnes of CO2 / annum from the environment

Green Energy



Installation of 10 MW Solar Power Plant, Meeting 10 to 15 % of Airport's electricity demand. Saving of over 6500 metric tons of carbon emission annually.

Carbon Neutral Airport



For 3rd consecutive year, GHIAL has been accredited with Carbon Neutral Level 3+ certification successfully by ACI

ISO Certification



HIAL is certified to the new international Environmental Management System ISO 14001:2015

Water Management: 2 STPs with total capacity of 1850 KLD



Wastewater is being treated in STP at site & reused for flushing use. Sludge from STP is being used as manure. RGIA is a zero liquid discharge facility

Food Waste Management



Food waste is decomposed through organic waste convertor and used as a compost for planation.

Climate Change & GHG Management



HIAL has adopted electric vehicles services for ferrying passengers

- **ISO Certification:** Energy Plants are certified for ISO 9001 : QMS, ISO 14001 : EMS, OHSAS 18001.
 - ✓ Few Energy Plants also implemented EnMS 50001, ISO 55001 : Asset Management System.
 - ✓ One of the operating units are also certified for ISO 27001 : Information Security Management System and ISO 45001 : OHSMS.
- Energy Plants GWEL & GKEL implemented non-usage of **Single-use Plastic** as per government guidelines.
- **Organic Farming** being sustained at different sites to cater the needs of Employees and their families.
- **Green Field:** Plantation of new 10000+ saplings at different location to increase the green density in addition to already existing Green Belt.
- **Building a 5S culture** at GWEL & GKEL. The Plants are certified as a 5S Zone by National Productivity Council.
- Celebrating **Various Employee Engagement campaigns** are conducted at different Plants to create awareness and generate new ideas for continual improvement:
 - World Environment Day.
 - National Safety Week.
 - National Fire Service Week.
 - National Cleanliness Day, Road Safety Awareness Week.
 - Energy Conservation Week.
 - Earth Day, World Water Day.
 - Ozone Day.
 - National Pollution Prevention.
 - National Disaster Mitigation Day.

- Implementation of “**EHS Sarathi**” at GWEL plant an app portal for EHS (Environment, Health & Safety) Management System and hold EHS Council Meeting where all Plants' EHS Head with their Team to review below parameters
 - EHS observation & Walkthrough,
 - Incident management,
 - Toolbox Talk,
 - Training Management,
 - CAPA Task Management,
 - Emergency Management,
 - Risk Assessment,
 - BBS (Behavior Based Safety) Observation,
 - EHS Inspection & Audit (Internal & External Both),
 - Waste Management etc.
- **Theme Based Monthly Mass Meeting** being conducted at 1st Day of Every month where the Senior leadership interacts with all the Employees as well as the contract Workforce.
- **Health & Wellness Programs** at workplace and township to enhance Physical, Mental & Spiritual well being of all Employees and Associate Employees including Family Members through various programs like
 - Nirmal Jeevan ,
 - Jeeban Paribartan,
 - Mo Paribartan,
 - Smart Manager Program etc.

Kamalanga Plant

Total Planation done is 3.84 lacs since FY2012 to FY 21(June)

Record of Mass Plantation on World Environmental Day

Year	Saplings	Time
2015	1,000	16mins
2016	2,500	23mins
2017	5,000	20mins
2018	7,000	33mins
2019	8,000	32mins



Sapling Distribution – Till date we have distributed/planted 12875 Saplings (Forest & Fruit) in the community.

Warora Plant

Total Planation done is 40.23% on total available land (430Acres)

Various Plantation Drive

Type of Plant	Quantity (in Nos)	Area of Plantation
Fruit Bearing	16,000	Old Scrap Yard, Cooling Tower, CHP, WTP, AHP, Fire Station, Canteen, DG Set, Switch Yard, BTG Building
Forest Species	118,500	
Nandoori Plantation	10,000	Stone Quarry



Total of 1,44,500 approx. plantation done in and around the plant.

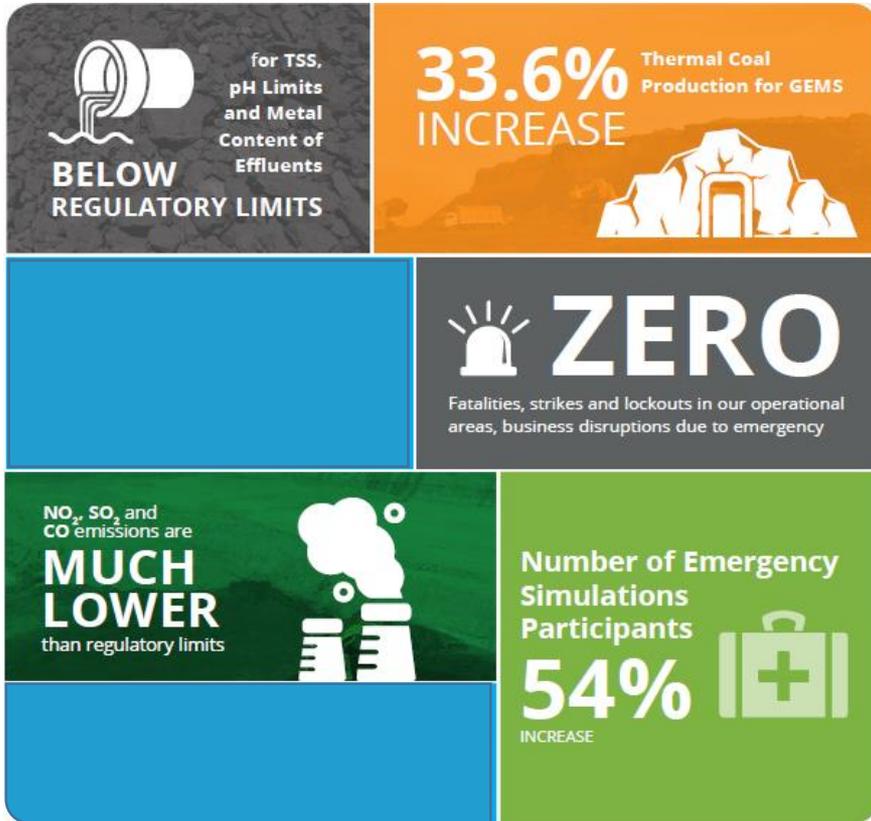
- DFCC projects are certified with ISO14001 for Environmental management system and we are working under the strict environmental norms of World Bank.
- Businesses are strictly adhering to all the notifications issued by Central and local government bodies to combat COVID19 pandemic.
- GMR group is sensitive to the needs of the society especially near its project affected areas.
- Along with GMR Varalakshmi Foundation we run periodic health awareness camps to the villagers in the affected areas and attended to the needs of the migrant laborers during lockdown period.
- All the secretarial compliances are met, internal audits, MAG audits keep our processes very transparent. Further Regular Board meetings are conducted so as to keep our Board updated on all aspects.

- Operational units in Kakinada Industrial Park are in the Green & Orange* Category.
- Kakinada Industrial Park has allocated around 40 acres for development of Green belt and planted around 550 saplings.
- Apart from using treated effluent in the Green Belt, we are in the process of obtaining Marine Outfall approval for 5 MLD.
- A Rehabilitation & Settlement Colony comprising 963 houses has been constructed for the project displaced families.
- Through our CSR arm, GMR Varalakshmi Foundation, thrust is laid on Community Development Initiatives within the project area.
- All the secretarial compliances are met, internal audits, MAG audits keep our processes very transparent. Further Regular Board meetings are conducted so as to keep our Board updated on all aspects.

*Pollution Index (PI) of any industrial sector is a number from 0 to 100 and the increasing value of PI denotes the increasing degree of pollution load from the industrial sector. Green Category (PI score of 21 to 40); Orange Category (PI score of 41 to 59)

- PTGEMS through its subsidiaries has won several awards/certifications in the field of environmental management i.e.:
 - ✓ GREEN rating for PROPER to PT Borneo Indobara from the Ministry of Environment and Forestry for the achievement and performance in the field of management and monitoring of mining environment of Subsidiaries for 2018-2019;
 - ✓ BLUE rating for PROPER to PT Kuansing Inti Makmur from the Ministry of Environment and Forestry for the achievement and performance in the field of management and monitoring of mining environment of Subsidiaries for 2018-2019.
- During March 2020, PTGEMS has won following 2 prestigious awards at the TOP CSR Awards 2020 event:
 - ✓ TOP CSR 2020 – Star 5 (Outstanding) and
 - ✓ TOP Leader on CSR Commitment
- The company incurred the total expenditure of Rp68,335,108,812 (App USD 4.8million) in 2019 on CSR initiatives.
- PTGEMS follows the ESG and policies and reports to its Shareholder, Golden Energy and Resources Ltd. (“GEAR”, Listed on the SGX Mainboard). GEAR prepares the annual sustainability report

ESG Performance



Safety Performance Highlights for FY2019

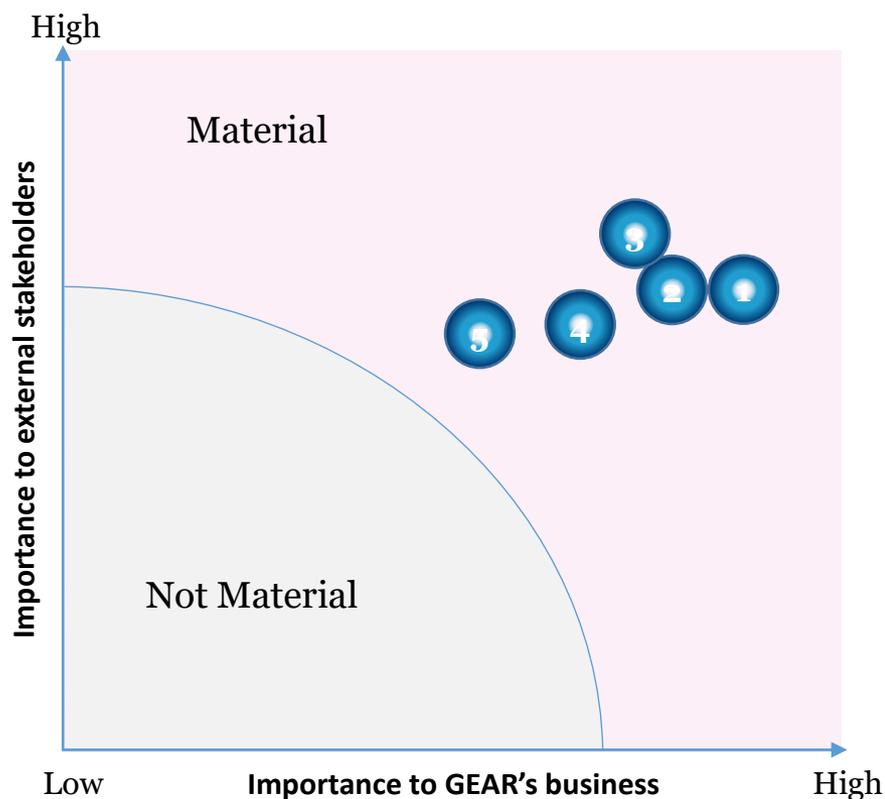
	Increase in Lost Time Injury Frequency Rate (“LTIFR”) from 0.05 in FY2018 to 0.07 in FY2019
	Increase in Lost Time Injury Severity Rate (“LTISR”) from 4.68 in FY2018 to 6.65 in FY2019
	Zero recordable work-related injury in the Singapore office for four consecutive years
	54% increase in number of emergency simulations participants
FY2019 Target Achieved	
	LTIFR threshold below 0.19
	LTISR threshold below 10.45

Source: GEAR Annual Report 2019

PTGEMS Mining: Materiality Matrix & Material Matters

- GEAR conducted a formal materiality assessment in 2017, with key personnel from respective departments, with the help of independent sustainability consultants. The materiality assessment includes the identification, prioritization and validation of material matters.
- The process, considers GRI's Principles for Defining Report Content and focuses on the material matters determination process. The results are as below:

Materiality Matrix and Material Matters



No.	Material Matters	Sub-Matters
1	 Safety	<ul style="list-style-type: none"> • Emergency preparedness • Occupational health & safety
2	 Environment	<ul style="list-style-type: none"> • Air quality management • Energy management • GHG emissions • Land management (pre-post mining) • Solid waste management • Water resource management
3	 Community Management	<ul style="list-style-type: none"> • Empowering local communities
4	 Labour Relations	<ul style="list-style-type: none"> • Employee welfare & benefits • Labour relations management
5	 Governance	<ul style="list-style-type: none"> • Anti - corruption • Anti - fraud

Source: GEAR Annual Report 2019

GEMS: Emergency Readiness and Response Policy



Types of Emergency covered by the policy

- Accidents which result in fatality(ies).
- Fires and explosions.
- Leakage of chemicals and biological substances.
- Spill of hydrocarbons (over 200 litres to ground or over 100 litres to water bodies).
- Collapsed buildings, landslides, and drowning incidents.
- Blockade, mass demonstration and bomb threats.
- Natural disasters (such as flood & windstorm).



Training on Emergency Preparedness

- All employees and visitors are briefed on potential hazards at the mine, as well as steps to be taken during an emergency, including communication protocol and evacuation plans.
- ERT is required to attend emergency simulations.



Emergency Simulations

- Emergency simulations are done for all types of possible emergencies as identified by the HSE Manager and approved by the Mining Head at the start of each year.
- Frequency of emergency simulations is as follows:
 - ❖ Full-scale (covering all concession areas): At least once a year;
 - ❖ Limited scale (covering selected areas): At least twice a year; and
 - ❖ Administrative simulations: At least once every three months.



Evaluation and Audit

- Evaluation is done at each emergency simulation to assess the readiness of the ERT in handling emergency situations.
- Audit is carried out to ensure that all procedures relating to emergency preparedness exercise have been performed and evaluated for areas of improvement.
- The results of evaluation and audit are submitted for management's review.





Thank You