

Concrete steps to a
**SUSTAINABLE
FUTURE.**



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About the Report

Prism Johnson Limited ('Prism Johnson' or 'the Company') is pleased to present its fourth Sustainability Report titled "Concrete Steps to a Sustainable Future" for 2022-23, prepared in accordance with the Global Reporting Initiative (GRI) framework. This report is a comprehensive outlay of the Company's material aspects, sustainability strategy, roadmap and the value creation model.



Reporting Period, Scope and Boundary

This Sustainability Report covers the Environmental, Social and Governance (ESG) performance of the Company's three business divisions, Cement ('Prism Cement'), H & R Johnson (India) ('HRJ') and RMC (India) ('Prism RMC'). Specifically, the ESG reporting covers performance of the cement plant at Satna; tile and faucet plants in Dewas, Pen, Kunigal, Karaikal, Vijayawada, Baddi and Samba; and 66 Ready-mix concrete (RMC) plants across the country. This report does not cover the RMC plants that are operated by the Company for customers where the Company does not exercise any operational control on the plants.



Reporting Standard and Framework

This report has been developed in adherence to the principles of the GRI framework. Additionally, the report is also aligned with the United Nations Sustainable Development Goals (UNSDGs) and the United Nations Global Compact (UNGC) principles.



Management Assurance

The Company's top management has evaluated the content of this Sustainability Report. The Company has made all efforts to ensure that the data included in this report is accurate and complete.



External Assurance

The Environmental and Social data in this report has been externally assured by Ernst and Young Associates LLP, in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (assurance for non-financial information), as set forth in the Assurance Statement included in this report.



Suggestions & Feedback

The Company aims to disclose accurate information that is relevant to its stakeholders and is always looking for ways to improve. If you have any feedback on this report, please reach out to investorrelations@prismjohnson.in.





A Year In Review

Creating Stakeholder Value



₹ 6,711.46 Crores

Revenue from operations



5 Patents

Granted to HRJ



CSI: 83% NPS: 61

Prism RMC



CSI: 92%

Prism Cement



70% (Prism Cement), 54% (HRJ) and 82% (Prism RMC)

Local Procurement

CSI: Customer Satisfaction Index NPS: Net Promoter Score

Safeguarding the Environment



~32%

Prism Cement's power requirement met through renewable and green sources (including WHRS)



626 kg CO₂

Prism Cement's emission intensity per tonne of cementitious material



100%

Plants that maintained Zero Liquid Discharge (ZLD) status



Over 1,70,000

Saplings planted by Prism Cement

Employee Growth and Well-being



9,879

Workforce



₹ 523.41 Crores

Employee benefit expenses



4,014

Employees and workers trained on skill upgradation



0.21

Lost Time Injury Frequency Rate for employees (per one million-person hours worked)

Supporting Communities



₹ 2.85 Crores

Expenditure on CSR activities



33,000+

Benefitted under health, hygiene, environment and water conservation programmes



18

Villages benefitted around Satna



Message from Chairman



“
Our focus is on optimising resource efficiency, decarbonisation, fostering an inclusive and supportive work environment for our employees and contributing to the well-being of the communities in which we operate.
”



Dear Stakeholders,

We are pleased to present Prism Johnson's fourth Sustainability Report titled "Concrete Steps to a Sustainable Future." This report aims to transparently communicate our sustainability performance for the fiscal year 2022-23. As the global economy is on the path of recovery, there is a projected increase in demand for building materials, driven particularly by the real estate and infrastructure sectors. With our strong positioning, Prism Johnson is well-equipped to meet this rising demand.

The post-pandemic era has brought about a heightened awareness of the climate crisis, leading businesses to prioritise sustainability initiatives. In response, we have developed a robust sustainability strategy and set ambitious sustainability targets for 2025. Our focus is on optimising

resource efficiency, decarbonisation, fostering an inclusive and supportive work environment for our employees and contributing to the well-being of the communities in which we operate.

We extend our sincere gratitude for your involvement in Prism Johnson's growth journey. We remain committed to creating long-term sustainable value for all our stakeholders.

Thank you for your ongoing support and collaboration as we continue to take Concrete Steps to a Sustainable Future.

Regards,

Shobhan M. Thakore

Chairman & Independent Director





Message from MD



At Prism Johnson, our mission is to meet the construction and lifestyle needs of our customers by offering innovative building materials and services. We believe in fostering growth and supporting robust infrastructural development in our country.

Dear Stakeholders,

It is my pleasure to introduce the fourth edition of our Sustainability Report: “Concrete Steps to a Sustainable Future.” This report outlines our ESG performance for the period of 2022-23 and aims to communicate the progress we have made in fulfilling our commitment to creating long-term sustainability structure. We are dedicated to conducting our business in an environmentally and socially responsible manner while maintaining strong economic performance.

At Prism Johnson, our mission is to meet the construction and lifestyle needs of our customers by offering innovative building materials and services. We believe in fostering growth and supporting robust infrastructural development in our country.

Sustainability is at the core of our strategy and our Sustainability Report serves as a valuable tool to demonstrate our commitment to transparency and accountability.

It provides insights into our environmental, social, and governance (ESG) practices, showcases our progress and outlines our future goals.

As a company in the building materials industry, we are fully aware of the impact we have on the environment and society. Our primary goal is to provide innovative and environmentally friendly products while ensuring a safe and supportive environment for our employees and contributing to the communities where we operate. To achieve this, we have developed a sustainability strategy which is guided by four key pillars.

The first area is “Creating Stakeholder Value”, where we aim to generate value for all our stakeholders, including shareholders, customers, suppliers, and the wider community. By prioritising their needs and expectations, we strive to build long-term relationships and foster sustainable growth.

Our second area of focus is “Safeguarding the Environment”. We recognize the importance of environmental stewardship and are committed to minimising our environmental footprint. This involves implementing sustainable practices, reducing emissions, conserving resources and promoting the principles of the circular economy.

“Employee Well-being and Growth” is our third area of focus. We value our workforce and prioritise their well-being. We strive to provide a safe and supportive work environment where employees can thrive. This includes offering training and development programs, promoting health and wellness initiatives, and fostering a culture of diversity, inclusion and work-life balance.

The fourth area, “Supporting Communities”, underscores our commitment to making a positive impact on the communities where we operate. We actively engage in community initiatives, and partnerships that address local needs and contribute to the overall development of society.

By formulating strategies for each of these focus areas, we are dedicated to realising our long-term sustainability ambitions. These strategies involve setting targets, implementing action plans and regularly monitoring and reporting on our progress.

During the year under review, Prism Cement’s Emissions Intensity declined from 650 kg CO₂ per tonne of cementitious material during 2021-22 to 626 kg. Further, ~32% of Prism Cement’s total power requirement was met through green power and renewable sources during 2022- 23 . With an aim to increase this share further, we have announced our plan to invest in captive wind power. Additionally, Prism Cement was 3.4 times water positive and contributed over 21 Lakh cubic meters of water to groundwater recharge during the year. As part of our commitment to reforestation, we planted over 1,70,000 saplings during the same period.

The HRJ Division aims to improve energy efficiency by 10% by 2024-25, against the baseline year of 2021-22. HRJ’s energy efficiency improved by around 4% during 2022-23. Further, it aims to increase the share of rain water harvesting in water consumption to 20% by 2024-25. RMC Division aims to improve both energy and

water efficiency by 4% each, by 2024-25 against the baseline year of 2022-23.

We plan to achieve these targets through decarbonisation, energy efficiency and water conservation strategies unique to each business division. Additionally, our investments in research and development enable us to develop products with lower environmental impact and positive social implications during their usage phase.

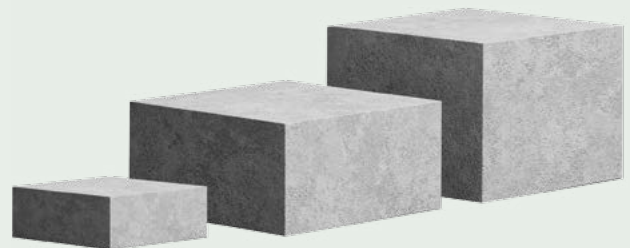
In line with our commitment to inclusive growth, we contributed ₹ 2.85 Crores to various community initiatives surrounding our plants as CSR. Our social responsibility program focuses on rural infrastructure development, health and hygiene, promotion of education, environment, and water conservation, providing potable drinking water, disaster management, and social welfare.

We maintain strong corporate governance measures that foster responsible and ethical operations. Our policies and guidelines support an employee-friendly and performance-driven work culture, encouraging idea-sharing and going the extra mile to achieve overall business objectives and meet customer expectations.

Our commitment to continuous growth involves incorporating technology and innovation into our business processes. We strive for holistic improvement in environmental, social, and governance aspects. We remain dedicated to exploring and pursuing every opportunity as we transition towards a sustainable, inclusive and growth-oriented future.

Regards,

Vijay Aggarwal
Managing Director





About Prism Johnson

Established in 1992, Prism Johnson Limited, is one of India's prominent and leading integrated building materials companies. The Company has served the infrastructural and lifestyle needs of the country through its diverse and innovative product offerings for over three decades. The Company operates through its three business divisions i.e. Prism Cement, HRJ and Prism RMC with operations across the country.

As the demand for construction materials and premium housing products continues to burgeon, the Company is committed to expanding its outreach and supporting the infrastructural needs of the economy in a manner that is sustainable while creating long-term value for all its stakeholders. To this end, the Company aims to continue taking concrete steps to a sustainable future.

The Company's Vision and Values



Vision

Creating sustainable value by meeting the construction and lifestyle needs of our customers through innovative building materials and services



Values: 1TASC



Prism Cement

Established in 1992, Prism Cement is one of the prominent cement manufacturers in the Satna cluster in Madhya Pradesh, India with installed cement production capacity of 5.6 MTPA across two plants at a single location. The Company manufactures Portland Pozzolana Cement (PPC) under 4 brand names, 'Prism Champion', 'Prism Champion Plus', 'Prism Champion Duratech' and 'Prism Champion All Weather'. Apart from PPC, it also offers Ordinary Portland Cement (OPC). At present, Prism Cement has a vast distribution network of around 3,300 dealers, over 5,300 retailers and over 160 stocking points across Uttar Pradesh, Madhya Pradesh and Bihar. In addition to high quality products, the Company also offers value-added services to its customers (including masons and contractors).



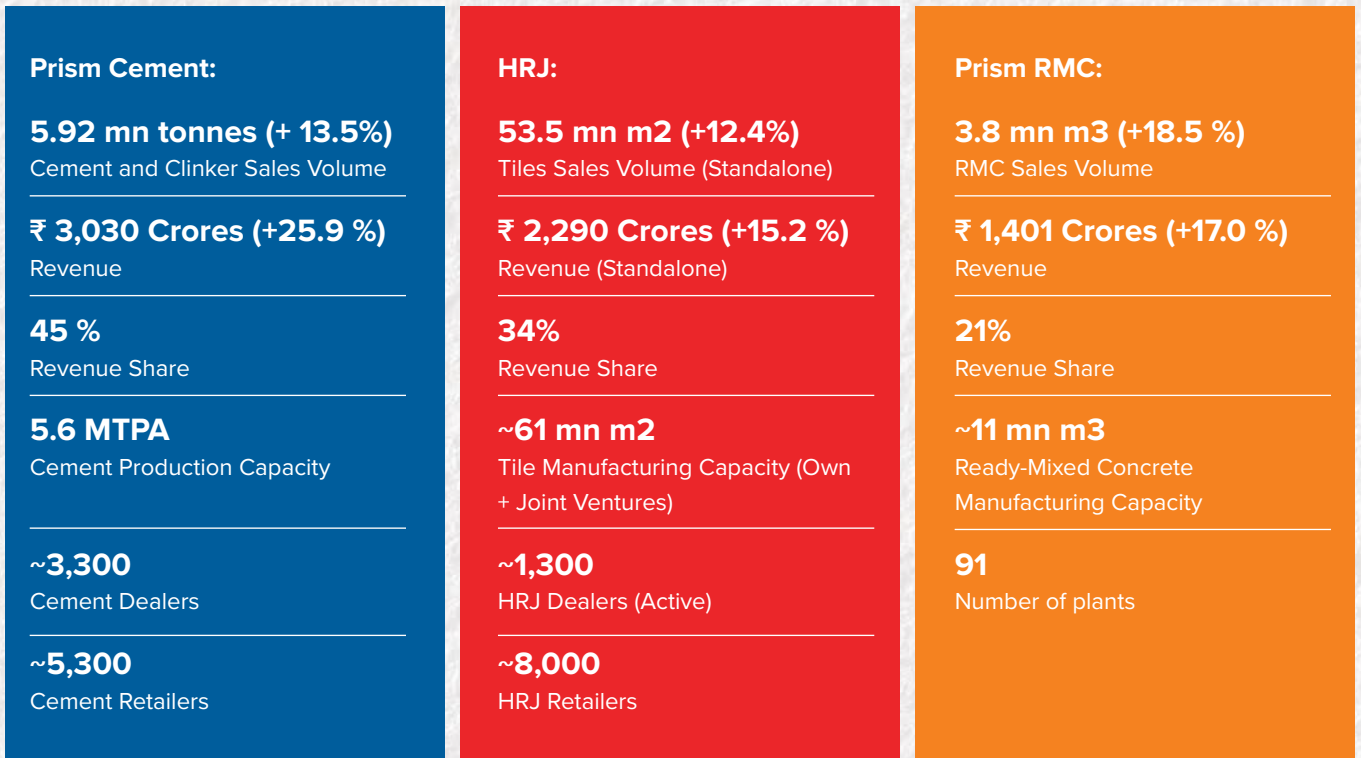
HRJ

With over six decades of experience, the H. & R. Johnson (India) ('HRJ') Division of Prism Johnson is a pioneer in ceramic tile manufacturing in India. HRJ provides its customers with a wide range of lifestyle solutions, including tiles, sanitaryware, bath fittings and engineered marble & quartz. HRJ operates seven own plants across the country (5 ceramic plants and 2 faucet plants) and has an extensive distribution network of nearly 1,300 dealers and 20 large-format Experience Centres. As a testament to its commitment to innovation, the Company has also been granted 5 patents to date for its innovative offerings.



Prism RMC

Since 1996, Prism RMC has been a prominent manufacturer of a wide range of ready-mixed concrete products. With 91 ready-mixed concrete plants operating across 44 cities/towns in India, Prism RMC is among the country's leading concrete manufacturers. Over the years, the Company has expanded its portfolio of innovative solutions through robust quality systems, adoption of automated technologies and an extensive fleet of transit mixers.



Industry Associations and Memberships

The Company is an active member of numerous prolific industrial associations. Through its memberships, the Company engages with various industry representatives to stay abreast with latest developments, industry best practices and novel technologies that further augment the environmental and social performance of the Company.

- ◆ All India Pottery Manufacturers Association
- ◆ Bombay Chamber of Commerce & Industry
- ◆ Cement Manufacturers Association
- ◆ Confederation of Indian Industry
- ◆ Indian Ceramic Society
- ◆ Indian Council of Ceramic Tiles and Sanitaryware
- ◆ Indian Green Building Council
- ◆ Ready Mix Concrete Manufacturers Association



Appreciating Prowess through Awards and Recognition



CNBC TV 18 India Risk Management

Awards in the Category of **Masters of Risk Management** - Capital Projects and Infrastructure in Large Cap Segment



Prism Cement



Apex India Occupational Health & Safety Award 2022 – Gold Award



Apex India Green Leaf Award 2022 For Environment Excellence – Platinum Award



HRJ



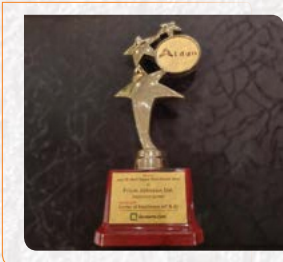
Superbrands India 2023
Award to **Johnson Marble & Quartz Brand and Johnson Smart Tiles** (Consumer Superbrand)



Readers Digest
Most Trusted Brand



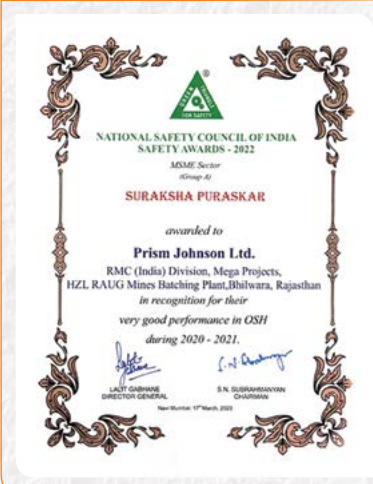
Superbrands India
2023 Award to **Johnson Endura Brand** (Business Superbrand)



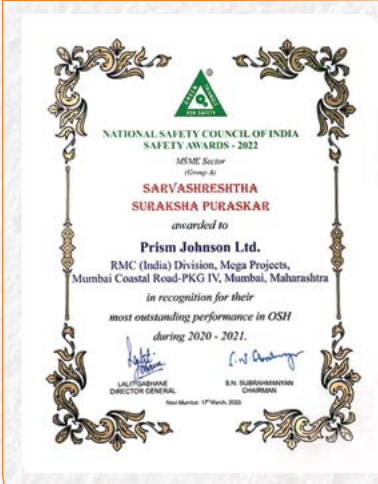
Superbrands India
2023 Award to **Johnson Endura Brand** (Business Superbrand)



RMC (India)



Suraksha Puraskar from the **National Safety Council of India, Safety Awards** for its **Plant in Bhilwara, Rajasthan**



Sarvashreshtha Suraksha Puraskar from the **National Safety Council of India, Safety Awards** for the **Mumbai Coastal Road project**



Value Creation Model

Inputs



Financial Capital (Standalone)

- Capital employed: ₹ 1,959.55 Crores
- Total Equity: ₹ 1,205.40 Crores
- Net Debt: ₹ 949.83 Crores
- Gross Fixed Assets: ₹ 3,880.72 Crores



Manufactured Capital

- Prism Cement: 2 plants at a single location with installed cement production capacity of 5.6 MTPA
- HRJ: 10 tile plants (including Joint Ventures) with total tiles manufacturing capacity of around 61 million m² and 2 faucet plants with total capacity of 3.6 million pieces per annum
- Prism RMC: 91 ready-mixed concrete plants (including plants for Mega business)



Intellectual Capital

- 3 technical labs certified by NABL for Prism RMC
- 1 Dedicated R&D Centre for HRJ (IPNR)
- 1 Technical Lab for Prism Cement
- R&D spends: ₹ 4.97 Crores



Human Capital

- Number of employees & workers: 9,879
- Skill development trainings: 4,014 employees and workers
- Health and safety trainings: 5,154 employees and workers



Social and Relationship Capital

- ₹ 2.85 Crores spent on CSR programmes
- ~3,300 Prism Cement dealers
- ~1,300 HRJ dealers



Natural Capital

- 32.2 % energy consumption sourced from WHRS and others renewable sources at Prism Cement
- 4.5 MW Solar at HRJ plants
- 22.4 MW WHRS capacity at Prism Cement
- Rainwater harvesting and groundwater recharge
- 22.5 MW solar power plant at Prism Cement



Vision

Creating sustainable value by meeting the construction and lifestyle needs of our customers through innovative building materials and services.



Core Values

- 1 Team
- Transparency
- Accountability
- Speed
- Changing with time



Business activities

- Raw material sourcing
- Cement, Tiles, Concrete manufacturing
- Transportation and Logistics
- Marketing
- Customer Engagement

Focus areas



Cost Optimisation



Strong Sales Volume



Strengthen Balance Sheet



Increase Plant Utilisation



Launch Innovative New Products



Personalised Experience to Customers



Hiring Best Talent & Maintaining a Ready Pool



Employee Health & Safety



Sustainability Strategy and ESG Performance

Outputs & Outcomes

Financial Capital (Standalone)

- Revenue from Operations: ₹ 6,711.46 Crores
- EBITDA: ₹ 394.43 Crores
- EBITDA Margin: 5.9%

Manufactured Capital

- Cement and clinker sales volume: 5.92 million tonnes
- Tiles sales volume: 53.5 million m² (Standalone)
- RMC sales volume: 3.8 million m³

Intellectual Capital

- Envirocrete & Perviouscrete products
- Certifications: LEED, GRIHA, IGBC and Green Pro
- 5 patents granted to HRJ till date

Human Capital

- Average employee turnover rate: 28%
- LTIFR (per one million-person hours worked): 0.21
- Employee engagement scores: 91% (Prism Cement), 90% (HRJ) and 80% (Prism RMC)
- Gold Award under for Occupational, Health & Safety, 2022 by Apex India Foundation awarded to Prism Cement

Social and Relationship Capital

- Customer Satisfaction Scores: 91% (Prism Cement) and 83% (Prism RMC)
- Net Promoter Score: 61 (Prism RMC)
- Number of villages benefited: 18
- Beneficiaries: Over 33,000 beneficiaries under the health, hygiene, environment and water conservation programmes

Natural Capital

- Emission intensity: Total Scope 1 and Scope 2 emissions at 568 tCO₂ per ₹ Crores of turnover (-14.5%)
- Emissions per tonne of cementitious material: 626 kg CO₂ per tonne for Prism Cement (-3.7%)
- Water intensity: 303 KL per ₹ Crores of turnover (-7.6%)
- Groundwater recharge: ~21 Lakh m³ (Prism Cement); 3.4 times water positive (Prism Cement)
- Energy intensity: 2,398 GJ per ₹ Crores of turnover (-14.2%)
- Nearly 1,70,000 saplings planted
- Platinum Award by Apex India Green Leaf, 2022

SDGs Impacted





Sustainability Approach



Business and Sustainability Framework

Prism Johnson has set an ambition to create a robust and resilient business that generates economic and social value for all its stakeholders, while safeguarding the environment and supporting communities. The Company's ambition is guided by its Business and Sustainability Framework, which is further supported by four key pillars. Each pillar addresses the most relevant business and sustainability aspects of the Company.

Prism Johnson's Business and Sustainability Framework is also guided by the United Nations Sustainable Development Goals (SDGs) and the United Nations Global Compact (UNGC) principles, which are global initiatives that support the creation of more sustainable businesses.

Creating Value
for stakeholders



Safeguarding
the Environment



Business and
Sustainability
Framework



Employee Well-
being and Growth



Supporting
Communities








Stakeholder Engagement

Collaborating for a Sustainable Future

Prism Johnson is cognisant of the economic, environmental and social impact that it has. The Company understands that to truly create long-term value and mitigate identified risks, its business strategy must be responsive to the requirements and concerns of all its stakeholders. To this end, it has formulated a **Stakeholder Engagement Policy**, which directs how the Company identifies, prioritises and engages with all its stakeholders.

In accordance with the Policy, the Company has identified stakeholders who are impacted the most by the business and have the potential to influence operations. Prism Johnson routinely engages with all stakeholders through interviews, discussions, industry participation, workshops and disclosures, among others. It also evaluates the effectiveness of these interactions and how they impact the Company's strategies, policies and processes. The Company has dedicated grievance redressal communication channels for various stakeholders.

Key stakeholders	Why are they important	How we engage	What are the focus areas
<p>Investors</p>	Shareholders and investors play a crucial role in the growth of the business and influence the Company's business and financial strategy	<ul style="list-style-type: none"> Annual General Meetings, Postal Ballots Quarterly results and presentations Investor interactions Annual report and Sustainability report 	<ul style="list-style-type: none"> Business growth by leveraging the Company's financial, operational and sustainability strategies Timely, accurate and transparent financial disclosures Timely receipts of dividends and resolving shareholders' grievances Competition and market positioning Sound corporate governance mechanisms
<p>Customers and dealers</p>	Customer satisfaction and loyalty is imperative for success and business expansion	<ul style="list-style-type: none"> Customer satisfaction surveys Grievance redressal forums Dealer and distributor conventions Seminars and workshops 	<ul style="list-style-type: none"> Product quality and safety New product development, based on market needs Adequate information on products Fair and competitive pricing Customer satisfaction, loyalty & retention Timely and efficient redressal of complaints Detailed product-related labelling; Adequate information on products
<p>Employees</p>	Performance of employees, along with their productivity, professional development, and personal well-being, are significant factors that drive the success of a business	<ul style="list-style-type: none"> Employee satisfaction surveys Grievance redressal and self-service portals Training workshops Annual appraisal and feedback Periodical e-bulletins, newsletters and emails Workshops, events, and seminars 	<ul style="list-style-type: none"> Company policies and procedures Nurturing work environment Career growth prospects Personal development Diversity and equal opportunity Health and well-being Training

Key stakeholders	Why are they important	How we engage	What are the focus areas
 Board of Directors	Regular communication with our Board allows us to assess our performance and progress against our growth objectives as well as financial and sustainability targets	<ul style="list-style-type: none"> Board / ERM / Audit Committee meetings and presentations Annual General Meeting Annual Report and disclosures 	<ul style="list-style-type: none"> Sustainable growth of business Sound corporate governance mechanisms Strategic planning and investor relation
 Suppliers and service providers	Nurturing relationships with suppliers can establish enduring partnerships, while creating possibilities for cooperation, knowledge sharing and infrastructural support in the long-run	<ul style="list-style-type: none"> Meetings with contractors / vendors Seminars and workshops 	<ul style="list-style-type: none"> Inclusion of local suppliers Timely payment Regular capacity building, new product development Fair, accountable and sustainable supply chain practices Monitoring supplier's financial health, reputation, and service quality Improving operational efficiency of logistics
 Local communities	Building stronger connections with local communities gives us the social license to operate and the opportunity to address concerns	<ul style="list-style-type: none"> Awareness programmes Social media channels Sponsorships CSR activities 	<ul style="list-style-type: none"> Needs assessment of local communities Strengthening relations with local communities CSR activities focusing on rural infrastructure development, health and hygiene, promotion of education, environment and water conservation, providing potable drinking water, empowerment and skill development, disaster management and social welfare
 Government and regulatory bodies	Engaging with the Government and various regulatory bodies ensures compliance with regulatory changes	<ul style="list-style-type: none"> Annual report and requisite disclosures Policy advocacy forums Compliance reports Notices and circulars 	<ul style="list-style-type: none"> Product quality and standard Product safety Employee health and safety Engaging with government regulatory bodies to stay compliant with legal and regulatory requirements Related policy changes
 Industry associations	Collaborating with industry organisations enables us to stay informed with industry practices, innovations, and more sustainable practices	<ul style="list-style-type: none"> Conferences Technology exhibitions Meetings, events, and seminars Forums and workshops 	<ul style="list-style-type: none"> Policy advocacy and collaboration Continuous innovation and latest industry trends Maintenance of product and service standards Cooperation between businesses to ensure overall industry development



Material Aspects

Prism Johnson supplements stakeholder engagement with frequent structured materiality assessments to identify the material aspects, having highest impact on the stakeholders, and are in turn, most relevant to overall business performance.

The Company re-visited materiality assessment during 2021-22 and had detailed discussions with internal and external stakeholders. In addition, it conducted research on current and emerging industry trends as well as peer practices. As a result, the Company was able to identify a set of 20 aspects that are of most significance to the Company.

Prism Johnson's decision making is focussed on these key aspects. For each aspect, it has developed short, medium and long-term strategies to ensure that it meets the overall business performance and sustainability objectives. However, considering the current and emerging business scenario and sustainability ambitions, some aspects have been prioritised for action as Tier I material aspects.

Identification of material topics

Through research on current and emerging industry trends, emerging regulations and the peer landscape, an initial set of material aspects was identified.

Stakeholder discussions

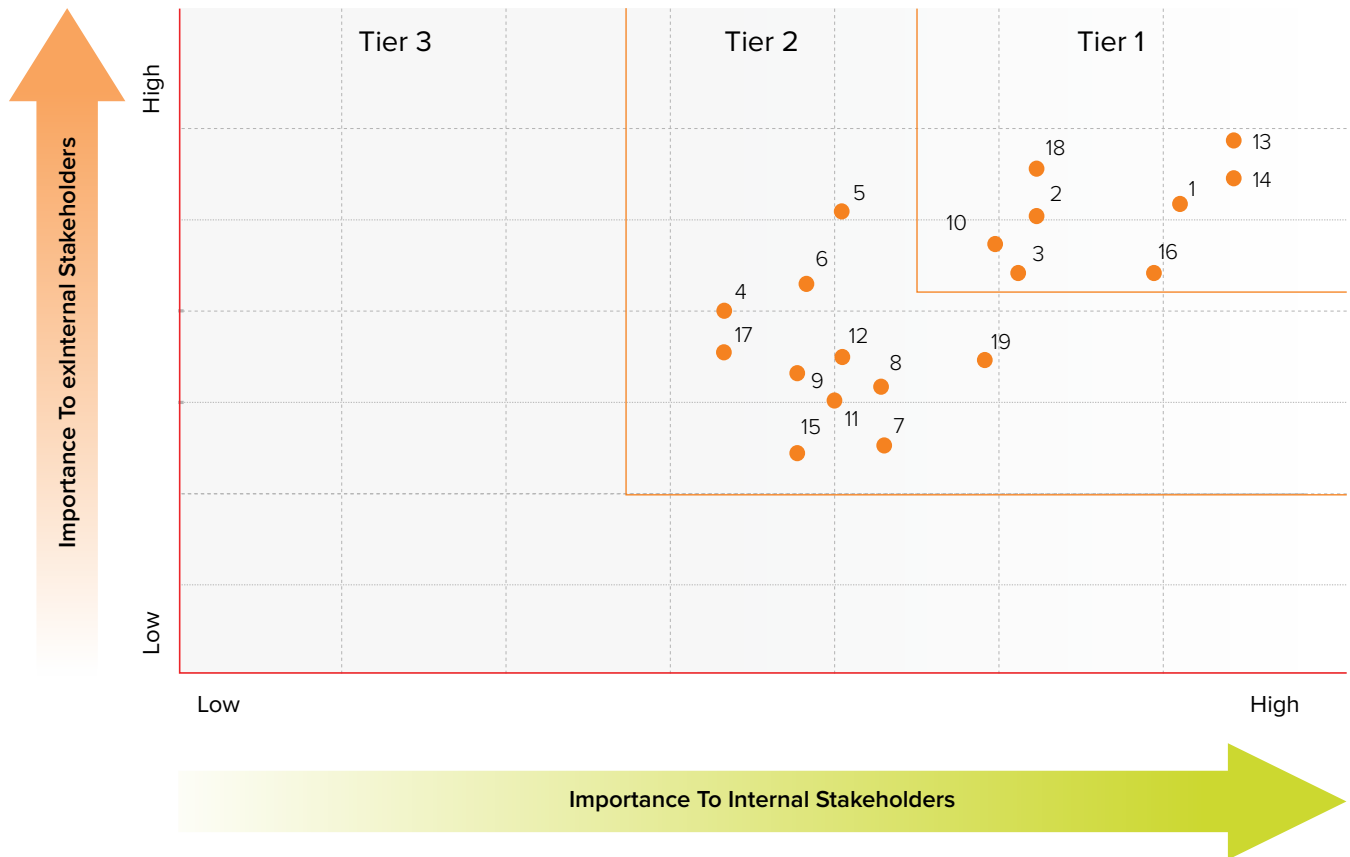
Detailed discussions with internal and external stakeholders including employees, customers, vendors, investors, etc. were carried out to identify key concerns. Stakeholders were requested to rate material aspects on the basis of their economic, environmental and social impact (including impact on human rights) and corresponding relevance for business performance. Stakeholders were also asked to factor in how the risk and opportunity potential of each aspect could evolve in the next 3 to 5 years.

Prioritization of material topics

Stakeholder responses were analysed and reviewed by the senior management to prioritize aspects in accordance with the business and sustainability goals of the Company.



Prism Cement



Material Topics Prioritisation

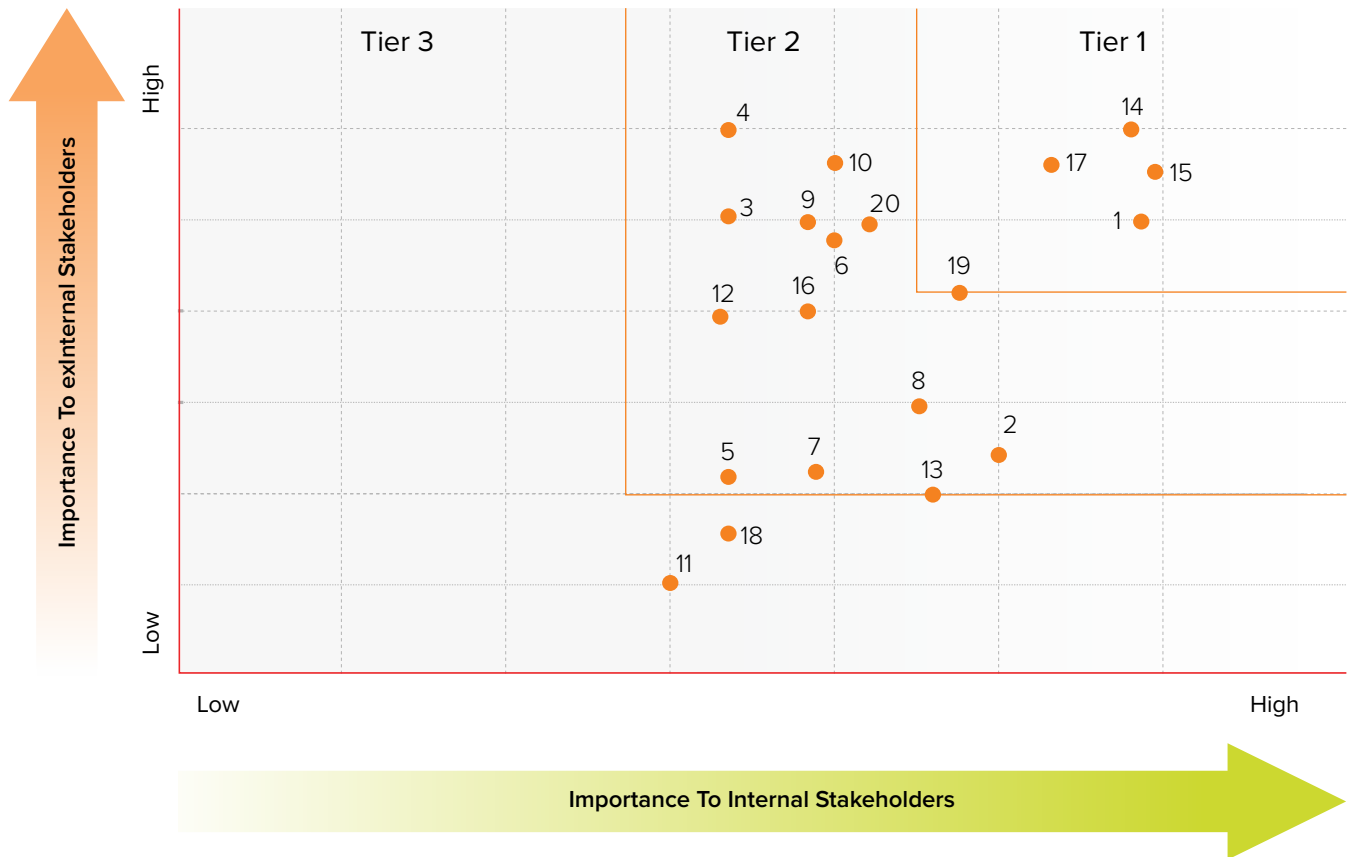
Tier 1

- 1 Energy and GHG Emission
- 2 Air Quality
- 3 Water Conservation
- 10 Occupation health and safety
- 13 Value and ethics
- 14 Regulatory and statutory Compliance
- 16 Economic and business performance
- 18 Innovation and sustainable product

Tier 2

- 4 Waste Management and Circular economy
- 5 Biodiversity
- 6 Transport and logistics
- 7 Talent attraction and retention
- 8 Labour Relations
- 9 Human rights
- 11 Indirect economic impacts
- 12 Community Engagement
- 15 Supplier sustainability
- 17 Diversity and inclusion
- 19 Customer Relations

HRJ



Material Topics Prioritisation

Tier 1

- 1 Energy and GHG emissions
- 14 Value and ethics
- 15 Regulatory and statutory compliance
- 17 Economic business performance
- 19 Innovation and sustainable products

Tier 2

- 2 Air quality
- 3 Water conservation
- 4 Waste management and circular economy
- 5 Biodiversity
- 6 Transport and logistics
- 7 Talent attraction and retention
- 8 Labour relations
- 9 Human rights
- 10 Occupational health & safety
- 12 Community engagement
- 13 Customer health and safety
- 16 Supplier sustainability
- 20 Customer relations

Tier 3

- 11 Indirect economic impacts
- 18 Diversity and inclusion

Prism RMC



Material Topics Prioritisation

Tier 1


- 1 Energy and GHG emissions
- 6 Transport and logistics
- 13 Value and ethics
- 14 Regulatory and statutory compliance
- 16 Economic business performance
- 18 Innovation and sustainable products

Tier 2

- 2 Air quality
- 3 Water conservation
- 4 Waste management and circular economy
- 5 Biodiversity
- 7 Talent attraction and retention
- 8 Labour relations
- 9 Human rights
- 10 Occupational health & safety
- 12 Community engagement
- 15 Supplier sustainability
- 19 Customer relations

Tier 3

- 11 Diversity and inclusion
- 17 Indirect economic impacts

Sustainability Pillars	Material Aspects	Material Aspects of Prism Johnson		
		SDG's	UNGC Principles	Impact Boundary
 <p>Creating stakeholder value</p>	Economic performance			
	Value and ethics		Principle 10	Shareholders
	Statutory and regulatory compliance			Customers
	Customer relations			Regulatory bodies
	Customer health and safety			Dealers
	Innovation and sustainable product design		Principle 7,8,9	Suppliers
	Supplier sustainability		Principle 1,2,4,5,8,10	
 <p>Safeguarding the environment</p>	Energy and GHG emissions		Principle 7,8,9	Manufacturing plants Local communities
	Air quality			
	Water conservation			
	Waste management and circular economy			
	Biodiversity			
	Transport and logistics			
 <p>Employee well-being and growth</p>	Talent attraction and retention		Principle 1,2,3,4,5,6	Permanent and contractual employees
	Labour relations			
	Occupation health and safety			
	Human rights			
	Diversity and inclusion			
 <p>Supporting communities</p>	Community engagement			Community
	Indirect economic impacts			



Governance & Business Ethics

As a responsible business, the Company strongly believes that a robust Corporate Governance structure that fosters accountability and ethical business practices is imperative for sustained success and creating value for various stakeholders. To this end, the Company's commitment to good corporate governance is based on four principles: accountability, transparency, independence and fairness. The Company's commitment is operationalised through its governance structure which is headed by the Board of Directors. The Board is headed by an Independent Non-Executive Chairman and constituted 8 directors as on March 31, 2023. Different committees have also been instituted at the Board level for specific mandates and targeted decision making. For more details on the Corporate Governance structure, please refer to the 2022-23 Annual Report.



Board Diversity

The Company acknowledges the importance and benefits of having a diverse set of directors on its board. The Company's commitment is guided by its **Board Diversity Policy** through which it aims to maintain a board that is diverse in terms of gender, age, cultural, regional, educational, industrial, and functional experiences and origins. The Company's Board has the right mix of skills, expertise and experience to steer the Company's business and strategy. The Board has an optimum combination of Executive and Non-Executive Directors, including an Independent Woman Director. The Board Diversity Policy and the composition of the board are periodically reviewed by the Nomination & Remuneration Committee.



Sustainability Governance

The Company ensures effective and transparent governance of the sustainability agenda through its robust four-tier Sustainability Governance framework. The Executive Committee (EC) is responsible for formulating the sustainability strategy of the Company. The EC in turn is supported by the Sustainability Advisory Committee, which implements the sustainability strategy through the Operational Sustainability Team. The Sustainability Advisory Committee reviews performance periodically and engages with the EC every quarter to assess progress. The governance framework is headed by the Risk Management Committee of the Board, which convenes quarterly. It evaluates the Company's progress on its sustainability agenda and how effectively it is addressing environmental and social risks.





Value and Ethics

The Company is committed to conducting its business in a responsible, accountable and transparent manner. To ensure this, the Board of Directors has laid down three distinct Codes of Conduct for Directors, Independent Directors and Senior Management and Employees. The Codes establish clear expectations with respect to conduct and the policies that all stakeholders are required to comply with. The Codes of Conduct are readily available on the Company's website and all board members and employees are required to affirm their compliance with the Codes for the year. The Company has a Supplier Code of Conduct in place and it expects its vendors, suppliers and partners to comply with its provisions.

Furthermore, the Company has a Whistle Blower Policy, which pertain to ethics, bribery and corruption. The Whistle Blower Policy enables all stakeholders to raise any concern about unethical practices. The policy ensures confidentiality and protection against discrimination for complainants. All employees are required to read and confirm their understanding of the Whistle Blower Policy.

During the reporting period, there were no cases/complaints pertaining to violations of the code, bribery, and corruption nor were any complaints received through the whistle-blowing mechanism.



Regulatory and Statutory Compliance

The Company is cognisant of the importance of adhering to all applicable economic, environmental and social regulations. The Company has set up internal processes to ensure adherence to all applicable regulations in a transparent and time-bound manner.

The Company has a well-established compliance framework, which is supported by policies and Standard Operating Procedures. During the reporting period, no material fines or non-monetary sanctions were levied on the Company, nor did it face any legal actions for violation of economic, environmental, or social regulations. Additionally, no legal actions were undertaken for anti-competitive behaviour.



Mitigating Risks and Leveraging Concrete Opportunities

Risk is an integral and unavoidable component of business, and given the challenging and dynamic environment of the Company's operations, it is committed to pro-actively managing risk and accomplishing its ambitious goals. The management of risk is embedded in the corporate strategies and decision making process of the Company across levels. It has always been an integral part of the process, supported by strong internal control systems.

Prism Johnson Limited has a strong foundation that serves as a protective measure against potential risks, while its industry knowledge and expertise enable the identification and pursuit of potential opportunities. The experience gained from operations over the years helped us build a robust risk management framework and systems. The Company has adopted the globally accepted ERM framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

The Company is vigilant in monitoring foreseeable changes and enhances its preparedness to adapt strategies accordingly. As part of its Risk Management Policy, the Company has formulated a comprehensive plan and implemented a mechanism to inform the Risk Management Committee about risk assessment updates. These measures demonstrate the Company's commitment to effective risk management and its proactive approach to staying ahead of potential challenges and opportunities.



Risk Management Process

The risk management process of the Company in guidance from the Risk Management Committee is supported with responsibilities involving formulation of policies, identification of risks and monitoring risk mitigation measures. Business teams and functional heads are responsible for implementation of risk mitigation measures on an ongoing basis.

Risk Management Committee Oversight



Risk Identification

Risks are continuously identified through top-down and bottom-up approach.



Risk Assessment

Identified risks are analysed and assessed to determine the severity and likelihood of impact.



Risk Recording

Key risks are established, prioritised and documented in the Risk Register.



Risk Mitigation

Risk mitigation plans are prepared and implemented.



Risk Monitoring

Risk review and mitigation actions are periodically monitored by the senior management.



Risk Culture

ERM is the way of life at Prism Johnson Limited

Prism Johnson has a robust Risk Management framework to help identifying various risks and opportunities across operations. It comprises various steps from identification, prioritisation, mitigation, action plans and periodic reviews. These are presented to the Risk Management Committee and the Audit Committee on a periodic basis for review, overseeing the processes and mitigation actions, as deemed necessary.

The risk horizon considered includes long-term strategic risks, short to medium-term risks as well as single events. The risks are analysed considering likelihood and impact as a basis to determine their management and mitigation plan.



Training

The Company's Management Assurance and Risk Management team regularly conducts various online and offline training sessions and workshops on Enterprise Risk Management (ERM) in accordance with the principles of COSO ERM framework and to create awareness on Risk Management. The team also conduct Self-Assessment workshops to facilitate detailed and in-depth risk discussions. These workshops help in identifying various risks and opportunities; and these are subsequently evaluated, classified and prioritised.



Emerging Risk

Prism Johnson Limited's Risk Management Committee ensures active monitoring of existing and emerging risks. The key business risks identified include risks related to economic environment and market leadership, cost of production; legal and compliance with local laws; financial and accounting; environment and sustainability; information technology and talent management.

The Company has identified "Cyber Security" and "Climate Change" as emerging risks that have the potential to impact the Company in the next three to five years. Preventive steps are being taken in order to minimise the impact of these uncertainties.

Climate Change

Climate change has hugely impacted life on Earth. The world is witnessing instantaneous climate changes and extreme weather conditions, which are directly impacting human lives. The Company foresees these changes as emerging risks, which might pose to be a threat to the business and the Company is proactively working towards mitigating measures and adapting itself to the climate change. Prism Johnson continuously identifies and assesses the climate risks and their impact on the business operations.

The Company has devised policies, processes and procedures to identify, assess and mitigate these risks while identifying opportunities to make the business more resilient. The Company continues to review, fine tune and sharpen its risks and internal control processes, in line with the changing business landscape.

Cyber Security

As IT systems get increasingly interconnected and with the implementation of various digitalisation initiatives, cyber security has become a key concern for many companies.

Prism Johnson has implemented adequate processes and tools for data backup, data security to enforce detective and preventive controls. The Company has taken a risk-based approach to cyber security to ensure effective working practices for protecting the organisation. The Company also takes several initiatives and provides trainings for employee education to create awareness of cyber security risks.



Way Forward

Prism Johnson Limited plans to include the climate risk assessment methodology to assess the impact of risks on business operations and prevailing opportunities. The Company remains committed to maintaining an optimal balance between People, Planet and Profit objectives.



Creating Stakeholder Value

To ensure sustainable value creation, it is imperative that the Company creates long-term relationships with all its stakeholders and leverages these relationships to foster sustainable practices and inclusive development. To this end, the Company has formulated policies and mechanisms to bolster customer satisfaction, safeguard customer health and safety and enable sustainable practices in its supply chain.

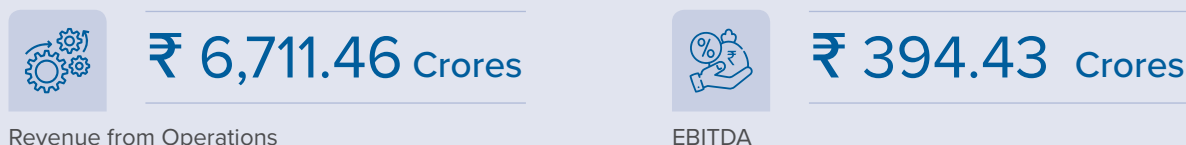
Economic Performance

The Company is committed towards creating long term value for all its stakeholders in an environmentally and socially responsible manner, while consistently exhibiting strong economic performance at the same time. Its primary focus is to serve customers better, equip employees with required skill sets, focus on product and process innovation by investing in R&D and support the local communities in regions where it operates. The Company strives to maximise returns for all its stakeholders. Prism Johnson uses an optimum capital structure, a balanced mix of debt and equity, to create value for its shareholders.

Prism Johnson places great emphasis on managing costs effectively. Recognizing the challenges posed by increasing input costs, particularly the power and fuel prices, the Company is actively engaged in undertaking multiple initiatives through investment in technologies aimed at enhancing energy efficiency, optimisation of processes and improving productivity. Furthermore, it makes dedicated efforts to reduce fixed costs and has implemented various initiatives across its divisions to achieve this goal.

Prism Johnson witnessed a 20.5% growth in standalone revenue, reaching ₹ 6,711.46 Crores in 2022-23. This growth was led by strong growth across all divisions. However, EBITDA margin declined by 440 basis points to 5.9%, mainly due to a sharp rise in power & fuel costs. EBITDA declined by 31.5% to ₹ 394 Crores, while the net loss after tax stood at ₹ 59 Crores.

To cater to a potential increase in demand from infrastructure and real estate sectors, Prism Johnson has formalised capacity expansion plans across all three business divisions. During 2022-23, the Company entered into cement supply agreements with three grinding units with an aggregated capacity of 0.82 MTPA in the states of Uttar Pradesh and Bihar. Moreover, considering the potential medium-term market growth, HRJ is set to raise its tile manufacturing capacity by 5.5 mn m2. This will be done through greenfield expansion in Panagarh, West Bengal, which is expected to be completed in the first half of 2023-24. This will help HRJ in increasing its presence in the Eastern region and help gain market share. Prism RMC, witnessing an increase in demand from infrastructure projects, intends to expand its manufacturing operations by adopting the franchise model.



(₹ Crores)	2021-22	2022-23
(A) Economic value generated:		
Direct Economic Value Generated (Revenues)	5,568.79	6,711.46
Economic Value Generated from Investments and Other Incomes	43.92	26.54
Total (A)	5,612.71	6,738.00
(B) Economic Value Distributed		
a. Operating Costs	4,690.34	5,796.74
b. Employee Wages and Benefits	478.30	523.41
c. Payment to Providers of Credit (*)	170.15	166.94
d. Payment to Government (**)	94.97	332.24
e. Community Investments	3.94	2.85
Total (B)	5,437.70	6,822.18
Economic Value Created (A-B)	175.01	(84.18)

Note: All financial data is on Standalone basis

(*) Payment to providers of capital does not include repayment of loan instalments.

(**) Payment to Government includes duties and taxes charged to Statement of Profit & Loss during the year. The total gross payment to the Government during the year was around ₹ 1,244 Crores in 2022-23 and around ₹ 816 Crores in 2021-22.



Customer Relations

Prism Johnson believes that customer satisfaction is key to organisational success. The Company engages in regular interaction with its customers as it is important for the Company's brand enhancement and product innovation. The Company periodically engages with its existing and potential customers through surveys and market development activities. The Sales and Marketing team interacts with customers through post-marketing audits and customer satisfaction surveys. The results of these engagements are used to monitor service quality gaps and identify improvements in product quality and service delivery. Prism Cement and Prism RMC measure customer satisfaction through the Customer Satisfaction Index (CSI) and/or the Net Promoter Score (NPS).

Additionally, all three business divisions have well established customer grievance mechanisms to redress customer complaints.



CSI: 92%

Prism Cement



NPS: 61

Prism RMC



CSI: 83%

Prism RMC

Prism Cement has set up the "Anmol Rishtey" application, which is a customer engagement platform that enables dealers and retailers to raise queries and complaints and submit suggestions pertaining to products and services. The application tracks the status of each complaint from registration to resolution. Communication in the application is fully automated and customers receive real-time updates about the status of their complaints. If a complaint is not addressed within the stipulated time frame, it is escalated by the application, as per the escalation matrix.



1,13,963

Number of complaints received



1,13,625

Number of complaints resolved:

Prism Cement – CSI Trend



Prism RMC – CSI Trend





Customer Health and Safety

The Company has implemented a robust quality control system that is ISO 9001:2015 certified. The system not only guarantees the production of high-quality products that meet customer expectations but also ensures that the right practices are followed to safeguard customer health and safety.

All HRJ tile and sanitaryware products do not contain any hazardous substances reducing exposure to hazardous chemicals that could negatively impact customer health.

Incidents of non-compliance concerning the health and safety impacts of products and services in 2022-23

Zero Incidents resulting in fines/penalty

Zero Incidents resulting in warning

Prioritising Customer Safety with Innovative Solutions



Anti-static Tiles: These tiles are specifically designed to help control static discharge from friction on floors. This property helps reducing the incidence of fire hazards due to accumulated static discharge. These tiles are targeted for use in computer server rooms and data centres, where static electricity can cause electronic equipment to malfunction.



Tac Tiles: These tiles have no slip properties with ground surface indicators, which provide cues and assist visually impaired people with their orientation. These tiles are designed with the objective of ensuring that visually impaired individuals can navigate infrastructures safely.



Germ-free Sanitaryware: Johnson's germ-free range of sanitaryware comes with an innovative layer of antibacterial protection that provides a high standard of hygiene and cleanliness.



Green Product Certifications

As a testament to the Company's efforts towards innovating green building materials, many of its products have been awarded with environmental and health certifications.

Taking Green Steps to Ensure Quality



Indian Green Building Council (IGBC):

The IGBC certification is based on a set of criteria that assesses the building's design, construction, and operations, with the aim of reducing its environmental impact and improving its overall sustainability. The IGBC certification evaluates various aspects of a building, including energy efficiency, water conservation, waste management, and indoor air quality. HRJ division is an annual member of the council.



Greenguard Gold Certification:

Cool Roof Endura Tiles have received the Green Pro certification conferred by the Confederation of Indian Industry (CII). The certification is a mark of guarantee that the product has a lower environmental footprint through its lifecycle.



Green Rating for Integrated Habitat Assessment (GRIHA):

The GRIHA rating tool assesses the environmental performance of a building throughout its entire lifespan in accordance with the international frameworks. The standard clearly defines what qualifies as a 'Green Building'. Many products of the Company have been certified for use in GRIHA rated buildings.

Innovating for a Sustainable Future

Innovation is imperative for long-term success of an organisation. The Company is cognisant of the growing demand for green building materials, and therefore has based its Research and Development (R&D) strategy on:



Ensuring high quality products and more efficient production processes



Promoting customer health and well-being



Innovating new products that meet evolving customer demand



Identifying low-carbon raw materials and technologies

R&D Facility and In-house Laboratories at Prism Johnson

The Company has instituted dedicated R&D laboratories for each business division to meet its innovation objectives. Prism Cement's laboratory in Satna and RMC's laboratories in Mumbai, Dhumaspur (NCR) and Chennai have been accredited by the National Accreditation Board for Calibration & Testing Laboratories (NABL).



Prism Cement

The Company's cement plant at Satna, Madhya Pradesh, is equipped with a state-of-the-art quality control testing laboratory. The laboratory has been set-up to study, optimise and improve properties of the product and processes, enabling the Company to offer best-in-class quality cement.

The laboratory is fortified with 3-D imaging systems for Computerised Mine Block development. This facilitates the optimisation of raw material extraction from mines, thereby enabling the judicious use of raw materials.

The laboratory also tests concrete to evaluate the properties of the same, prepared using premium Prism Cement products. This enables the Company to assess the quality of the final product used by customers. Insights from this analysis drive innovation in the Company, with respect to the use of alternate low-carbon materials and product strength.



HRJ

Industrial Products & Natural Resources (IPNR), set-up in 2005 and a business vertical of HRJ, leverages its core competence of R&D to develop and sell a wide range of high-quality Industrial Products, which are used in diverse industries such as Ceramic Tiles, Sanitaryware, Glass, Lead-acid Batteries, Plastics, Cement, Paints, among others. IPNR has also contributed to several product innovations of the HRJ Division in the past few years.

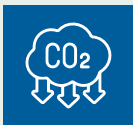
During the fiscal year, the Company has set up a new manufacturing facility for IPNR products at Dewas, Madhya Pradesh. Besides this, the Company has small-scale manufacturing capacities for IPNR products at its tile manufacturing plants at Pen, Maharashtra and Karaikal, Puducherry. HRJ's R&D lab at Pen, Maharashtra has been recognised by the Department of Scientific & Industrial Research (DSIR), as well as various academic bodies.

In these R&D centres, products are developed with the objective of enhancing social well-being, customer safety and increased climate change adaptability, while adhering to stringent international and internal quality frameworks. HRJ has launched many innovative products till date. It has also been granted 5 patents for its offerings, including anti-static tiles, soluble salt, anti-oxidation refractory frit and an anti-microbial powder.



Prism RMC

Prism RMC operates three technical laboratories that are certified by NABL and ensure strict adherence to the quality of concrete manufactured at Prism RMC plants. All the three laboratories are equipped with computerised systems to control and monitor the production process. Research and innovation in these laboratories focus on resource optimisation and product durability.



Low-Carbon Innovations

Forging Sustainable Future with Low-Carbon Products



Prism Cement

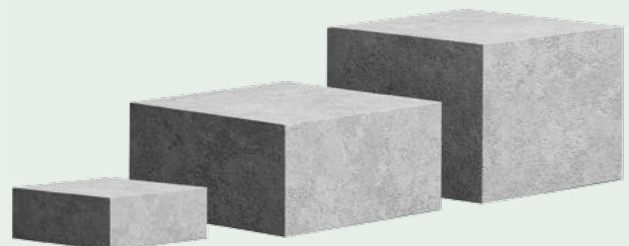
Prism Cement has developed various grades of Portland Pozzolana Cement (PPC), which is developed through the substitution of clinker with fly ash. Since clinker production accounts for most of the emissions in the cement production process, the Company has developed many PPC variants, which have a lower emission footprint, to meet the increasing demand for green building materials.

The Company's PPC offerings include Prism Champion cement, Prism Champion Plus cement, Prism Champion Duratech cement and the recently launched Prism Champion All Weather cement.

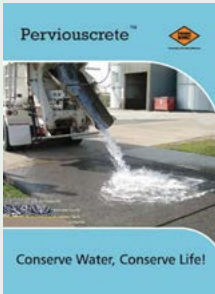


HRJ

Cool Roof Endura Tiles - These tiles have the capacity to reduce the ambient indoor temperature by 10-15%, thereby reducing the need for air conditioning and enabling customers to save energy. Johnson Endura Cool Roof Tiles have been accredited by Leadership in Energy and Environmental Design (LEED) and have a Solar Reflective Index (SRI) value of over 90, which exceeds the benchmark of 78 as required by the LEED certification.



Prism RMC

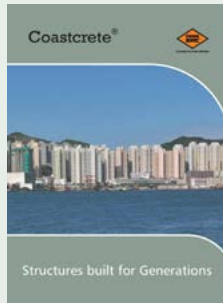
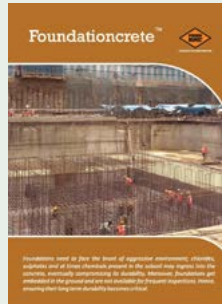


Perviouscrete™ - This product allows water and storm-water runoff to percolate to the ground. This prevents flooding in surrounding areas or storm-water drains. Its properties make it ideal for use in rainwater harvesting structures. A significant environmental and social advantage of using Perviouscrete™ is that it enables ground water recharge and prevents water logging. This enables buildings to obtain more points for a LEED certification.



Envirocrete® - This product is made by substituting Ordinary Portland Cement (OPC) with Pulverised Fuel Ash (PFA) and, Ground Granulated Blast Furnace Slag (GGBS). The product has a low heat of hydration and has been designed to meet environmental goals.

Foundationcrete - This concrete has enhanced plastic properties and protects the environment by minimising cement consumption through increased absorption of cementitious by-products.



Coastcrete:

Coastcrete is a super speciality climate resilient concrete, designed to withstand extreme coastal environmental conditions. The product is durable, corrosion resistant, impermeable and resistant to chlorides, sulphates and alkali aggregate reactions.

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Supplier Sustainability

As a responsible business, the Company aims to leverage business relationships with its suppliers to promote ethical and sustainable practices, while assessing and mitigating Environmental, Social, and Governance (ESG) risks in its value chain. The Company's Supplier Code of Conduct defines its expectations concerning Business Ethics, Environmental Standards, Labour and Human Rights. All suppliers are expected to comply with the provisions of the code.

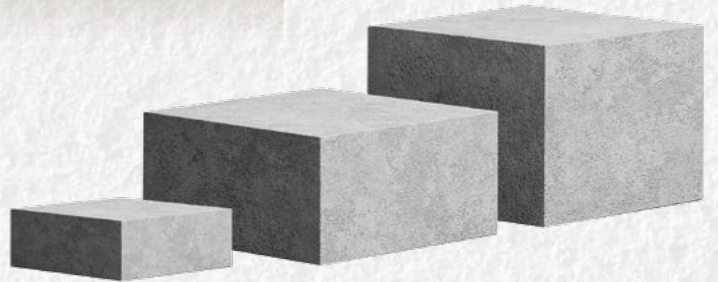
At present, the Company assesses compliance with certain regulations and criteria while vendor onboarding. However, the Company is now in the process of developing a comprehensive Supplier Assessment Framework to assess ESG performance and risks. As the first step, the Company has identified a critical set of suppliers for priority action.

Prism Cement: Assessing Labour and Human Right Risks in the Supply Chain

As a part of its SA 8000:2014 certification, Prism Cement assesses the social performance of its suppliers to identify labour and human rights risks.

In accordance with the requirements of the certification, the Division's key suppliers are assessed and audited annually to ensure compliance. Basis the risk assessment, each human rights parameter for a supplier is categorised as low, medium or high risk. Furthermore, probable impacts are also mapped for each risk. Corrective action plans are formulated in collaboration with suppliers to mitigate all identified risks. Each supplier is assigned a rating that is reflective of their performance. Additionally, the performance of each supplier is reassessed to ensure compliance.







Safeguarding the Environment

The manufacturing of building materials is a resource-intensive process and the Company is cognisant of the role that it must play in Safeguarding the Environment. Over the years, the Company has implemented numerous measures to reduce the emission intensity of its processes and improve resource efficiency. The Company's commitment is supported by its **Environmental Policy**, which is centered around reducing the impact on climate change, water resources, waste and biodiversity.



Energy and GHG emissions

The Company has formulated a decarbonisation strategy and has identified key levers that will enable it to achieve its ambitions. During 2021-2022, the Company announced its emission reduction and energy efficiency targets for 2024-25 and plans to adopt long-term decarbonisation targets in alignment with the Science Based Targets Initiative (SBTi) and the Paris Agreement of the United Nations Framework Convention on Climate Change (UNFCCC), in the next few years.

Prism Johnson Limited

(GJ)

Energy consumption	2021-22	2022-23
Direct Energy (GJ)	13,873,056	14,314,075
Indirect Energy (GJ)	1,692,806	1,779,714
Total Energy	15,565,862	16,093,789

Scope 1 & Scope 2 Emissions

(tCO₂)

Particulars	Scope 1 Emissions	Scope 2 Emissions*	Scope 1 + Scope 2 Emissions
Prism Cement	3,433,885	207,470	3,641,355
HRJ	118,517	33,740	152,257
Prism RMC	15,231	4,472	19,703
Total	3,567,633	245,682	3,813,315

* Location based emissions

Prism Johnson Limited

(tCO₂)

Scope 1 + Scope 2 Emissions	2021-22	2022-23
Scope 1 Emissions	3,453,431	3,567,633
Scope 2 Emissions	245,442	245,682
Total	3,698,873	3,813,315



Targets 2024-25

Prism Cement



The Company remains committed to reducing its environmental impact and conducting business in a responsible and sustainable manner. Emissions from cement production account for over 90% of the Company's total carbon emissions. Therefore, the Company has adopted targets to reduce the emission intensity of its cement production process.

The Company's product mix in terms of sale of clinker, OPC and PPC is subject to change based on the market demand, which has an impact on the emissions per tonne of cementitious material. To simplify the reporting of emission targets, the Company has revised its emission intensity targets and has adopted separate emission intensity targets for clinker, OPC and PPC.

Emission Intensity: The Company has adopted an ambition to reduce the emission intensity of Clinker, OPC and PPC production by 5% each by 2024-25, against the baseline year of 2021-22.

Progress: Emissions intensity reduced by 3.7% to 626 Kg CO₂/tonne of cementitious material during 2022-23.

Power: Over 50% of Prism Cement's power consumption needs will be met by green and renewable sources, including Waste Heat Recovery Systems (WHRS), by 2024-25.

Progress: Nearly 32% of Prism Cement's total power requirement was met through green and renewable sources during 2022-23. During the year, the Company announced an investment for setting up captive wind power project aggregating to 24 MW, to be done by September 2024, which will help the Company achieve its target.

HRJ



Improve energy efficiency by 10%, from the baseline year of 2021-22

Progress: Energy efficiency improved by around 4% during 2022-23.

Key levers for decarbonisation

To achieve its decarbonisation ambitions, the Company has identified five key levers, including the use of alternate raw materials and clinker factor reduction, alternative fuels, energy conservation and efficiency, renewable energy, and Carbon Capture and Storage (CCS).



Alternate raw materials and clinker factor reduction

The calcination of limestone into clinker accounts for approximately 50% of the Company's carbon emissions. Consequently, the substitution of clinker with alternate low-carbon raw materials is one of the primary levers of the Company's decarbonisation strategy. Prism Cement and Prism RMC use fly ash, Ground Blast Furnace Slag (GGBS), copper slag, and Pulverised Fuel Ash (PFA) as alternative raw materials.

Prism RMC



Improve Specific Electricity Consumption by 4% from the baseline year 2022-23*

**Restated Prism RMC energy efficiency target for 2024-25 due to change in product mix*



Materials details used across the Company's business divisions

Raw Materials

Prism Cement	Quantity (in MT)	Prism RMC	Quantity (in MT)	HRJ Tiles	Quantity (in MT)
Limestone	5,764,162	Manufactured Sand	1,282,436	Clays	171,010
Laterite (T0011I)	189,597	Sand	628,885	Mineral	133,022
High Alumina Laterite (T0014I)	51,414	Cement	652,427	Add&Solv	5,014
Gypsum	194,762	Fly Ash	203,930	Frits	5,984
Fly ash	1,447,477	GGBS	77,015	Stains	934
Grinding Aid	26	Microfine	2,368	Faucets Manufacturing	Quantity (in MT)
		Aggregate	2,554,626	Brass Ingot	22
		Copper Slag	9,245	Brass Parts	2
		Admixture	7,230,501	Brass Scraps	1
				Core Sand Risen Coated	9
				BOP MATERIAL	37



Alternate fuels

The Company is focused on substituting conventional fossil fuels with alternate fuels. Prism Cement utilises alternate fuels in its kilns. The Company has also established a clear road map to increase the Thermal Substitution Rate (TSR) in its operations. To make the use of alternate fuels more efficient and safer, the Company has mechanised the feeding process for alternate fuels. The Company's HRJ Division also utilises locally sourced cashew husk, sludge waste, waste from windmills and resin waste as green fuel.



Energy conservation and efficiency

The Company strives to routinely upgrade its technologies and processes to optimise energy consumption. The Company has adopted advanced kiln technologies, such as Variable Frequency Drives and car drier blowers. The HRJ Division has replaced old kilns with new and efficient kilns at some of its plants. The faucet manufacturing units have also installed automated power-cut-off systems in the core shooter machines, in addition to electroplating the bath tanks for temperature control. Systems have been installed in certain RMC plants to enable effective monitoring of energy consumption and leakages.



Renewable energy

Over the last few years, the Company has ramped up its investment in renewable energy. At present, Prism Cement has an installed capacity of 22.5 MW of solar power and 22.4 MW of WHRS. In the reporting period, around 32% of the Prism Cement's power consumption requirements were met through green and renewable sources. The Division has also adopted a target to increase the share of renewable power to 50% by 2024-25.

Additionally, HRJ has a total installed capacity of 4.5 MW of solar energy across its plants. The division also leverages the waste heat generated from its kilns for spray drying reducing fossil fuel consumption.



Re-carbonation Potential of Concrete

The ability of concrete to absorb and rebind atmospheric Carbon dioxide (CO₂) over its lifetime is referred to as the re-carbonation potential of concrete. The natural process occurs in concrete as CO₂ in the air reacts with the calcium oxide in cement to form Calcium Carbonates. The rate of carbonation depends on various factors, including the type of concrete, exposure to air and moisture, and temperature.

Ongoing research suggests that re-carbonation can offset up to 50% of emissions from clinker production and 20-25% of emissions from cement production. The re-carbonation potential of concrete was most recently cited in the Intergovernmental Panel on Climate Change's (IPCC) "AR6 The Physical Science Basis" released in August 2021.

The re-carbonation potential of concrete has the potential to mitigate the carbon footprint of the construction industry. The Company's RMC division produces concrete. If re-carbonation is taken into account, then the Prism RMC business itself may be considered carbon negative. This holds true even after the emissions from purchased cement are accounted for.

The re-carbonation from concrete produced by RMC could potentially account for 18% of the Company's total emissions.



Carbon Capture and Storage (CCS)

CCS is a process through which, carbon from industrial processes is captured and stored, reducing the amount of carbon that is released into the atmosphere.

The Company acknowledges the decarbonisation potential of CCS and is exploring different technologies and cost-effective solutions.



Scope 3

To achieve its climate goals, it is imperative that the Company also targets its value chain emissions, which are typically the largest contributor to any company's indirect emissions. In alignment with its long-term decarbonisation ambitions, this year the Company has estimated the value chain emissions from five categories: purchased goods and services, fuel & energy related activities not included in Scope 1 & Scope 2, business travel, employee commuting and downstream transportation. Moving forward, the Company will bolster its Scope 3 inventory with the inclusion of other categories.



Water Conservation

The Company remains highly committed to responsible water management and actively works towards optimising water usage practices in its operations. The primary sources of water for the Company include groundwater, treated/recycled water and third-party water, which includes both municipal water supply and local tankers.

Prism Cement has formulated a Cross Functional Team (CFT) for water management. The team is responsible for devising water conservation initiatives.



7,66,856 tCO₂e

Scope 3 Emissions



7,28,271 tCO₂

Recarbonation

Targets

2024-25:



HRJ



HRJ has revised up its target share of rain water harvesting to 20% of total water consumption (as compared to 15% earlier), against the baseline year of 2021-22.

Progress: Share of rain water harvesting to total water consumption increased to 18% during 2022-23.

Prism RMC



Against the baseline year of 2022-23, reduce the water intensity of production process by 4% by 2024-25*

**Restated Prism RMC energy efficiency target for 2024-25 due to change in product mix*



Zero Liquid Discharge (ZLD) Plants at Prism Johnson

During the year 2022-23, all plants of the Company, where it has operational control, have effectively maintained ZLD status.

All the wastewater generated is treated through Sewage and Effluent Treatment Plants (STPs) and (ETPs). Prism RMC plants have also constructed sedimentation tanks, which help in recycling 10-15% of waste water.



Phytorid based Sewage Treatment Plant

Phytorid is a wastewater treatment technology that works on the principle of natural wetlands. Specific plants that have the capacity to directly absorb nutrients from wastewater (without soil) are grown in water bodies.

At Prism Cement, Phytorid is used for treating wastewater that is subsequently reused in plant operations.

Prism Cement has implemented new technologies to enable effective water management. The division has implemented a new software to monitor the appropriate mixing of freshwater and grey water for cooling raw materials. A Digital Automatic Water Level Recorder (Piezometer) has also been installed to monitor groundwater levels.

The Company has also constructed rainwater harvesting structures at Prism Cement and HRJ plants. The Company's water conservation initiatives have recharged nearly 21 Lakh cubic meters of groundwater. Through multiple water credit initiatives, Prism Cement is 3.4 times water positive.



3.4

Prism Cement was 3.4 times water positive during 2022-23.

Prism Cement's Story of Replenishing Groundwater

Prism Cement's plant is located in Rampur Baghelan Tehsil of Satna district, Madhya Pradesh. In terms of water scarcity, the region was declared an "Overexploited Zone" by the Government in 2013.

Through multiple water conservation initiatives undertaken by the local authorities along with support from various companies operating in the area including Prism Johnson Limited, by 2017 the water scarcity status of the region was revised to "Semi Critical". Over the last few years, the Company has continued its rainwater harvesting initiatives.


Water consumption

Parameter	2021-22	2022-23
Total volume of water withdrawal	1,768,199	2,032,916
Water intensity per rupee of turnover (Water consumed/turnover) (KL/₹ Crores)	318	303

Water withdrawal by source in 2022-23

	Prism Cement	Prism RMC	HRJ	Total
Surface Water	517,703	-	18,480	536,183
Groundwater	317,273	290,380	367,920	975,573
Third Party Water	-	361,430	159,731	521,161

The HRJ Division has also actively undertaken numerous rainwater harvesting projects to increase share of rainwater in total water consumption by 2024-25:



- Dewas** - Increased depth of the existing water harvesting pond to 2 meters, thereby enhancing the capacity of rainwater harvested.
- Vijayawada** - Created a man-made pond for rainwater harvesting. The rainwater is collected through a shed for dust suppression and gardening activities.
- Kunigal** - Constructed a distinct rainwater harvesting tank interconnected with existing sheds to increase the rainwater harvesting capacity.
- Pen** - Rainwater harvesting structure constructed for reducing reliance on water procured from third-party vendors.



Waste Management and Circular Economy

Prism Johnson aims to reduce waste, which is generated from its operations. The Company has formulated Standard Operating Procedures (SOPs) to ensure safe and appropriate waste disposal.

All hazardous waste generated from the sites is disposed of through third-party vendors, which are authorised by the State Pollution Control Board (SPCB). All non-hazardous waste is also handled through authorised vendors for recycling & safe disposal.

Hazardous Waste (MT)				
Waste Type	Prism Cement	Prism RMC	HRJ	Total
Used Oil	105	-	1	106
ETP Sludge	-	-	20,637	20,637
Non-Hazardous waste (MT)				
Waste Type	Prism Cement	Prism RMC	HRJ	Total
Debris Generated	-	48,674	-	48,674
Metal Scrap	888	-	1,228	2,116
Bags	-	-	48	48
Plastic/Plastic Scrap	12	-	51	63
Wooden Pellets	14	-	30	44
Others	100	-	9	109
Carton	-	-	217	217
Broken Tile	-	-	1,896	1,896
Coal Ash	-	-	67	67
Refractory Bricks	53	-	98	91
Rubber Scrap	66	-	10	76



Biodiversity

The Company endeavours to conserve biodiversity and minimise and mitigate any negative impacts on local habitats. As a part of its environmental clearances, Prism Cement has undertaken an Environmental Impact Assessment (EIA) including biodiversity, for its mines which has enabled the identification of key flora and fauna species near its operations. At present, none of the mines are in ecologically sensitive areas or in the vicinity of human settlements. The Company restores mine pits as part of its conservation efforts. The Company has put in place a restoration plan for its mining activities.



Restored Mine Pits



Plantations at Prism Cement Plant and Mines

The Company has implemented many green belt development projects through plantation drives. In the reporting period, around 1,70,000 saplings were planted by Prism Cement.





Air Quality

The Company abides by all applicable regulations concerning air emissions, reporting to the Central Pollution Control Board (CPCB) through a real-time data-capturing system. Prism Cement has set up an emission reduction strategy that is enabled by Continuous Emission Monitoring Systems (CEMS) and Continuous Ambient Air Quality Monitoring Systems (CAAQMS).

The CAAQMS are installed in various locations around the cement plant and are used to monitor parameters such as CO, NO_x, PM2.5, PM10, SO_x, humidity, among others.



Pollutant	Unit	Total
Particulate matter (PM)	Tonne	374
NO _x	Tonne	2,858
SO _x	Tonne	705



Measures for mitigation

Particulate Matter from the stack and fugitive emissions:

- ❖ Mechanised housekeeping practices, such as truck-mounted vacuum cleaners, road sweeping machines, fog cannon machines, covered conveyor belts, etc.
- ❖ Installation of Air Pollution Control Equipment (APCE), such as baghouse filters and Electrostatics Precipitators (ESP) to control stack emissions
- ❖ Installation of Baghouse filters over transfer points to control primary fugitive dust emissions
- ❖ Concrete pavements to minimise tertiary fugitive emissions in the cement plant
- ❖ Automated water spray machines to control fugitive dust emissions

SO_x emissions

- ◆ Reduction of fossil fuel usage by increasing co-processing capacity
- ◆ Process optimisation through technological interventions

NO_x emissions

- ◆ Installation of low NO_x burners in manufacturing units
- ◆ Utilisation of Selective Non-Catalytic Reduction (SNCR) technique at cement manufacturing units.



Transport and Logistics

As a building materials manufacturer, the Company has an extensive logistics network. The Company has implemented many initiatives to plan its logistics network in a cost-effective and fuel-efficient manner. The Company has installed GPS tracking systems in its fleet to analyse inbound and outbound vehicular movement. The Company leverages these systems to optimise its logistics network.

Prism RMC has also implemented a Vehicle Replacement Policy to substitute fuel-inefficient and old emission-intensive vehicles. In addition to this, the division also utilises Compressed Natural Gas (CNG) fuelled transit mixers in certain geographical locations.





Employee Well-Being & Growth



Prism Johnson's employees play a pivotal role and are the driving force behind the Company's continued success. The Company's skilled and diverse workforce enables the Company to consistently provide new and innovative market solutions. The Company prioritises the welfare of its workforce by fostering a safe and inclusive work environment through various employee-centric policies and initiatives.

The Company's human capital strategy is focused on attracting and retaining the brightest talent, training and development to support career progression and consistent employee engagement to ensure employee satisfaction.

The Company's strength of human capital as of March 31, 2023 is presented below:

Employee Category	Prism Cement	Prism RMC	HRJ	Corporate	Total
Permanent Employees	1,979	1,142	1,939	114	5,174
Contractual Workers	1,515	1,403	1,787	0	4,705
Total Workforce	3,494	2,545	3,726	114	9,879

Workforce based on age and gender

Employee Category	Unit	<30 years	30-50 years	>50 years	Male	Female	Total
Senior management	Number	0	11	28	38	1	39
Middle management	Number	181	929	281	1,326	65	1,391
Junior management	Number	733	1,156	131	1,887	133	2,020
Non-Management workers	Number	34	834	521	1,387	2	1,389
Other category (Please specify)	Number	112	158	65	324	11	335
Contractual workers/Temporary workers	Number	1,477	2,890	338	4,552	153	4,705
Total	Number	2,537	5,978	1,364	9,514	365	9,879

Talent Attraction and Retention

The Company has a robust recruitment policy that looks to hire skilled and diverse talent that is aligned with the Company's goals and values. The Company strives to retain its staff by creating a secure and inclusive workplace, delivering ample prospects for growth and advancement. The Company routinely engages with its employees to gauge their satisfaction levels and redresses concerns and grievances. Additionally, to safeguard the well-being of its employees, the Company offers numerous benefits, including life insurance, health care, Group Personal Accident (GPA) insurance, disability and invalidity coverage, retirement provisions, childcare facilities and maternity leave.



New batch of Management Trainees and Engineering Trainees



The hiring details for 2022-23 have been mentioned below:

Employee Category	Unit	<30 years	30-50 years	>50 years	Male	Female	Total
Senior management	Number	0	1	3	4	0	4
Middle management	Number	73	201	24	276	22	298
Junior management	Number	480	353	7	767	73	840
Total	Number	553	555	34	1,047	95	1,142

Diversity and Inclusion

Prism Johnson is an equal-opportunity employer. The Company does not discriminate on the basis of gender, caste, race, religion, ethnicity, disability, etc. The Company's recruitment and performance evaluation policy are strictly guided by the principle of meritocracy. The Company's commitment to diversity and inclusion is operationalised through its Diversity and Inclusion Policy.

The Company fully acknowledges that a diverse workforce enhances innovation, creativity and problem-solving capabilities. This in turn contributes to a business model that generates greater value for all stakeholders. Over the last few years, the Company has successfully integrated several female employees at its cement plant, as management trainees and on the shop floor, in mission-critical roles.



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Number of employees and workers who are specially-abled or differently-abled

Prism Cement's human capital strategy has been focused on hiring and retaining talented female professionals. In the last decade, the number of female employees in the workforce has increased by 200%. It is worth noting that approximately 30% of total female professionals at the cement plant work in STEM-related positions. These professionals include Senior executives and Deputy managers in various departments, such as data science and analytics, compliance, metals and mining, electrical engineering, and plant process optimisation.



Policy on Prevention of Sexual Harassment (POSH) at Workplace:

In accordance with the requirements of the POSH act, the Company has formulated a POSH Policy for the prevention, prohibition and redressal of sexual harassment in the workplace. Through the policy, the Company operationalises its commitment to developing a safe and inclusive workplace for all employees with zero tolerance for any form of sexual harassment. As a part of the Policy, employees are required to undergo training and regularly participate in awareness programmes.

The Company has also formulated an Internal Complaints Committee for the redressal of complaints. The committee is responsible for conducting inquiries fairly and impartially, while maintaining strict confidentiality and anonymity.

Learning and Development

Learning and Development (L&D) initiatives play a crucial role in boosting employee productivity and performance. The Company's L&D team is responsible for the learning and training curriculum for all the employees. The team formulates an annual training calendar for employees based on periodic needs assessments. The team also evaluates the effectiveness of these programmes through feedback surveys. To make the learning and development programmes effective and engaging, Prism RMC uses elements of gamification as a part of the learning curriculum.

1. Training Need Identification

The L&D team conducts a needs assessment study and engages with various department heads to identify learning priorities.

2. Preparation of Annual Training Plan

An annual training plan is developed to cater to the learning requirements of employees

3. Planning of Monthly Schedule

The annual training plan is then translated to a monthly training schedule

4. Nomination from Departments

Basis the monthly training schedule, employees from different departments are nominated for participation

5. Training Implementation

Training is conducted by technical and subject matter experts. The effectiveness Of the training is evaluated through feedback surveys.

6. Learning Outcomes

Each employee's performance is closely evaluated and documented to gauge learning outcomes.

Management Trainee Programs

The Company understands the importance of nurturing and recruiting young talent. To operationalise the ideology, the Company recruits management trainees each year, who are further trained on site for roles in various departments.


Prism RMC recruits young talent for Graduate Engineering Trainee (GET), Management Trainee (MT) and Post-Graduate Engineering Trainee (PGET) programmes.

During the reporting period, the average hours of training provided to the Company's is mentioned below:

Category	Total	On Health and safety measures		On Skill upgradation	
		Number	% of total	Number	% of total
Employees					
Male	3,575	1,599	45%	2,598	73%
Female	210	74	35%	177	84%
Total	3,785	1,673	44%	2,775	73%
Workers					
Male	5,939	3,447	58%	1,231	21%
Female	155	34	22%	8	5%
Total	6,094	3,481	57%	1,239	20%


Training Category

All our employee training programmes are categorised under a specific thematic training category. Some trainings conducted in the reporting period have been listed below:




Functional Training

The training programme consists of both general and job-specific courses, designed to provide employees the necessary skills to carry out their work effectively. Some examples of these courses include Advanced Excel, SAP, Kiln Maintenance, Energy and Quality Management Systems etc.




Classroom training programmes



ESG Training

Employees are trained on the increasing importance of sustainability, the key ESG drivers for the Company and the Company's material aspects and sustainability commitments.



Safety Training

The purpose of these training sessions is to educate employees on the importance of workplace safety and good safety behaviour. These sessions cover different topics, such as electrical safety, road safety, etc. Prism Cement has created a safety gallery and arranges Safety Observation Tours (SOTs) to reinforce the importance of Occupational Health and Safety (OHS).

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GROW

GROW is a Leadership Development Programme designed by the Company in partnership with one of the leading business schools in Mumbai. The aim of GROW is to equip individuals with the skills necessary to take responsibility for their work and the associated tasks. In addition to fostering excellence in employee performance, these programmes also foster excellent leadership abilities.

GROW places emphasis on the importance of interpersonal relationships, collaboration, and effective communication, as these are crucial for effective leadership and team management. Through the programme, participants will develop a deeper understanding of the complexities of leadership, as well as gain the ability to drive innovation and change.

The programme's focus is on stakeholder management and risk management, utilising various tools and techniques to achieve optimal results.



Product Management Training

The purpose of this type of training is to familiarise employees with the various products produced by the Company across different business divisions. These trainings are specifically conducted for the marketing and sales teams to foster a comprehensive understanding of the Company's product portfolio.



First time Managers training at Prism Cement



Leadership and Managerial Training

These programmes are designed to equip employees with leadership, communication skills and a strategic perspective. During the year, the Company hosted a Leadership Development Programme - GROW.



Leadership training at Prism Cement



Risk Management Training

The purpose of this training is to familiarise management with Enterprise Risk Management (ERM) and the five components and 20 principles of the COSO ERM framework.

Performance Evaluation and Career Progression

The Company's performance evaluation process not only acknowledges and rewards high-performing individuals, but also identifies opportunities for employees to advance their careers within the Company. Each year, all eligible employees undergo a performance evaluation based on predetermined Key Result Areas (KRAs). The Company leverages people analytics for performance evaluation enabling the identification of key improvement areas and skill gaps.

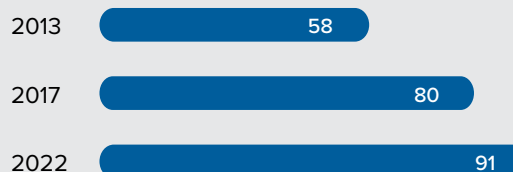
Category	2022-23		
	Total (A)	No. (B)	%(B/A)
Employees			
Male	3,575	2,722	76%
Female	210	91	43%
Total	3,785	2,813	74%
Workers*			
Male	1,387	984	71%
Female	2	1	50%
Total	1,389	985	71%

*Include only permanent workers

Employee Engagement

The Company routinely engages with its employees to identify and address key concerns, grievances, and expectations. All three business divisions, frequently conduct Employee Engagement Surveys, to measure the employee experience and how it can be improved. Over the last few years, the Company has leveraged the results from these surveys to formulate employee-centric policies that facilitate progression and well-being. The success of these initiatives can be evaluated through the Employee Engagement Score, which has consistently improved over the last few years.

Employee Engagement Score - Prism Cement (%)



Employee Engagement Score - HRJ (%)



Employee Engagement Score - Prism RMC (%)



Employee Turnover 2022-23

Particulars	Male	Female	Total
Permanent Employees	27%	41%	28%
Permanent Workers	5%	0%	5%

Labour Relations and Human Rights

The Company is committed to respecting the human rights of its employees, the community, and those affected by its operations. The Company operationalises its commitment through its Human Rights Policy, which is in alignment with internationally recognised frameworks, including the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the International Declaration of Human Rights and the UN Convention on the Rights of the Child, as well as the applicable local regulations.

As a part of its SA 8000:2014 certification, Prism Cement undertakes Human Rights due diligence to identify, assess and address actual and potential human rights risks in its operations and value chain. For each risk within its operations, the Division has formulated corresponding risk mitigation and corrective action plans. To understand how the Company addresses human rights risks in its value chain, please refer to the sub-section on Supplier Sustainability.

The Company promotes open and transparent dialogue and upholds the right to freedom of association and collective bargaining. The Company respects the right to unionisation and frequently engages with labour unions across its plants to redress concerns and grievances.

Category	Complaints filed during the financial year (Numbers)	Complaints pending at the end of the financial year (Numbers)
Child labour/forced labour/involuntary labour	Nil	Nil
Sexual harassment	Nil	Nil
Discriminatory employment	Nil	Nil

Salient Human Rights



1. Child labour
2. Forced or compulsory labour
3. Human Trafficking
4. Freedom of Association and Collective Bargaining
5. Equal Remuneration
6. Discrimination
7. Health and Safety

Labour Union			
	Total Workers	No. of workers covered under unions	Percentage
Male	1387	1048	76%
Female	2	2	100%
Total Permanent Workers	1389	1050	76%

360 Degree Feedback

For select employees who have been with the Company for over two years, the Company has incorporated a 360-degree feedback mechanism to assess the performance for key leadership positions.

Feedback is gathered from the individual's seniors, peers and reportees. Additionally, the individual's performance and leadership abilities are also evaluated by a third-party assessment agency. The objective of this 360-degree assessment is to assess the potential of the employee for higher positions and responsibilities in the Company. This is done using a holistic approach for evaluating the competency levels of any employee with a given intellect, personality and character. Further, it helps identify hidden attributes, such as analytical thinking, creative imagination, sense of reality, ability to predict future outcomes, ability to work in diverse environment, risk propensity, being proactive, passion for high achievement, problem-solving skills and decision-making skills, etc.

Occupational Health and Safety

The Company considers Occupational Health and Safety (OHS) as an essential aspect of its operations. It ensures the highest standards of health and safety at the workspace, thereby providing a safe environment for all its employees and contractual workers. The Company's Occupational, Health and Safety Policy enables the same. The policy is applicable to all employees and service providers.

To help the Company strive towards achieving its goal of zero accidents and injuries, the Company has implemented Occupational Health and Safety Management (OHS) systems across its plants. All plants across Prism Cement and HRJ have received the ISO 45001:2018 certification. All plants in Prism RMC have a robust internal management system with five plants being ISO 45001:2018 certified.

To ensure the effective implementation of its policy and management systems, the Company has instituted Safety Governance Committees across different business divisions.



The Safety team at **Prism Cement** comprises an Apex Safety Committee, Safety Sub-Committees, Safety Officers, and Coordinators. These committees also include worker representation as per the requirements of the Factories Act, of 1948.



All **HRJ** plants have a designated safety officer in charge of all aspects of OHS within the plant. The safety committee meets monthly to discuss the plant's safety performance, based on which corrective action plans are formulated.



Prism RMC has formulated safety teams for each regional zone. Each safety team is headed by a safety officer and is comprised of five safety coordinators who are highly experienced. Each team is responsible for overseeing 10-12 plants. All teams report to Corporate Health, Safety, and Environment (HSE) manager.

Safety Risk Assessment

At all manufacturing units, site-level safety committees carry out Hazard Identification and Risk Assessments (HIRA). Additionally, all HRJ's plants undertake Hazard and Operability (HAZOP) studies to identify potential hazards and implement effective mitigation plans. The Company has established Standard Operating Procedures (SOPs) that provide guidance and outline safety procedures for all high-risk operations.

The Company also conducts bi-annual reviews of routine and non-routine activities, analyses past incidents, and considers potential emergency scenarios. The plants also undergo annual inspections to review the functioning of tools, machinery etc.

Safety Champion



Prism Cement has introduced a "Safety Champion" award to incentivise "Near Miss Reporting". The objective of the award is to encourage preventative behaviour in the workspace.



Health and Safety training

The Company regularly conducts health and safety training sessions for its employees to promote awareness about safety policies and procedures. It undertakes a needs assessment to identify priority training topics and prepares an annual training calendar for the same. For more effective communication, trainings are delivered in local languages. During the reporting period, the Company organised 775 health and safety trainings covering 5,154 employees and workers which were conducted by internal and external subject matter experts.

At Prism Cement, Safety Gate meetings are conducted on the first day of every month. The objective of the meeting is to review good safety practices and review the safety performance of the previous month and corrective measures. The meetings also provide employees with a platform to voice their safety concerns.



Safety Training Topics at Prism Cement

	First Aid		Road Safety		Ergonomics
	Fire Safety		Scaffolding		Working at Height
	Near Miss Reporting and Safety Observations		Safety in concrete pumping		Lock Out Tag Out
	Personal Protective Equipment		Electrical Safety		Confined space
	Emergency Preparedness		Work Permit		



Safety Initiatives

Safety Gallery	<p>Prism Cement has a safety gallery that displays working models of equipment, along with audio-visual clips for a virtual tour of the plant. All employees are routinely trained in the safety gallery</p>
Safety Zone System	<p>Prism Cement's plant is divided into 30 zones for the effective implementation of health and safety measures. Each zone is supervised by an individual who is primarily responsible for ensuring safety in their respective zones. Every month, a meeting is scheduled with all zone supervisors for continuous improvement in safety performance.</p>
Safety Observation Tour (SOT)	<p>Prism Cement conducts weekly safety observation tours to monitor the compliance of safety systems in place. The management formulate corrective action plans basis key observations from these tours.</p>
Near Miss Reporting	<p>The Company has put in place an online system for near-miss reporting that is accessible to both permanent and contractual employees.</p>
Daily-Tool Box Talk	<p>Toolbox talks are conducted daily before all shifts. The talk ensures that all employees and workers associated with the shift are cognisant of work-related hazards and follow proper safety norms.</p>
Reverse cameras on vehicles	<p>Reverse cameras are installed on some vehicles to avoid any major road accidents at the site.</p>
Vehicle Tracking System	<p>Most company-owned vehicles have Vehicle Tracking Systems that monitor driving patterns in real time.</p>

Health and Safety Performance

The Company believes that it is imperative to monitor and track safety performance to accurately evaluate the effectiveness of health and safety management systems. This practice also enables the Company to track progress against its safety targets. Further, to ensure the monitoring of all safety-related parameters, Prism Cement has implemented an online HSE Management Information System, which monitors the performance of 20 critical parameters.

Safety	Employees	Workers
LTIFR per one million -person hours worked	0.21	0.45
Number of fatalities	0	2
Total recordable work related injuries	0	0
First Aid	178	671
Near Miss	5,049	6,874
High-consequence work-related injury	0	0





Supporting Communities



To ensure sustainable value creation, it is imperative that the Company creates long-term relationships with all its stakeholders and leverages these relationships to foster sustainable practices and inclusive development.



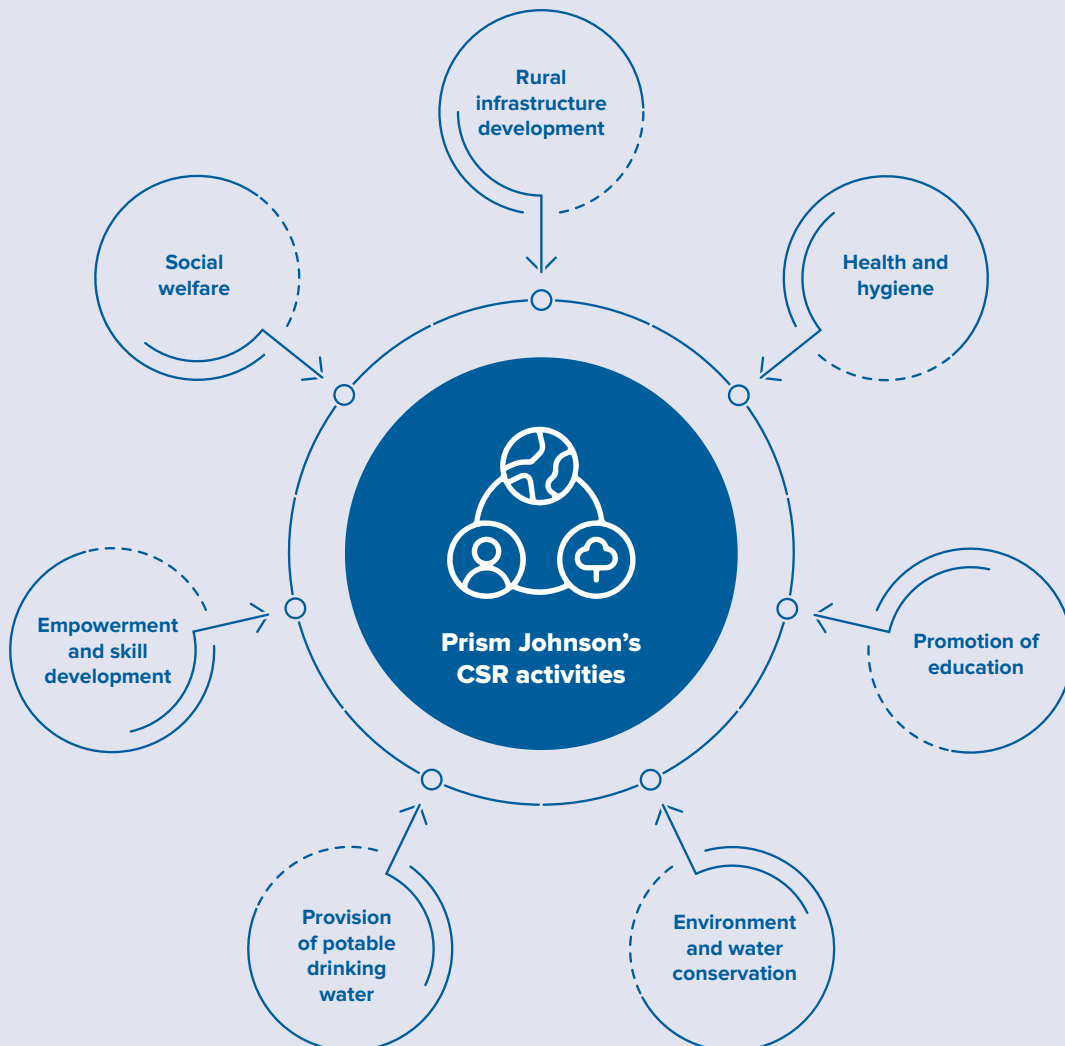
Community Engagement

The Company's commitment to supporting communities is outlined in its Corporate Social Responsibility (CSR) Policy, which provides guidance on CSR governance, focus areas and effective monitoring of CSR activities.

The CSR Committee of the Board oversees the implementation of the CSR policy. Every year Prism Cement undertakes a comprehensive needs assessment across local communities, to identify key concerns and grievances.

The Company's annual CSR plan is formulated in accordance with this assessment. The annual CSR spend for the reporting period was ₹ 2.85 Crores.

Prism Johnson's CSR activities are categorised into a few large focus areas:



Rural infrastructure development

Infrastructure development plays a crucial role in local community development. It facilitates access to the market and bolsters the social well-being of individuals.

Key initiatives:

- ◆ Renovation of the Community Centres, Satna
- ◆ Construction of bus stops, Satna
- ◆ Development of playgrounds, Satna
- ◆ Provision of solar lamps, Satna
- ◆ Desilting project of a canal in Puducherry



Rural infrastructure development

Number of beneficiaries:

Over 8,000

CSR expenditure:

₹ 0.13 Crores

Health and hygiene

Access to healthcare facilities can promote health and well-being. Prism Johnson strives to facilitate the aforementioned through access to medical facilities and sanitation.

Key initiatives:

- ◆ Provision of medicines and free consultations from the Company's Satna unit to patients from nearby villages
- ◆ Ambulance services for medical emergencies, Satna
- ◆ Renovation of the public toilets block, Satna
- ◆ Operation & Maintenance of Sulabh Complex, Satna

Health & hygiene

Number of beneficiaries:

Over 33,000

CSR expenditure:

₹ 0.25 Crores

Promotion of education

Education is imperative to leverage the country's demographic dividend. To this end, the Company strives towards enabling access to state-of-the-art education facilities.

Key initiatives:



- ◆ Provision of digital boards, solar-powered fans and lights in schools in Satna district
- ◆ Renovation of government schools and Anganwadi in Satna district
- ◆ Provision of personal tutoring for students: It has been observed that post the implementation of these initiatives, dropout rates in local schools have declined
- ◆ Distribution of books to specially-abled children in government schools
- ◆ Provision of computers for visually impaired students



Promotion of education

Number of beneficiaries:

Over 3,900

CSR expenditure:

₹ 0.47 Crores

Environment and water conservation

Water conservation

The Company has invested resources in building single/double bore shafts for water harvesting in 8 villages of the Satna district. In addition to these, 200 drum-based rainwater harvesting structures have been constructed in 2 other villages of Satna, serving a population of around 20,000. The Company has also undertaken pond-deepening activities to convert a previously dry pond to a flourishing water source.

Key initiatives:

- ◆ Distribution of hybrid fruit plant saplings to villagers to enhance the income-generating potential, Satna
- ◆ Plantation across 20 hectares of forest land under the Forest Restoration Scheme, an initiative of the Madhya Pradesh Government



Environment and water conservation

Number of beneficiaries:

Over 33,800

CSR expenditure:

₹ 1.14 Crores

Provision of potable drinking water

Key initiatives:

- ◆ Provision of water tankers for drinking water supply, Satna
- ◆ Installation of 5 irrigation pumps in 5 distinct villages in Satna
- ◆ Installation of 2 RO machines with water coolers in 2 schools in Satna; RO water unit of about 200L capacity in a government school in Tumkur.
- ◆ Provision of water cooler for an Anganwadi, Dewas

Provision of potable drinking water

Number of beneficiaries:

Over 13,000

CSR expenditure:

₹ 0.19 Crores

Empowerment and skill development

Through its skill development centre, the Company provides practical training to local community members. Equipping these individuals with the necessary skills has enabled them to access better employment opportunities, leading to enhanced livelihoods.



Empowerment and skill development

Number of beneficiaries:

Around 225

CSR expenditure:

₹ 0.17 Crores

Enabling Female Empowerment

In support of the National Rural Livelihood Mission (NRLM), the Company has instituted a skill development centre to empower women from local communities. In the centre, vocational training is provided to approximately 100 women from neighbouring villages.

To increase access to financial services, the Company has helped women organise themselves in Self Help Groups (SHGs). Since its inception, the centre has supported the financial empowerment and social upliftment of many women.

One such inspiring example is that of Mrs Babita Tiwari, Mrs Dadani Saket and Mrs Vidya Saket who, jointly along with the support of their self-help groups, recently delivered stitching orders of over 28,000 uniforms amounting to ₹ 28 Lakhs.



Babita Tiwari



Dadani Saket

Social welfare

Key Initiatives

- ◆ Supported old age homes, Dr Lalita Prasad Khare Charitable Trust, Satna
- ◆ Distributed clothing to senior citizens, Dewas
- ◆ Distributed blankets to orphans, Dewas
- ◆ In Collaboration with the Thirunallar Panchayatt, the Company has distributed gifts to freedom fighters and their families during Independence day, Puducherry

Social welfare

Number of beneficiaries:

Over 1,100

CSR expenditure:

₹ 0.20 Crores

Indirect economic impact

The Company recognises that its operations have an indirect economic impact that extends beyond its operations. The Company strives to create value for local economies and communities by prioritising local procurement and community development programs. Through its operations, the Company has provided employment to a large share of the population from neighbouring villages.

Local Procurement

To support the socio-economic development of local communities, Prism Johnson prioritises local procurement of goods and services.

The Company considers sourcing all its inputs within 500 kilometres of the plant's operational boundary as locally sourced. During the reporting period, Prism Cement, HRJ and Prism RMC procured 70%, 54% and 82% of their raw materials locally, respectively. Additionally, around 20% of the total raw materials procured were directly sourced from MSMEs/small producers during 2022-23.





The Sustainable Development Goals (SDGs)

Prism Johnson Limited, being a socially responsible business entity, seeks to play a crucial role in accomplishing the Sustainable Development Goals (SDGs), which were unanimously agreed upon by all UN member countries in 2015. The SDGs offer a comprehensive plan to achieve a more sustainable and improved future for everyone by tackling interconnected economic, social and environmental challenges.



The overall health and well-being of employees is of paramount importance to the Company. Several initiatives, including health and safety training programs, have been implemented. The Company routinely undertakes safety risk assessments and monitors its performance to identify areas of improvement. Additionally, the Company strives to promote the holistic well-being of its employees through several employee friendly initiatives and policies.



The Company is an equal opportunity employer and workforce diversity is a focus area for the Company. Since last few years, the Company has consistently tried to increase workforce diversity. For example, Prism Cement has witnessed an increase in the share of female management trainees and has integrated many female employees in critical engineering roles at the plant. Going forward, the Company further aims to bolster diversity in its workforce. To this extent, the Company has released a Diversity and Inclusion Policy.



Water is an essential input in the Company's operations. Its use is managed through the Company's water stewardship program, which focuses on the reuse and recycling of water and ensuring the quality of water discharged. As a testament, all of Prism Johnson's own facilities have maintained Zero Liquid Discharge status during the year. This excludes the ready-mixed concrete plants for the Mega business where the Company does not have operational control. Prism Cement has also ramped up its rainwater harvesting activities and in 2022-23, successfully contributed over 21 Lakh cubic meters water to ground water recharge. Further, Prism Cement was 3.4x water positive in 2022-23. Prism RMC has adopted a target to reduce the water intensity of its production by 4% by 2024-25 against the baseline year of 2022-23. HRJ aims to increase the share of rainwater harvesting in total water consumption to 20% by 2024-25.



Being in the energy intensive industry, the Company understands the importance of improving its energy efficiency and transitioning to cleaner sources of energy. Currently, Prism Cement consumes around 32% of its energy requirements from green energy sources such as solar, biomass and WHRS and has set itself a target to meet over 50% of its power consumption needs from renewable sources (including WHRS) by 2024-25. To achieve this, the Company has planned an investment in a captive wind power project with a capacity of 24MW.



To create unique products that benefit customer's well-being and have a reduced environmental footprint, the Company has put resources into research and development initiatives. The HRJ Division houses a research and development centre that has received recognition from the Department of Scientific and Industrial Research and has secured patents for its innovative product offerings. HRJ has launched many innovative products till date and has also been granted 5 patents for its offerings, including anti-static tiles, soluble salt, anti-oxidation refractory frit and an anti-microbial powder. Prism RMC division has three technical labs that have been certified by the National Accreditation Board for Testing and Calibration Laboratories.



The Company acknowledges the importance of engaging with local communities to promote equitable and inclusive growth. The Company contributes to the economic and social development of communities surrounding its operations, through its Corporate Social Responsibility (CSR) activities. It focuses its efforts in the following areas: rural infrastructure development, health and hygiene, promotion of education, environment and water conservation, providing potable drinking water, empowerment and skill development, disaster management and social welfare.



Understanding the limited availability of the naturally available resources, the Company strives towards responsible handling of all the raw materials it uses. As a responsible organisation, it also ensures judicious consumption. The Company has always worked on its water management, energy management and material management by expanding the dependency on alternative elements. The Company has set water and energy related targets that depict its ambitions as a responsible consumer and producer.



Since cement production is an emission intensive process, the Company is committed to doing its part and has developed an emission reduction strategy to achieve its decarbonisation ambitions. Prism Cement has set itself a target to reduce its emission intensity of Clinker, OPC and PPC production by 5% each by 2024-25, against the baseline year of 2021-22. The levers through which the Company aims to achieve these targets include alternate fuels and raw materials, renewable energy, energy efficiency and Carbon Capture and Storage (CCS) systems. In addition to above, HRJ has adopted a target to improve its energy efficiency by 10%, by 2024-25 against the base line year of 2021-22. Further, Prism RMC aims to reduce its energy efficiency by 4% by 2024-25 against the base line year of 2022-23.



The Company is committed to responsible sourcing of raw materials. It has also undertaken assessment of its mines as a part of the Environmental Impact Assessment (EIA). The Company does not have any manufacturing units or mines situated in the vicinity of critically endangered zones. The Company has always focused reforestation activities. During the reporting period, the Company has planted around 1,75,000 saplings.



The Company aims to conduct business with the utmost integrity and honesty and has a zero-tolerance for bribery, kickbacks and corruption of any kind. Subsequently, The Company's Board has established a vigilance mechanism by adopting a 'Whistle Blower Policy' for stakeholders including Employees and Directors to freely communicate their concerns about illegal or unethical practices.



The Company recognises the role of partnerships in meeting the larger goal of sustainable development. Therefore, it collaborates with various industry bodies to adopt industry best practices and innovations to make its business more sustainable. The Company is affiliated to the Indian Green Building Council, Confederation of Indian Industry, Cement Manufacturers Association, Indian Ceramic Society, Ready-Mix Concrete Manufacturers Association, and many more.



GRI Standard	Disclosure	Page Number/ Comments
GRI 2: General Disclosure	2-1 Organizational details	1
	2-2 Entities included in the organization's sustainability reporting	1
	2-3 Reporting period, frequency and contact point	1
	2-4 Restatements of information	38
	2-5 External assurance	1
	2-6 Activities, value chain and other business relationships	8
	2-7 Employees	46
	2-8 Workers who are not employees	46
	2-9 Governance structure and composition	22
	2-10 Nomination and selection of the highest governance body	22
	2-11 Chair of the highest governance body	22
	2-12 Role of the highest governance body in overseeing the management of impacts	22
	2-13 Delegation of responsibility for managing impacts	22
	2-14 Role of the highest governance body in sustainability reporting	22
	2-15 Conflicts of interest	22
	2-16 Communication of critical concerns	24
	2-17 Collective knowledge of the highest governance body	22
	2-18 Evaluation of the performance of the highest governance body	22
	2-19 Remuneration policies	22
	2-20 Process to determine remuneration	22

GRI Standard	Disclosure	Page Number/ Comments
	2-21 Annual total compensation ratio	The ratio of the remuneration of each Director to the median remuneration of the employees is 183
	2-22 Statement on sustainable development strategy	14
	2-23 Policy commitments	15
	2-24 Embedding policy commitments	15
	2-25 Processes to remediate negative impacts	22
	2-26 Mechanisms for seeking advice and raising concerns	24
	2-27 Compliance with laws and regulations	23
	2-28 Membership associations	9
	2-29 Approach to stakeholder engagement	15
	2-30 Collective bargaining agreements	53
GRI 3: Material Topics 2021	3-1 Process to determine material topics	17
	3-2 List of material topics	17
	3-3 Management of material topics	17
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	27
	201-2 Financial implications and other risks and opportunities due to climate change	24 Note: Please refer to “Section A: General Disclosures” of BRSR Report 22-23)
	201-3 Defined benefit plan obligations and other retirement plans	47
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	59
	203-2 Significant indirect economic impacts	63
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	63
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	23
	205-2 Communication and training about anti-corruption policies and procedures	23

GRI Standard	Disclosure	Page Number/ Comments
	205-3 Confirmed incidents of corruption and actions taken	23
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	23
GRI 301: Materials 2016	301-1 Materials used by weight or volume	38
	301-2 Recycled input materials used	38
	301-3 Reclaimed products and their packaging materials	38
GRI 302: Energy 2016	302-1 Energy consumption within the organization	37
	302-2 Energy consumption outside of the organization	37
	302-3 Energy intensity	37
	302-4 Reduction of energy consumption	38
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	41
	303-4 Water discharge	40
	303-5 Water consumption	41
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	43
	304-2 Significant impacts of activities, products and services on biodiversity	43
	304-3 Habitats protected or restored	43
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	37
	305-2 Energy indirect (Scope 2) GHG emissions	37
	305-3 Other indirect (Scope 3) GHG emissions	40
	305-4 GHG emissions intensity	37
	305-5 Reduction of GHG emissions	38
	305-6 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	44
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	42
	306-2 Management of significant waste-related impacts	42

GRI Standard	Disclosure	Page Number/ Comments
	306-3 Waste generated	42
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	48
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	47
	401-3 Parental leave	47 Note: No employees availed parental leave during 22-23
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	54
	403-2 Hazard identification, risk assessment, and incident investigation	54
	403-3 Occupational health services	54
	403-4 Worker participation, consultation, and communication on occupational health and safety	55
	403-5 Worker training on occupational health and safety	55
	403-6 Promotion of worker health	56
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	55
	403-8 Workers covered by an occupational health and safety management system	55
	403-9 Work-related injuries	57
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	50
	404-2 Programmes for upgrading employee skills and transition assistance programmes	50
	404-3 Percentage of employees receiving regular performance and career development reviews	52
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	47
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	53
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	53
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	34
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	34
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	59



Assurance Statement



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Independent Assurance Statement

The Management and Board of Directors

Prism Johnson Limited

'Rahejas'

Main Avenue, 2nd floor

V. P. Road, Santacruz (West)

Mumbai - 400054, Maharashtra - India

Scope

We have been engaged by Prism Johnson Limited (hereafter "Prism Johnson") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Prism Johnson's Sustainability Report FY2022-23 (the "Subject Matter") for the period 1st April 2022 to 31st March 2023.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Prism Johnson

In preparing the Sustainability Report FY2022-23, Prism Johnson applied the Global Reporting Initiative (GRI) Standards. GRI Standards were specifically designed for Sustainability Report FY2022-23; as a result, the subject matter information may not be suitable for another purpose.

Prism Johnson's responsibilities

Prism Johnson's management is responsible for selecting the Criteria, and for presenting the Sustainability Report FY2022-23 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with Prism Johnson on 23rd November 2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Sustainability Report FY2022-23 and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Review of the standard disclosures regarding the company's material sustainability aspects contained in the report;
- Review of consistency of data / information within the report;
- Undertake assurance review virtually including verification of the sample data and information reported for the following sites

S.No.	Business division	Sites	Geography
1	Prism Cement	Satna	Madhya Pradesh, India
2	H&R Johnson	Pen	Maharashtra, India
3		Karaikal	Puducherry, India
4	Prism RMC	Ghatkopar	Maharashtra, India
5		Mahape	Maharashtra, India

- Review and execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Conduct interview of select representatives of Company's management to understand the current processes in place for capturing sustainability performance data as per GRI

Standards, the Company's sustainability vision and the progress made during the reporting period;

- Review of the Company's plans, policies, and practices, pertaining to their social, environment and sustainable development, to be able to make comments on the completeness of the reporting and degree to which EY believes the report provides a fair and honest representation of the Company's activities.

We also performed such other procedures as we considered necessary in the circumstances.

Emphasis of matter

The assurance scope excludes:

- Data and information outside the defined reporting period-1st April 2022 to 31st March 2023;
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources;
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

- Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Sustainability Report FY2022-23 for the period of 1st April 2022 to 31st March 2023, in order for it to be in accordance with the Criteria.

Restricted use

This report is intended solely for the information and use of Prism Johnson Limited and is not intended to be and should not be used by anyone other than Prism Johnson Limited.

For and on behalf of Ernst & Young Associates LLP.



Saunak Saha
Partner
31 July 2023
Kolkata, India

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