



ESG Update – FY23

PRISM JOHNSON LIMITED



Dear Stakeholder,

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. We are dedicated to conducting our business in an environmentally and socially responsible manner while maintaining strong economic performance.

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, namely:

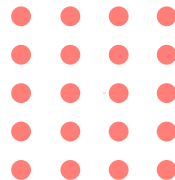
- Creating Stakeholder Value
- Safeguarding the Environment
- Employee Well-being and Growth
- Supporting Communities

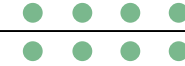
By formulating strategies for each of these focus areas, we are dedicated to realising our long-term sustainability ambitions. These strategies involve setting targets, implementing action plans and regularly monitoring and reporting on our progress.

Regards,

Vijay Aggarwal

Managing Director





Established in 1992, Prism Johnson Limited, operates through its three business divisions i.e. **Prism Cement, HRJ and Prism RMC** with operations across the country.

Our Principles and Beliefs:



Vision:

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



Values:

1 TASC



Our Sustainability Approach:

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



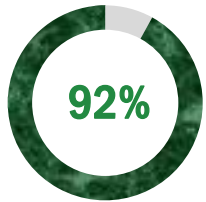
6,711 INR Crore

FY23 Revenue from Operations

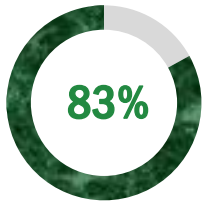
394 INR Crore

FY23 EBITDA

Customers Relations



Customer Satisfaction Index: Prism Cement



Customer Satisfaction Index: Prism RMC



Net Promoter Score: Prism RMC

39.6 INR Lakhs

Contribution to Trade Associations in FY23

Green Products Certification



Indian Green Building Council (IGBC)



Greenguard Gold Certification



Green Rating for Integrated Habitat Assessment (GRIHA)

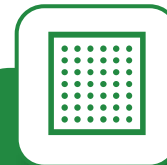
Customer Health and Safety

Implemented a robust quality control system that is **ISO 9001:2015** certified.



Anti-static Tiles:

Helps control static discharge from friction on floors. This property helps reducing the incidence of fire hazards due to accumulated static discharge



Tac Tiles:

These tiles have no slip properties with ground surface indicators, which provide cues and assist visually impaired people with their orientation.



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.

Innovating for a Sustainable Future

Our Research & Development Strategy



Ensuring high quality products and more efficient production processes



Innovating new products that meet evolving customer demand



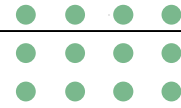
Promoting customer health and well-being



Identifying low-carbon raw materials and technologies

Our Research & Development Strategy

<p>Prism Cement</p>	<p>Various grades of Portland Pozzolana Cement (PPC) is developed through the substitution of clinker with fly ash.</p>	<ul style="list-style-type: none"> Lower Emission Footprint 	
<p>HRJ</p>	<p>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.</p>	<ul style="list-style-type: none"> Energy Savings Accredited by Leadership in Energy and Environmental Design (LEED) Solar Reflective Index (SRI) value of over 90 	
<p>Prism RMC</p>	<p>Perviouscrete™ - Allows water and stormwater runoff to percolate to the ground; Its properties make it ideal for use in rainwater harvesting structures</p>	<ul style="list-style-type: none"> Prevents flooding 	
	<p>Foundationcrete - Enhanced plastic properties and protects the environment by minimising cement consumption</p>	<ul style="list-style-type: none"> Increase absorption of cementitious by-products 	
	<p>Envirocrete® - Made by substituting Ordinary Portland Cement (OPC) with Pulverised Fuel Ash (PFA) and Ground Granulated Blast Furnace Slag (GGBS)</p>	<ul style="list-style-type: none"> Low heat of hydration 	
	<p>Coastcrete - Super speciality climate resilient concrete</p>	<ul style="list-style-type: none"> Able to withstand extreme coastal environmental conditions 	



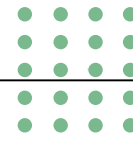
Energy and GHG Emissions: Targets

		Target
Prism Cement	Emission Intensity	Reduce the emission intensity of Clinker, OPC and PPC production by 5% each by FY25 from the base year FY22
	Power	50% of power consumption needs through green and renewable sources by FY25
HRJ	Energy Efficiency	Improve energy efficiency by 10% by FY25 from FY22
Prism RMC	Specific Electricity Consumption	Improve Specific Electricity Consumption by 4% by FY25 from FY23

Water Consumption: Target

		Target
HRJ	Share of Rain Water Harvesting	Share of rainwater harvesting to 20% of total water consumption by FY25
Prism RMC	Water Intensity	Reduce the water intensity of production process by 4% by FY25 from FY23





Alternative Raw Materials

18.9% **2.3%**

Prism Cement Prism RMC

Alternative Raw Material Consumed in FY23 (%)

Blended Cement

82.8%

Prism Cement: Blended Cement as a % of Total Cement Production

Scope 3 Emissions (Kg CO₂)

Direct Scope 3 Emissions (KgCO₂e)	7,66,856
C1: Purchased Goods and Services (KgCO ₂ e)	4,18,479
C3. Fuel-and-energy-related-activities (not included in Scope 1 or 2) (KgCO ₂ e)	2,59,536
C6. Business travel (KgCO ₂ e)	5,750
C7. Employee commuting (KgCO ₂ e)	4,631
C9. Downstream transportation and distribution (KgCO ₂ e)	78,461

Energy Consumption

41,58,052 **5,27,421**

Total non-renewable energy consumption (MWh) in FY23 Total renewable energy consumption (MWh) in FY23

Raw Material Consumption

76,47,438

Raw Material Consumed by Prism Cement in FY23 (MT)

1,26,41,433

Raw Material Consumed by Prism RMC in FY23 (MT)

Revenue from Low Carbon Products

51% Share of FY23 Revenue that comes from sale of low carbon products



Key initiatives

Decarbonization

- Alternate raw materials usage and clinker factor reduction at Prism RMC and Prism Cement
- Green fuels usage at HRJ and Prism Cement (AFR)
- Energy conservation and efficiency through technological interventions
- Renewable energy
- Re-carbonation Potential of Concrete



Air Quality

- Emission reduction strategy through Continuous Emission Monitoring Systems (CEMS) and Continuous Ambient Air Quality Monitoring Systems (CAAQMS) at Prism Cement



Waste

Management

- Standard Operating Procedures (SOPs) to ensure safe and appropriate waste disposal
- Safe disposal of all the wastes through authorised vendors



Biodiversity

- Environmental Impact Assessment (EIA) including biodiversity at Prism Cement
- Around 1,60,000 saplings were planted in FY23 by Prism Cement



Transport and Logistics

- GPS tracking system for fleets
- Vehicle Replacement Policy to substitute fuel-inefficient and old emission-intensive vehicles at Prism RMC
- Compressed Natural Gas (CNG) fuelled transit mixers in certain geographical locations



Water Conservation

- Zero Liquid Discharge (ZLD) at all the plants
- Replenishing groundwater initiatives in Satna, Madhya Pradesh
- Construction of sedimentation tanks to recycle 10-15% of wastewater by Prism RMC



Highlights

Total Workforce



Diversity and Inclusion



Female employee count



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

Policy on Prevention of Sexual Harassment (POSH) at Workplace

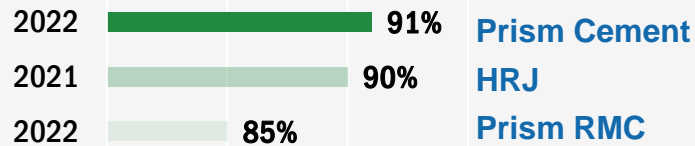
Prism Cement's human capital strategy:
Hiring & retention of female employees

4.5%

Share of women in STEM-related positions
(As % of total STEM positions)

Employee Engagement

Employee Engagement Score



Occupational Health & Safety

Safety Risk Assessment

At all manufacturing units, site-level safety committees carry out Hazard Identification and Risk Assessments (HIRA)

Health & Safety Trainings

In FY23, the Company organised **775** health and safety trainings covering **5,154** employees and workers

Recognition by Apex India foundation for excellence in Occupational Health and Safety



All sites of Prism Cement and HRJ are **ISO 45001:2018** certified

5.8%

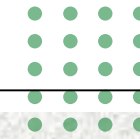
Share of women in all management positions as % of total management positions

2.6%

Share of women in top management positions as % of total top management positions

2.9%

Share of women in management positions in revenue generating functions as % of all such positions



Talent Attraction and Retention

Employee Benefits:

- Life insurance
- Health care and Medical Insurance
- Group Personal Accident (GPA) insurance
- Disability and invalidity coverage
- Retirement provisions
- Childcare facilities and maternity leave

23.9%

Voluntary Employee Turnover Rate in FY23

1,142

Total Number of New Employee Hires in FY23

7,495

Average Hiring Cost per FTE in FY23 (INR)

Learning & Development

Functional Training	ESG Training	Safety Training	Management Trainee and Engineering Trainee program
Product Management Training	Leadership & Managerial Training	Risk Management Training	

7

Average Hours per FTE of Training and Development in FY23

1,368

Average amount spent per FTE on training and development (INR) in FY23

GROW, a Leadership Development Programme, aims 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.

(A new program called PATH has also been launched)



Sustainable Development Goals



Key Focus Area

- Rural infrastructure development
- Health and Hygiene
- Promotion of education
- Environment and water conservation
- Provision of potable drinking water
- Empowerment and skill development
- Social welfare

33,000+

Total Beneficiaries

2.85 INR Crore

Total CSR Expenditure



Enabling Female Empowerment

Vocational training is provided to approximately **100** women from neighbouring villages.

To increase access to financial services, the Company has helped women to organise themselves in Self Help Groups (SHGs). One such SHG has recently delivered stitching orders of over 28,000 uniforms amounting to ₹ 28 Lakhs



Local Procurement

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

During the reporting period, Prism Cement, HRJ and Prism RMC procured **70%**, **54%** and **82%** of their raw materials locally, respectively



Greentech Environment Award

For outstanding achievement in Environmental Excellence



CSR Award

For excellent work under Corporate Social Responsibility



CII National Award

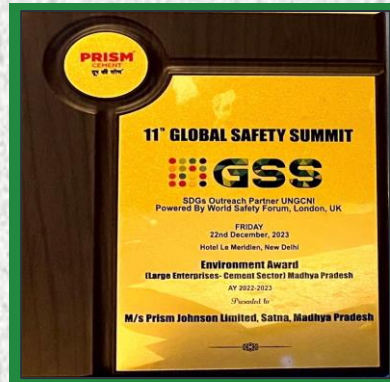
For Excellence in Water Management



CNBC TV 18 India Risk Management

Masters of Risk Management: Capital Projects and Infrastructure in Large Cap Segment

Global Safety Summit Award



Environment Award



Safety Award



Happiness & Wellbeing Award

To fostering employee happiness and wellbeing as part of business sustainability and business growth



The background of the slide is an aerial photograph of a dense, vibrant green forest. A prominent feature is a diagonal band of solid green color that runs from the top-left towards the bottom-right, bisecting the forest image. The text is overlaid on this design.

PRISM JOHNSON LIMITED

Thank You