

**PRISM JOHNSON LIMITED**

SUSTAINABILITY REPORT 2024-25

# Concrete Steps to a **Sustainable Future**



**PRISM**  
CEMENT  
दूर की सोच

**JOHNSON**  
DESIGNERS' CHOICE

**PRISM  
RMC**  
Complete Concrete Solutions



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# About the Report

Prism Johnson Limited (also referred to as ‘Prism Johnson’ or ‘The Company’) is pleased to present its sixth Sustainability Report, offering a detailed overview of its sustainability strategy, performance, and progress. This report reflects the Company’s commitment to transparently communicating the integration of sustainability into its business operations and its long-term ambition to create sustainable value for all stakeholders.

## Reporting Period and Scope

This report outlines the Environmental, Social, and Governance (ESG) performance of Prism Johnson’s Divisions: Prism Cement, H & R Johnson (India) (‘HRJ’), and RMC (India) (‘Prism RMC’) for 2024-25. The scope of environmental and safety performance data includes 68 operational plants:

- 2 Cement plants at Satna, Madhya Pradesh
- 6 Tile plants at Dewas, Kunigal, Vijayawada, Panagarh, Pen, and Karaikal
- 2 Faucet plants at Baddi and Samba
- 58 Ready-mix concrete (RMC) manufacturing plants

This report excludes five tile plants under Joint Ventures, RMC plants operating under a franchisee model, and dedicated RMC plants operated for specific customers (Mega Projects), where the Company does not exercise operational control. All information presented in this report is on a standalone basis.

## Sustainability Frameworks

Prism Johnson’s ESG performance in this report is presented in accordance with the Global Reporting Initiative (GRI) framework. During 2024-25, the Company has undertaken a Double Materiality Assessment as per the GRI 2021 framework, ensuring a comprehensive evaluation of both financial materiality (impact of ESG factors on the Company’s business performance) and impact materiality (how the Company’s operations affect environmental and social sustainability). The Company’s strategy is also aligned with the United Nations Sustainable Development Goals (UN SDGs) and the United Nations Global Compact (UNGC) principles.

The Company has undertaken a Biodiversity Risk Assessment aligned with the TNFD (Taskforce on Nature-related Financial Disclosures) framework in 2024-25. This assessment evaluated the Company’s biodiversity dependencies and impacts across operational sites, helping the Company formulate targeted conservation and mitigation strategies.

## External Assurance

The Environmental and Social data in this Sustainability Report has been externally assured by BDO India LLP. The independent assurance statement is available on page 93. BDO India LLP has conducted this assurance as per International Standard on Assurance Engagements (ISAE) 3000 (Revised) standard – Limited Assurance criteria.

## Suggestions and Feedback

The Company invites you to share your suggestions and feedback to help enhance the quality and relevance of its Sustainability Report. Your insights will contribute to shaping future reporting practices and ensuring that the information provided aligns with the material information sought by several stakeholders.

To provide feedback, please reach out to [investorrelations@prismjohnson.in](mailto:investorrelations@prismjohnson.in). The Company looks forward to your valuable contributions.





# Sustainability Highlights: 2024-25

Creating Stakeholder Value

₹ 6,726 Crores

Revenue from Operations

1.1x

Net Debt to EBITDA

92%

Customer Satisfaction Index (CSI) for Prism Cement

67

Net Promoter Score (NPS) for Prism RMC

80%

Critical suppliers Who Have Signed the Supplier Code of Conduct

63%

Revenue Share Of Low Carbon Products

5

Patents Granted to HRJ

Safeguarding the Environment

623 kg CO<sub>2</sub>

Prism Cement's Net Emission Intensity Per Tonne of Cementitious Material

~32%

Prism Cement's Power Requirement Met Through WHRS And Solar Power

4.6%

Thermal Substitution Rate (TSR) at Prism Cement

~4x

Water Positivity at Prism Cement

~40,000

Saplings Planted by Prism Cement

~23%

Share of Rainwater Harvested In Total Water Consumption (HRJ)

~20%

Reduction in Energy Intensity Of Tile and Faucet Production (HRJ) in Past 3 Years

Employee Well-being and Growth

10,272

Total Workforce (Employees and Workers, Including Contract Workers)

4.3%

Share of Women in Total Workforce

₹ 542 Crores

Employee Benefit Expenses

0.097

Lost Time Injury Frequency Rate (LTIFR)

0

Fatality

6,336

Employees and Workers Trained on Health and Safety

6,657

Employees and Workers Trained on Skill Upgradation

Supporting Communities

₹ 1.16 Crores

Expenditure on CSR activities

18

Villages Benefitted around Satna

~6,500

Families Benefited From The Company's CSR Programme

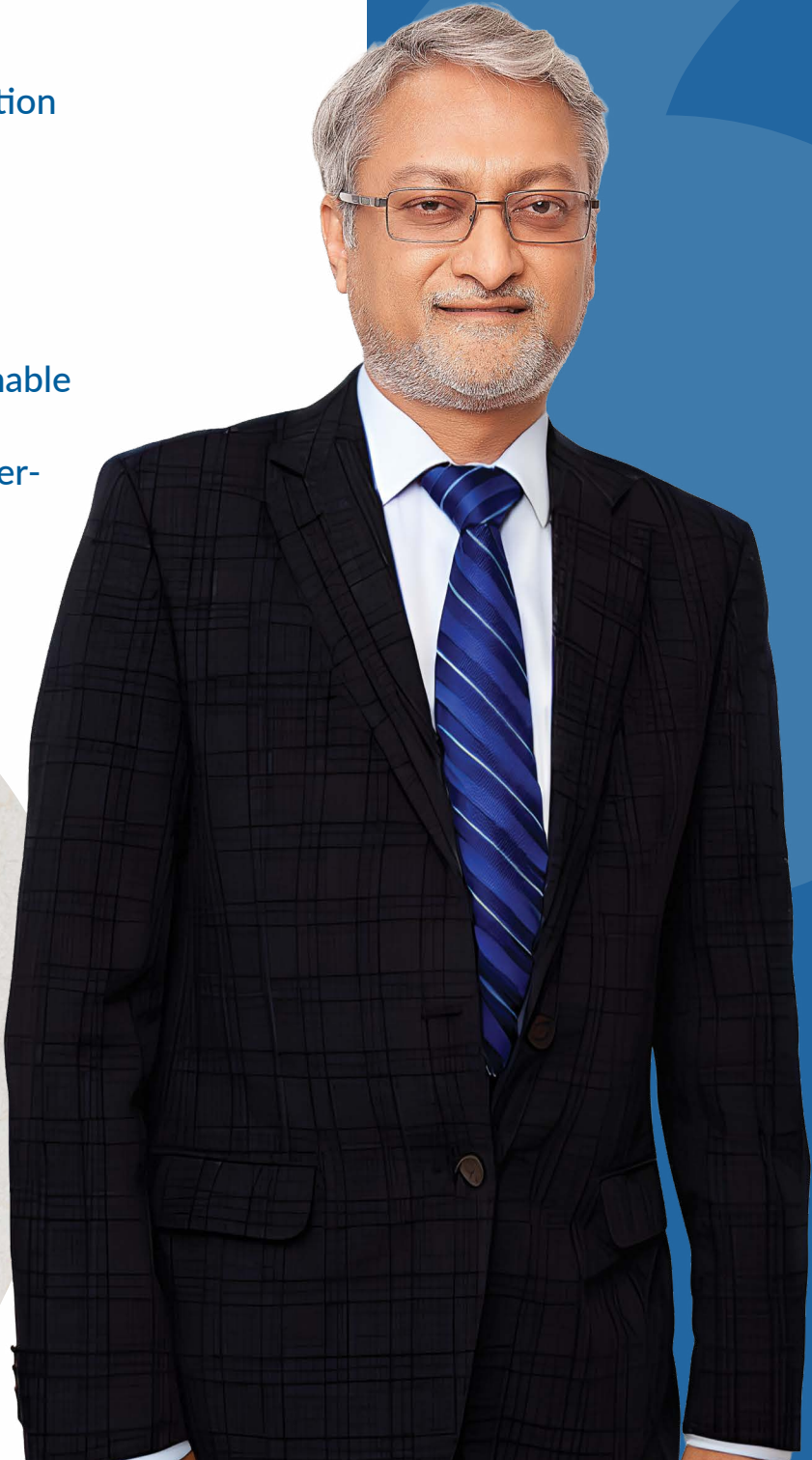
Note: All financial data has been provided on a standalone basis.



# Message from the Managing Director

“

“With a strong foundation and a clear strategic direction, we remain committed to taking ‘Concrete Steps to a Sustainable Future’, centred around sustainable practices, operational efficiency, and customer-centric innovation.”



## Dear Stakeholder,

I am pleased to present Prism Johnson's sixth Sustainability Report titled 'Concrete Steps to a Sustainable Future'. This report provides an update to our sustainability initiatives and performance during the year 2024-25.

India's infrastructure and housing sectors are poised for continued growth in the near to medium term, offering us a promising runway for growth. Prism Johnson is well-positioned to capitalise on this momentum with a clear strategy and a culture of innovation and integrity. Our priorities remain centred on disciplined execution, stakeholder value creation and sustainable transformation.

As a key player in the building materials industry, we recognise our critical role in shaping a sustainable future. Guided by a clear vision to drive responsible growth, we continue to innovate, adapt and deliver solutions that align with the evolving expectations of our customers, stakeholders and communities. We remain committed to fostering a culture of innovation and resilience, driving operational efficiencies and investing in sustainable technologies for maintaining a competitive edge and achieving long-term sustainability goals.

Our sustainability framework rests on four strategic pillars. Each of these anchors our actions and underscores our commitment to long term, inclusive development.

### Creating Stakeholder Value

2024-25 was marked by a challenging operating environment and heightened competitive pressures, which impacted our overall performance. Despite these challenges, we continued to

stay focused on long-term priorities and operational discipline. With a strong foundation and a clear strategic direction, we remain committed to taking 'Concrete Steps to a Sustainable Future', centred around sustainable practices, operational efficiency, and customer-centric innovation. Prism Johnson's standalone revenues declined by 4.9% in 2024-25 to ₹ 6,726 Crores and EBITDA margin declined by 50 basis points to 5.9%. During 2024-25, the Company reported a Net Profit after Tax of ₹ 102 Crores. Further, it reduced its Net Debt considerably from ₹ 662 Crores in 2023-24 to ₹ 443 Crores in 2024-25.

### Safeguarding the Environment

In 2024-25, we progressed towards reducing our environmental footprint. As part of our sustainability initiatives, we installed an additional 8 MW of solar power at our cement plant in Satna, Madhya Pradesh. As a result, over 32% of Prism Cement's power requirement was met through green and renewable sources, including WHRS, as compared to over 29% in the previous year. We increased usage of alternate fuels, thereby increasing the thermal substitution rate (TSR) from 3.3% in 2023-24 to 4.6% in 2024-25 (Prism Cement). Additionally, our emissions intensity per tonne of cementitious material (Scope 1 + Scope 2) declined by 4.1% in the past three years. Our green cover expansion continued with the plantation of nearly 40,000 trees, reinforcing our commitment to biodiversity and ecological balance.

During 2024-25, Prism Cement was ~4 times water positive. HRJ met around 23% of its water consumption requirements through rainwater

harvesting, surpassing its target for 2024-25. This is in addition to the Zero Liquid Discharge (ZLD) status that all our cement, tile, and RMC plants under operational control successfully retained this year.

### Employee Well-being and Growth

We recognise our workforce as a cornerstone of the Company's long-term success and sustainable growth. We are deeply committed to fostering an environment where our employees can thrive both professionally and personally. Through well-structured programmes and policies focused on learning, career development, health and safety, and holistic well-being, we aim to empower our people and support their continuous growth.

### Supporting Communities

Our commitment to inclusive and community-led growth remains steadfast. We spent ₹ 1.16 Crores in impactful CSR initiatives, primarily focussing on the 18 villages surrounding our Satna plant. These programmes span rural infrastructure development, health and hygiene, education, environment and water conservation, access to safe drinking water, and social welfare.

In conclusion, I express my sincere gratitude to our employees, partners, customers, and shareholders for their steadfast support. Your trust in Prism Johnson Limited drives our progress. Together, we are moving purposefully towards a more sustainable future.

Regards,

**Vijay Aggarwal**  
Managing Director



# About Prism Johnson

Prism Johnson is one of the leading integrated building materials companies in India, headquartered in Hyderabad and publicly listed on both the BSE Limited and the National Stock Exchange of India Limited (NSE). Since its establishment in 1992, Prism Johnson has built a strong presence across three key business segments, delivering high-quality products and solutions to support India's growing infrastructure and real estate sectors.

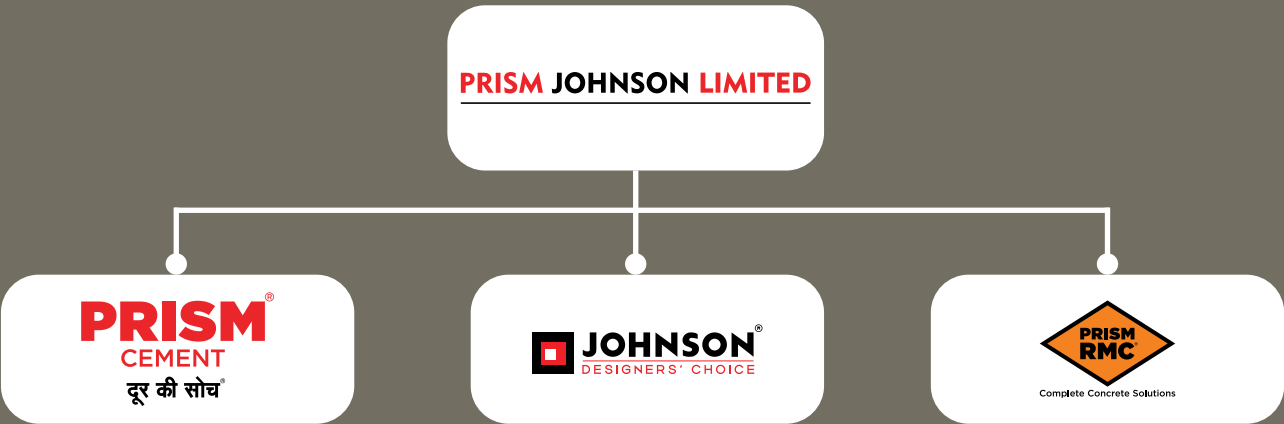
## Vision

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

## Values

-  **1** TEAM
-  **T** RANSPARENCY
-  **A** CCOUNTABILITY
-  **S** PEED
-  **C** HANGING WITH TIMES

## Organisational Structure



# Offering Comprehensive Building Materials Solutions

	Capacity	Products	Market Presence
	<ul style="list-style-type: none"><li>5.6 MTPA at Satna, Madhya Pradesh</li><li>1.08 MTPA through Grinding Unit Supply Agreements</li></ul>	<ul style="list-style-type: none"><li>Ordinary Portland Cement (OPC)</li><li>Portland Pozzolana Cement (PPC)</li><li>Premium PPC Products</li></ul>	Strong Regional Presence in Eastern and Central Uttar Pradesh, Madhya Pradesh, and Bihar
	<ul style="list-style-type: none"><li>~64 mn m<sup>2</sup> across 11 Tile Plants (Own and Joint Ventures)</li></ul>	<ul style="list-style-type: none"><li>Ceramic, Vitrified, Glazed Vitrified, and Industrial Tiles</li><li>Sanitaryware and Bath Fittings</li><li>Engineered Marble and Quartz</li></ul>	Pan-India Presence, Catering To Residential, Commercial, And Industrial Sectors
	<ul style="list-style-type: none"><li>11.6 mn m<sup>3</sup></li><li>98 Plants In 45 Cities/Towns (Including Franchisee Plants)</li></ul>	<ul style="list-style-type: none"><li>Ready-Mix Concrete</li><li>Construction Chemicals</li><li>Plaster</li></ul>	Extensive pan-India Presence, Primarily Serving Urban Real Estate and Infrastructure Sectors





## Key Lines of Business

### Cement (Prism Cement)

A prominent player in the Satna cluster of central India, Prism Cement is known for its robust production capabilities, high-quality offerings, and strong market presence. With a production capacity of 5.6 mn tonnes per annum (MTPA), it offers a wide range of high-quality cement products, including Portland Pozzolana Cement (PPC) and Ordinary Portland Cement (OPC). Its manufacturing facilities at Satna, Madhya Pradesh, are equipped with state-of-the-art machinery and receive technical support from renowned global leaders in cement technology. Additionally, it has entered into cement supply agreements with three grinding units, with a total capacity of 1.08 MTPA in Uttar Pradesh.

Prism Cement's product portfolio is a testament to the Company's commitment to excellence, offering a comprehensive range of high-quality

products that cater to every aspect of construction, from foundation work to plastering. Known for its superior quality and reliable performance, Prism Cement is a trusted choice for infrastructure projects, residential buildings and commercial construction projects across India.

### H & R Johnson (India) ('HRJ')

With over six decades of experience, HRJ is the pioneer of ceramic tiles in India. HRJ offers a diversified product portfolio of tiles, sanitaryware, bath fittings (kitchen sinks, vanity basins and allied products for kitchen and bathroom) and engineered marble and quartz, and provides end-to-end solutions to its customers. HRJ has a tile manufacturing capacity of around 64 mn m<sup>2</sup> per annum, spread across 11 manufacturing plants (including joint ventures), making it one of the top three tile manufacturers in India.

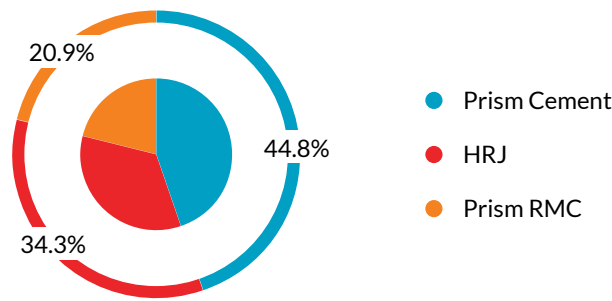
Renowned for its innovative products and superior quality, HRJ caters to residential, commercial and industrial applications.

### RMC (India) (Prism RMC)

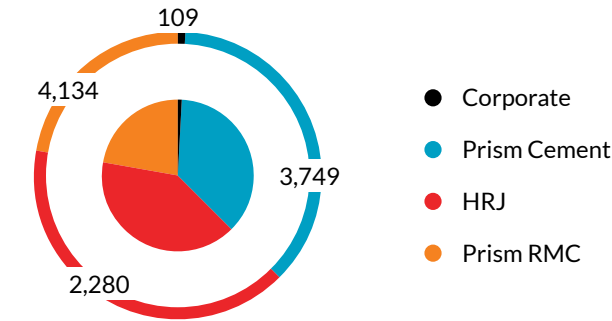
Operating a pan-India network of 98 plants (including franchisees), Prism RMC delivers high-performance ready-mix concrete solutions, catering to diverse construction needs with a focus on quality, durability and sustainability. To ensure strict quality controls, Prism RMC operates two technical labs that are certified by the National Accreditation Board for Testing and Calibration Laboratories (NABL). Known for its high-quality and reliable ready-mix concrete products, Prism RMC caters to a wide range of construction needs, from residential and commercial buildings to large-scale infrastructure projects.



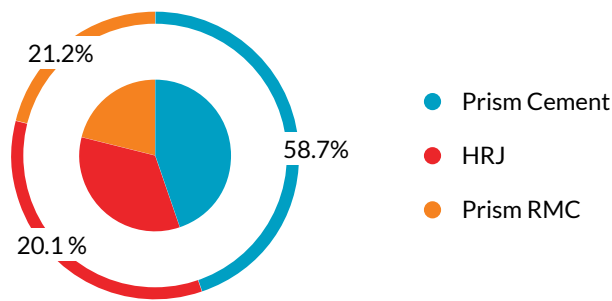
2024-25 Revenue Share (%)



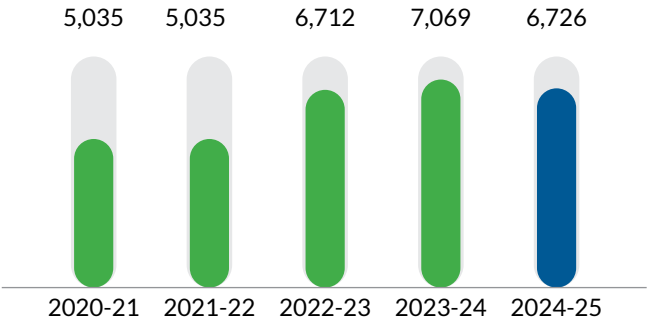
Total Workforce (#)



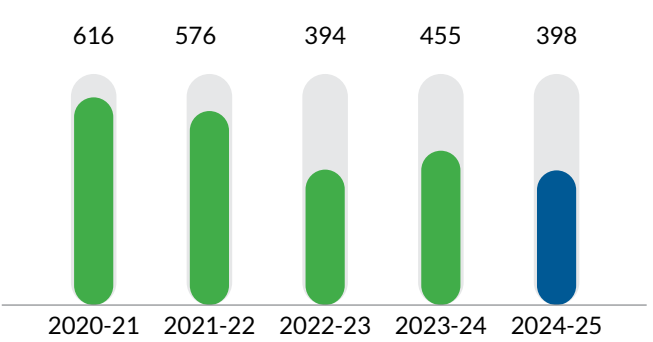
2024-25 EBITDA Share (%)



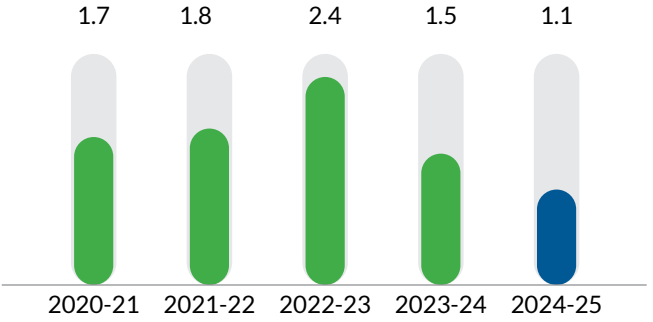
Revenue (₹ in Crore)



EBITDA (₹ in Crore)

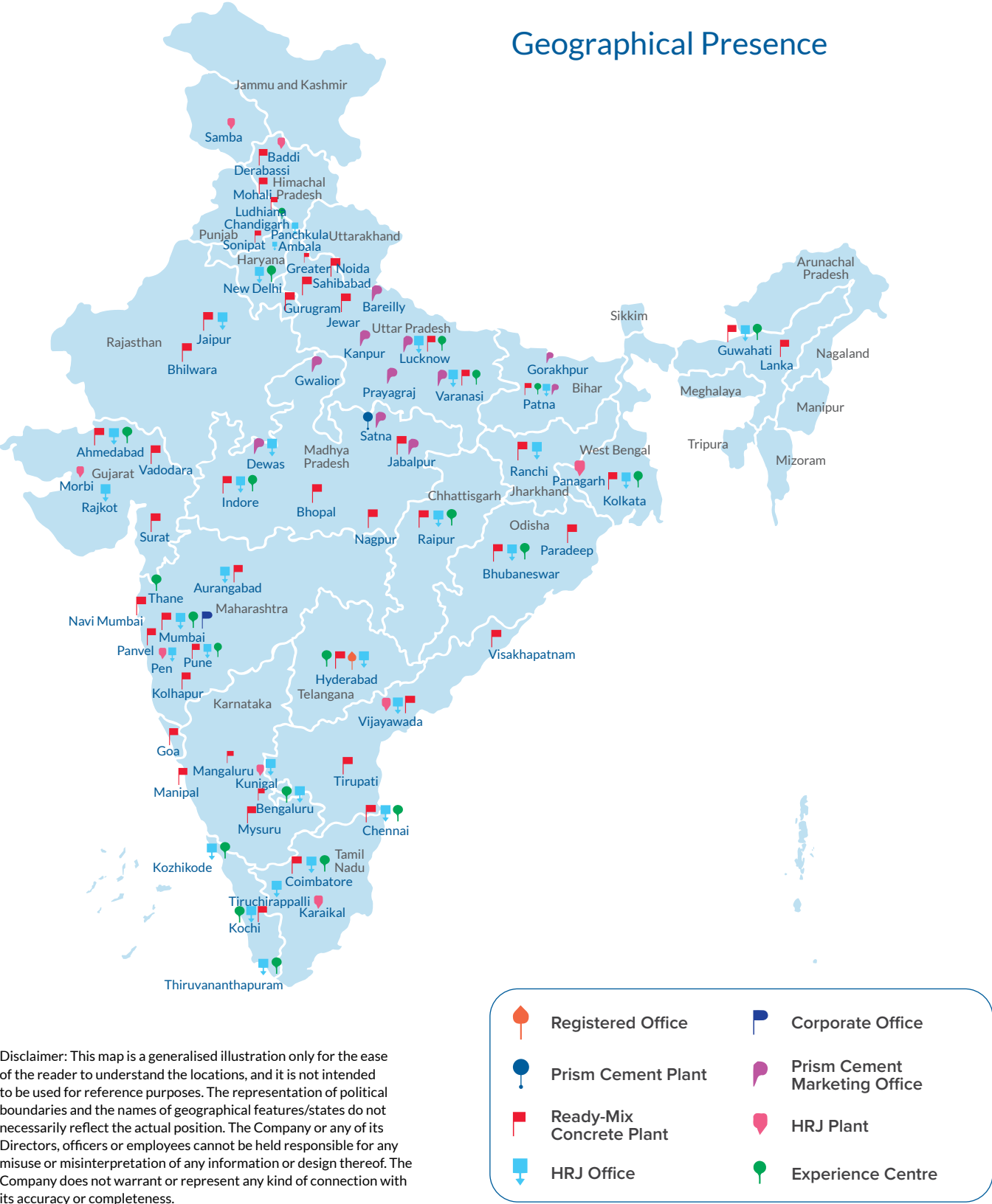


Net Debt to EBITDA (₹ in Crore)



Note: All financial data has been provided on a standalone basis.





### Industry Associations

Prism Johnson maintains active membership in several prominent industry associations, reflecting its commitment to collaborative progress. By participating in these esteemed platforms, the Company engages meaningfully with policymakers, regulatory bodies, industry peers, and other key stakeholders to stay abreast of emerging trends, technological advancements, and regulatory developments. Through these associations, Prism Johnson contributes to policy dialogue and technical working groups focused on sustainability, resource efficiency, emissions reduction, and circular economy practices. This engagement supports the Company's efforts to align with evolving regulatory standards, adopt industry-leading solutions, and strengthen its operational resilience in a dynamic business environment.

Name of the Trade And Industry Chambers/Associations	Reach of Trade and Industry Chambers/Associations (State/National)
Cement Manufacturers Association	National
Confederation of Indian Industry	National
Indian Council of Ceramic Tiles and Sanitaryware	National
National Council for Cement and Building Material	National
Indian Ceramic Society	National
All India Pottery Manufacturers Association	National
Edayar Small Scale Industry Association	Regional
Bombay Chambers of Commerce & Industry	Regional
Bombay Textile Research Association	Regional
Baddi Barotiwalla Nalagarh Industries Association	Regional



Environmental Management Systems (EMS)

Prism Johnson continues to strengthen its management systems through adoption of globally recognised standards for quality, environment, health and safety, energy management, and information security. The Company has implemented third-party certified systems at several manufacturing locations, while also aligning internal procedures with applicable ISO frameworks to ensure operational excellence and compliance.

Sites across the Cement and HRJ Divisions have secured certifications

under internationally recognised management system standards. Prism RMC holds other third-party recognitions that support product quality and environmental performance. These certifications and standards form part of the Company's broader commitment to continuous improvement, regulatory compliance, and stakeholder confidence.

Prism Cement plants are certified for ISO 9001:2015 (Quality) ISO 14001:2015 (Environment) ISO 45001:2018 (Occupational Health

and Safety) SA 8000:2014 (Social Accountability) ISO 50001:2018 (Energy) management certifications from external agencies.

HRJ's plants are compliant with key international standards, holding certifications such as ISO 9001, ISO 14001, ISO 45001, and ISO 50001. Additionally, they are certified by IGBC and GRIHA, reflecting a strong commitment to quality, environmental responsibility, energy efficiency, and sustainable practices.

Research and Development

Innovation is central to Prism Johnson's vision for a sustainable and forward-looking future. The Company's ongoing investments in research and development are aimed not only at addressing current industry challenges but also at anticipating future needs. By embracing advanced technologies and fostering a culture of continuous improvement, Prism Johnson develops products and processes that are safer, more environmentally responsible, and aligned with evolving market demands. The key focus areas for the Company's research and development activities are:



**Enhancing Product Quality**

Maintain high standards in product quality and drive efficient production processes.



**Introducing Innovative Products**

Develop and launch new, cutting-edge solutions to meet evolving customer needs and market demand.



**Driving Sustainable Manufacturing**

Adopt efficient and innovative technologies aimed at improving process sustainability and reducing carbon emissions.

Green Product Certifications



The Indian Green Building Council (IGBC) certification assesses buildings on sustainability criteria, such as energy efficiency, water conservation, waste management, and indoor air quality. Prism Johnson's HRJ Division is an IGBC member and participates in annual evaluations as part of this process.



Cool Roof Endura Tiles from the HRJ Division have received the GreenPro certification from the Confederation of Indian Industry (CII), recognising their reduced environmental impact across the product's entire lifecycle. Recently, all PPC products from the Company's Cement Division received the GreenPro certification by CII.



The GRIHA rating assesses buildings' environmental performance across their lifecycle. Several Prism Johnson products are certified for use in GRIHA-rated green buildings.

Prism Cement

The cement plant houses a state-of-the-art, NABL certified quality control laboratory focused on optimising product properties and processes to ensure high-quality cement. Equipped with 3D imaging systems for Computerised Mines Block development, it enables efficient and optimal raw material extraction. The lab also tests concrete made with Prism Cement's premium products to maintain superior quality standards. These insights drive innovation, particularly in the use of alternative low-carbon materials and enhancing product strength.

HRJ

Prism Johnson's HRJ Division operates a dedicated R&D facility at its tile manufacturing plant in Dewas, Madhya Pradesh. Recognised by the Department of Scientific & Industrial Research (DSIR), the facility plays a crucial role in driving innovation and maintaining the Division's technological leadership. The R&D team comprises young scientists working under the mentorship of experienced and reputed senior researchers. Over a rich legacy of 67 years, HRJ has introduced several groundbreaking tile products and continues to push the boundaries of design and functionality. The Division has been granted five patents for several innovations, including antistatic tiles, soluble salt technology, anti-oxidation refractory frit and an antimicrobial powder – underscoring its commitment to pioneering advanced and high-performance solutions.

Prism RMC

Prism RMC continues to enhance its manufacturing processes and resource optimisation efforts, while maintaining its unwavering commitment to delivering high-quality products and services. With a strong focus on innovation, the Division has developed concrete solutions that meet diverse application needs, offering performance, reliability, and versatility across a wide range of construction projects.

Prism RMC runs two NABL-certified technical laboratories that rigorously maintain concrete quality at its plants.



# Celebrating Progress and Recognition

The prestigious accolades garnered by Prism Johnson underscore its commitment to excellence and innovation, driving its goal to build a sustainable future. These achievements inspire Prism Johnson to continue taking concrete steps towards building a sustainable future.



### Certificate of Merit for Energy Efficiency

Prism Cement Received Certificate of Merit in Appreciation of The Achievements in Energy Efficiency in The Cement Sector by Ministry of Power



### Appreciation Award for Energy Efficiency

Honoured under the BEE PAT Scheme, Prism Cement Received an Appreciation Award for Best Energy Efficient Designated Consumer at the 8<sup>th</sup> CII National Energy Efficiency Circle Competition



### Global CSR and Leadership Excellence Award

Received Global CSR and Leadership Excellence Award for Best Environment-Friendly Project



### Apex India Green Leaf Award

Received Apex India Green Leaf Award in Platinum Category for Environmental Excellence



### Dainik Bhaskar Industry Excellence Award

Received Certificate of Excellence in Dainik Bhaskar Industry Excellence Awards for Distinguished Achievements under CSR Excellence Category



### 5-Star Rating for Sustainable Mining Practices

Awarded a 5-star Rating by the Indian Bureau of Mines for Exemplary Sustainable Mining Practices and Environmental Conservation



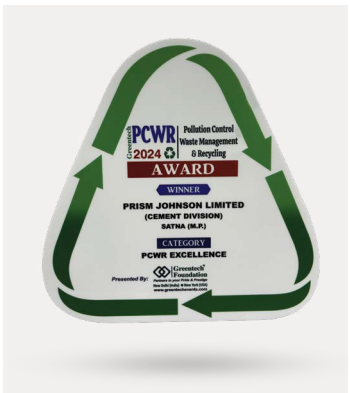
### Golden Peacock Award for Energy Efficiency

Received the Coveted Golden Peacock Award for Energy Efficiency in the Cement Sector, Recognising Exceptional Energy Management Practices



### CNBC TV 18 and ICICI Lombard India Risk Management Awards

Received Masters of Risk Award for Capital Projects and Infrastructure in the Large-cap Category



### Pollution Control Water Management and Recycling (PCWR) Award

Received PCWR Award by Greentech Foundation in PCWR Excellence Category



### Great Indian Audit Team (Infrastructure) Award

Recognised as the Great Indian Audit Team (Infrastructure) at the Great Indian Audit Leaders' Summit & Awards 2024



### Superbrands (Customer & Industry Validated) Award

HRJ received the Superbrands Award for Johnson Endura, Johnson Marble & Quartz and Johnson Smart Tiles



# Sustainability Approach

## Business and Sustainability Framework

The Company’s sustainability strategy is anchored in its Business and Sustainability Framework, which is designed to drive value creation, environmental protection and community well-being. The framework is built on four key pillars, each addressing a critical aspect of Prism Johnson’s business and sustainability priorities.

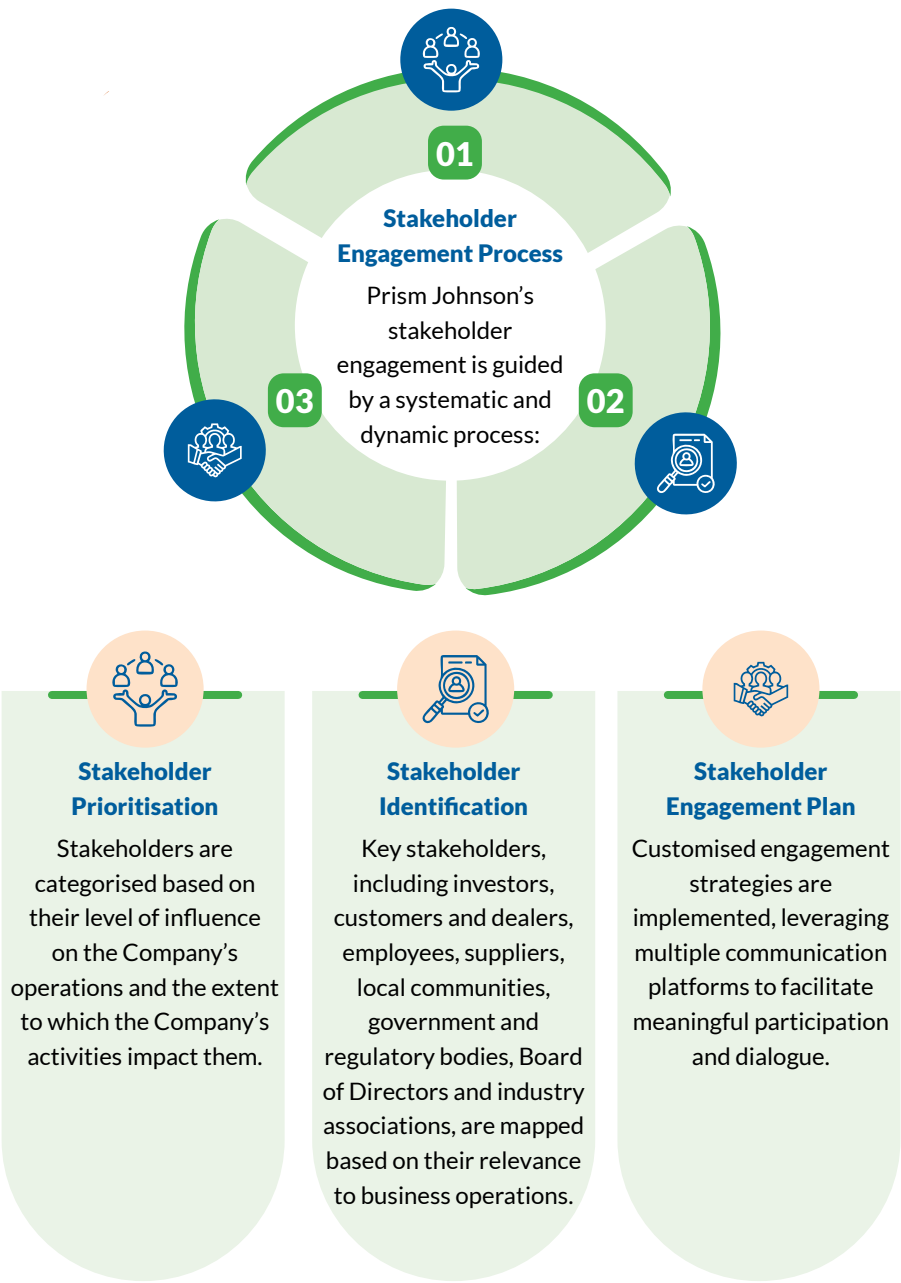


The Company’s Business and Sustainability Framework aligns with global sustainability standards, including the United Nations Sustainable Development Goals (UN SDGs) and the United Nations Global Compact (UNGC) principles. Through continuous innovation and responsible business practices, the Company remains dedicated to creating positive economic, environmental and social impact while driving business excellence.

## Stakeholder Engagement





Prism Johnson employs a structured stakeholder engagement framework to align business sustainability priorities with stakeholder expectations. This proactive approach enables the Company to assess and manage risks and opportunities that influence its long-term operational and financial performance. To comprehensively evaluate material risks, the Company integrates qualitative and quantitative parameters, assessing the likelihood and impact of key issues. The materiality assessment adheres to the Global Reporting Initiative (GRI) 2021 Standards, ensuring transparency and accountability.





The Company’s Stakeholder Engagement Policy formalises the process of identifying, prioritising and engaging with stakeholders. Engagement is facilitated through structured dialogues such as interviews, industry collaborations, workshops and official disclosures. The Company has also instituted a grievance redressal mechanism to actively monitor stakeholder concerns, ensuring their integration into business strategies.



Stakeholder concerns are monitored using predefined performance indicators, including the number of beneficiaries from CSR programmes, employee engagement scores and customer satisfaction metrics.



Key stakeholders	Why are they important	How the Company engages	What is important
 Investors	Shareholders and investors are key enablers of business growth and help shape the Company's business and financial strategy.	<ul style="list-style-type: none"><li>■ Annual General Meeting, Postal ballots</li><li>■ Quarterly results and presentations</li><li>■ Investor interactions</li><li>■ Annual report and Sustainability report</li><li>■ SEBI LODR disclosures</li></ul>	<ul style="list-style-type: none"><li>■ Business growth by leveraging the Company's operating, financial and sustainability strategies</li><li>■ Timely financial and other statutory disclosures</li><li>■ Competition and market positioning</li><li>■ Sound corporate governance mechanism</li><li>■ Timely receipt of dividends, resolving shareholder grievances and creating awareness of ease of doing business</li></ul>
 Customers and Dealers	Customer satisfaction and loyalty are essential for success and business growth.	<ul style="list-style-type: none"><li>■ Customer satisfaction surveys</li><li>■ Grievance redressal forums</li><li>■ Dealer and distributor conventions</li><li>■ Seminars and workshops</li></ul>	<ul style="list-style-type: none"><li>■ Customer satisfaction, loyalty and retention</li><li>■ Product quality and safety</li><li>■ New product mix development based on market needs</li><li>■ Fair and competitive pricing</li><li>■ Timely and efficient redressal of customer complaints</li><li>■ Detailed product-related labelling; adequate information on products</li></ul>
 Employees	Performance of employees, along with their professional development and personal well-being, is a significant factor that drive the success of a business.	<ul style="list-style-type: none"><li>■ Employee satisfaction surveys</li><li>■ Grievance redressal and self-service portals</li><li>■ Periodical e-bulletins, newsletters and emails</li><li>■ Workshops, events, and seminars</li><li>■ Training workshops</li><li>■ Performance evaluation</li></ul>	<ul style="list-style-type: none"><li>■ Company policies and procedures</li><li>■ Nurturing work environment</li><li>■ Career counselling and growth prospects</li><li>■ Personal and professional growth</li><li>■ Diversity and equal opportunity</li><li>■ Health and well-being</li><li>■ On the job trainings; skill development programmes</li></ul>
 Suppliers	Fostering relationships with suppliers can establish enduring partnerships while creating possibilities for co-operation, knowledge sharing, and infrastructural support in the long run.	<ul style="list-style-type: none"><li>■ Meetings with contractors/vendors</li><li>■ Seminars and workshops</li><li>■ Supplier feedback surveys</li></ul>	<ul style="list-style-type: none"><li>■ Inclusion of local and MSME suppliers</li><li>■ Timely payment to suppliers</li><li>■ Fair, accountable, and sustainable supply chain practices</li><li>■ Improving operational efficiency of logistics</li><li>■ Supplier financial health, reputation and service quality</li></ul>

Key stakeholders	Why are they important	How the Company engages	What is important
 Local Communities	Building stronger connections with local communities enables the Company to identify and address concerns, if any.	<ul style="list-style-type: none"><li>■ Awareness programmes</li><li>■ Social media channels</li><li>■ Sponsorships</li><li>■ CSR activities</li></ul>	<ul style="list-style-type: none"><li>■ Needs assessment of local communities</li><li>■ Strengthening relations with local communities</li><li>■ CSR activities</li></ul>
 Government and Regulatory Bodies	Engaging with the Government and various regulatory bodies ensures compliance with regulatory changes.	<ul style="list-style-type: none"><li>■ Annual report and requisite disclosures</li><li>■ Policy advocacy forums</li><li>■ Compliance reports</li><li>■ Notices and circulars</li></ul>	<ul style="list-style-type: none"><li>■ Engaging with government and regulatory bodies to stay compliant with legal and regulatory requirements</li><li>■ Product safety, quality and standard</li><li>■ Employee health and safety</li><li>■ Advocacy of industrial problems and labour-related reforms</li></ul>
 Board of Directors	Regular communication with the Board allows the Company to assess performance and progress against growth objectives as well as financial and sustainability targets.	<ul style="list-style-type: none"><li>■ Board/ERM/Committee meetings and presentations</li><li>■ Annual General Meeting</li><li>■ Familiarisation programme</li><li>■ Annual report and other requisite disclosures</li><li>■ Evaluation of board, board committees and individual directors</li></ul>	<ul style="list-style-type: none"><li>■ Sustainable business growth</li><li>■ Sound corporate governance mechanisms</li><li>■ Formulation of business strategy, risk management and implementation of key actionable items</li><li>■ Investor relations</li></ul>
 Industry Associations	Participating with industry organisations enables the Company to stay informed with best-in-class industry practices, innovations and more sustainable practices.	<ul style="list-style-type: none"><li>■ Conferences</li><li>■ Technology exhibitions</li><li>■ Meetings, events, and seminars</li><li>■ Forums and workshops</li></ul>	<ul style="list-style-type: none"><li>■ Policy advocacy</li><li>■ Continuous innovation and staying updated with industry developments</li><li>■ Maintenance of product and service standards</li><li>■ Cooperation between businesses to ensure overall industry development</li></ul>



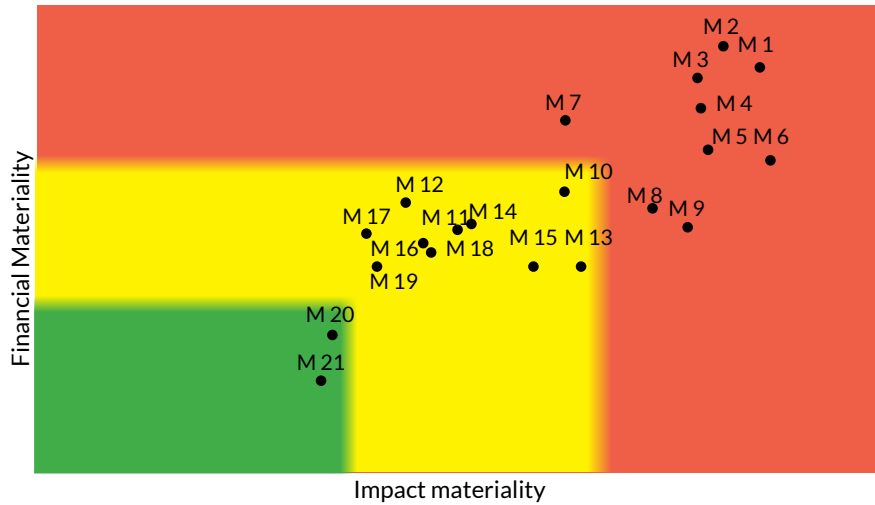
Double Materiality  
Assessment

During 2024-25, Prism Johnson further strengthened its stakeholder engagement efforts by conducting a comprehensive materiality assessment to identify ESG factors that are critical to its long-term success and stakeholder value creation. The Company adopted a double materiality approach, integrating both financial materiality (impact of ESG risks on the Company’s business and financial performance) and impact materiality (how the Company’s operations affect environmental and social sustainability). To ensure a holistic assessment, the Company engaged both internal and external stakeholders in the impact materiality assessment. This involved collecting insights from employees, customers, suppliers, investors and communities to gauge how the Company’s operations influence environmental and social sustainability. Financial materiality assessments, on the other hand, focused primarily on internal stakeholders, particularly top management, to evaluate the financial risks and opportunities associated with ESG factors.



Material Topic Prioritisation

Materiality Matrix for Prism Johnson Limited



Sr. No.	Material Topics	Prism Cement	HRJ	Prism RMC	Prism Johnson (Combined)
M1	Corporate governance	High	High	High	High
M2	Economic Business performance	High	High	High	High
M3	Occupational Health and Safety	High	High	High	High
M4	Values and ethics	High	High	High	High
M5	Data Protection and Privacy	High	High	High	High
M6	Regulatory and Statutory compliance	High	Medium	High	High
M7	Talent attraction and retention	High	High	Medium	High
M8	Water Conservation	High	Medium	Medium	High
M9	Energy and GHG emissions	High	Medium	Medium	High
M10	Innovation and sustainable products	Medium	Medium	High	Medium
M11	Waste Management and Circular Economy	Medium	Medium	Medium	Medium
M12	Customer relations	Medium	Medium	Medium	Medium
M13	Air Quality	High	Low	Medium	Medium
M14	Transport and Logistics	High	Low	Medium	Medium
M15	Biodiversity	Medium	Medium	Medium	Medium
M16	Supplier Sustainability	Medium	Medium	Medium	Medium
M17	Indirect Economic Impacts	Medium	Medium	Low	Medium
M18	Labour relations	Medium	Low	Medium	Medium
M19	Community Engagement	Medium	Low	Medium	Medium
M20	Diversity and Inclusion	Medium	Low	Low	Low
M21	Human Rights	Low	Low	Low	Low



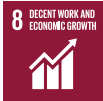














Integration of Material Topics into Risk Management and Strategy

Prism Johnson has embedded material sustainability topics into its core business strategy and Enterprise Risk Management (ERM) framework to enhance operational resilience, regulatory compliance, and long-term value creation. The Company’s ERM process systematically identifies, assesses, and manages sustainability-driven risks and opportunities with financial, operational, and reputational implications. Material ESG issues are evaluated alongside traditional business risks for their potential to disrupt operations or impact stakeholder trust. These topics have been integrated into the enterprise risk register and are assessed across strategic, operational, compliance, and reputational domains. This ensures structured oversight, early risk detection, and informed decision-making at the highest levels of governance. By aligning its materiality outcomes with the ERM process, Prism Johnson treats sustainability risks with the same rigor as conventional risks, reinforcing its commitment to proactive risk mitigation, stakeholder responsiveness, and sustainable innovation.



Mapping to UNGC and SDGs

Sustainability Pillars	Material Aspects	SDGs	UNGC Principles	Impact Boundary
 Creating Stakeholder Value	Corporate Governance		Principle 1 (Human Rights), Principle 10 (Anti-corruption)	Shareholders, Regulatory Bodies
	Economic Business Performance		Principle 8 (Environment), Principle 9 (Innovation)	Shareholders, Customers
	Values and Ethics		Principle 10 (Anti-corruption)	Shareholders, Employees, Regulatory Bodies
	Regulatory and Statutory Compliance		Principle 10 (Anti-corruption)	Regulatory Bodies, Shareholders
	Innovation and Sustainable Products	 	Principle 9 (Environmentally friendly technologies)	Customers, Manufacturing Plants
	Data Protection and Privacy		Principle 1 (Human Rights)	Customers, Employees
	Customer Relations	 	Principle 1 (Human Rights)	Customers, Dealers
	Supplier Sustainability	 	Principle 1 (Human Rights), Principle 2 (Labour), Principle 8 (Environment)	Suppliers
 Employee Well-being and Growth	Occupational Health and Safety		Principle 1 (Human Rights), Principle 6 (Labour)	Permanent and Contractual Employees, Manufacturing Plants
	Talent Attraction and Retention		Principles 3, 6 (Labour)	Permanent and Contractual Employees
	Labour Relations		Principles 3, 4 (Labour)	Permanent and Contractual Employees

Sustainability Pillars	Material Aspects	SDGs	UNGC Principles	Impact Boundary
	Diversity and Inclusion	 	Principles 1, 6 (Human Rights and Labour)	Permanent and Contractual Employees
	Human Rights	 	Principles 1, 2, 4, 5 (Human Rights and Labour)	Permanent and Contractual Employees
 Safeguarding the Environment	Water Conservation		Principles 7, 8, 9 (Environment)	Manufacturing Plants, Local Communities
	Energy and GHG Emissions	 	Principles 7, 8, 9 (Environment)	Manufacturing Plants, Regulatory Bodies
	Waste Management and Circular Economy		Principles 7, 8 (Environment)	Manufacturing Plants, Local Communities
	Air Quality		Principles 7, 8 (Environment)	Manufacturing Plants, Local Communities, Regulatory Bodies
	Biodiversity		Principles 7, 8 (Environment)	Manufacturing Plants, Local Communities
	Transport and Logistics	 	Principles 8, 9 (Environment)	Manufacturing Plants, Suppliers
	Community Engagement	  	Principle 1 (Human Rights)	Community, Local Communities
 Supporting Communities				



# Governance and Risk Management

The Company is dedicated to maintaining a strong Corporate Governance framework, emphasising accountability, transparency, independence and fairness. This commitment is embodied in its governance structure, led by the Board of Directors, chaired by an Independent Non-Executive Chairman, and comprising seven other Directors as of March 31, 2025. To address specific responsibilities and facilitate informed decision-making, the Company has established various Committees at the Board level. These Committees enhance governance depth and enable focused deliberation on key strategic matters. The Company's Independent Directors bring deep industry and governance expertise, with an average of over 32 years of professional experience across relevant domains. The composition of the Board reflects the Company's commitment to independent oversight and informed strategic guidance.

## Board Diversity

Prism Johnson acknowledges the importance and benefits of fostering diversity within its Board. In line with its Board Diversity Policy, the Company is committed to ensuring that the Board reflects a broad spectrum of diversity, including and not limited to gender, age, cultural and regional background, education, industry experience and functional expertise.

The Board is composed of members who ensure an optimal mix of skills, knowledge, and experience that supports effective governance and strategic oversight. This diverse composition enables the Board to provide balanced perspectives and informed decision-making, essential for driving long-term organisational success.

As of March 31, 2025, the Board comprised three Executive Directors, two Non-Executive Directors and three Independent Directors (including Chairman), reflecting a strong blend of executive insight and independent judgement. The Nomination and Remuneration Committee periodically reviews the Board Diversity Policy and Board composition to ensure continued alignment with the Company's strategic objectives and evolving governance needs.

## Sustainability Governance

A strong sustainability governance framework ensures that a company's sustainability strategy adapts to economic and industry developments and emerging ESG risks. Additionally, a dedicated governance mandate provides oversight of the Company's progress towards its ESG ambitions and goals. At Prism Johnson, this strategy is supported by a four-tier governance structure, led by the Board's Risk Management Committee, which reviews the Company's performance at periodic intervals.

### Risk Management Committee of the Board

Periodically review the performance of the Company to ensure alignment with the sustainability strategy.

01

### Executive Committee

The Executive Committee consists of the Managing Director and the Executive Directors/CEOs of each Division within the Company. Its responsibilities include making decisions regarding the strategic direction and overseeing the implementation of the sustainability strategy.

02

### Sustainability Advisory Committee

The Sustainability Advisory Committee consists of functional leads across Operations, Environment, Safety, HR, and CSR. Its role involves implementing the Company's sustainability strategy and periodically reviewing the performance of the Operational Sustainability Team.

04

### Operational Sustainability Team

At each manufacturing plant, the Operational Sustainability Team is composed of plant heads, environment, and safety officers. Its primary function is to monitor daily performance and execute new sustainability initiatives under the guidance of the Sustainability Advisory Committee.

03

## Value and Ethics

The Company's governance approach is deeply rooted in its core values, embodied in the 1TASC principles: One Team, Transparency, Accountability, Speed and Changing with Times. These principles serve as a compass for the Company, guiding the actions of every employee of the Company. Prism Johnson's governance model is anchored in four key pillars: Accountability, Transparency, Independence, and Fairness. These principles are embedded within the Company's policies and operations, reinforcing a culture of responsible leadership. The Company maintains a simple yet effective governance structure that promotes oversight, strategic guidance, and ethical stewardship, ensuring that the trust placed in it by its stakeholders is consistently honoured. Through this unwavering focus on corporate governance, Prism Johnson continues to drive value, build resilience and contribute meaningfully to the broader ecosystem it serves.

The Company upholds responsible, accountable and transparent business practices, enforced through three distinct Codes of Conduct for Directors, Independent Directors and Employees (including senior management). All employees of the Company are required to acknowledge the provisions of the Code of Conduct. Additionally, the Company's Supplier Code of Conduct extends these expectations to vendors, suppliers and other partners.

Moreover, a Whistle Blower Policy addresses ethics, bribery and corruption concerns, ensuring confidentiality and protection against discrimination for those reporting. All employees are required to read and confirm their understanding of the Whistle Blower Policy.

No violation of the Codes of Conduct or complaints relating to bribery and corruption were reported during 2024-25. Further, there was no complaint reported during 2024-25 through the whistleblowing mechanism.

## Regulatory and Statutory Compliance

Prism Johnson places the highest priority on complying with applicable economic, environmental and social regulations. The Company has instituted robust internal processes to ensure transparent, timely and consistent adherence to regulatory requirements. A well-defined compliance framework, supported by comprehensive policies and standard operating procedures, underpins its governance approach.

During the year 2024-25, there were no material fines, nonmonetary sanctions or legal actions against the Company related to violations of economic, environmental or social regulations. Additionally, no legal proceedings were initiated for anti-competitive behaviour.



## Risk Management

Prism Johnson maintains a comprehensive Risk Management framework designed to identify, evaluate, mitigate, and monitor potential risks across all aspects of its business operations. This framework is integral to safeguarding the Company's resilience, protecting stakeholder interests and ensuring long-term business sustainability. The framework is aligned with the Company's Risk Management Policy, which is based on the principles of the Committee of Sponsoring Organisations' (COSO) Enterprise Risk Management (ERM) Framework that includes risk identification, prioritisation, mitigation and reporting mechanisms. The Company conducts risk assessments on a quarterly basis and/or in response to significant business changes to ensure that the overall risk framework is aligned with the evolving risks.

## Risk Culture

Prism Johnson promotes a culture of risk awareness across all levels of the Company. Regular training sessions, internal communications and active engagement of employees in risk identification reinforce this culture. The Management Assurance team of the Company regularly conducts several online and offline training programs and workshops focusing on Enterprise Risk Management. The senior leadership team of the Company plays a critical role in promoting transparency and accountability, ensuring that risk considerations are integrated with the business planning and operational decisions. The Risk Management Policy, supported by a robust governance structure and proactive risk identification and mitigation, ensure that the Company remains resilient and well-prepared to navigate uncertainties while creating sustainable value for its stakeholders.

The Company conducts Enterprise Risk Management meetings quarterly for each Division and key departments, attended by business teams and functional heads along with the senior management. These meetings comprehensively address business and financial risks with documented mitigation plans and timelines.

The Company offers performance-linked incentives to senior management across its three business Divisions. For select employees, these incentives are tied to key performance indicators that incorporate a range of ESG-related metrics, such as GHG emissions, energy efficiency, and water consumption. These ESG parameters are aligned with the Company's material risk areas, as identified in its most recent double materiality assessment.

Risk considerations are systematically integrated into the development of the Company's products and services to ensure long-term resilience, regulatory compliance, and sustainability. During the design and innovation phases, potential risks, such as regulatory changes, environmental impact, supply chain vulnerabilities, product safety, and ESG-related concerns, are assessed to facilitate decision-making.

## Risk Governance

The Company has established a multi-layered risk governance structure, ensuring comprehensive oversight and accountability across all risk management activities.

### Board of Directors

The Board of Directors holds the ultimate responsibility for risk governance at Prism Johnson. It is responsible for developing and implementing the Company's Risk Management Policy, identifying risks that may threaten the Company's existence, and ensuring an appropriate process for risk management is in place. The Board defines the role and responsibilities of the Risk Management Committee and ensures that a suitable risk framework is effectively deployed by the executive management.

### Risk Management Committee

The Risk Management Committee is responsible for implementing the Risk Management Policy, which includes frameworks for identifying internal and external risks, including ESG risks. It ensures that robust methodologies, systems, and controls are in place to monitor and mitigate these risks.

### Audit Committee

The Audit Committee provides strategic oversight and direction for the implementation of the Risk Management Framework. It evaluates the adequacy of internal financial controls and risk management systems, reviews risk assessments prepared by the RMC, and monitors the performance and operational effectiveness of risk mitigation efforts. The committee also ensures alignment with the overall corporate governance and regulatory requirements.

### Management Assurance

The Management Assurance department acts as an independent function to validate the effectiveness of risk management policies and practices. The key responsibilities of the Management Assurance team include independent assurance on the efficacy of risk management, a review of internal financial controls and a report on matters specifically directed by the Audit Committee.




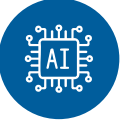
Risk Management Process

The Company’s risk management process is a structured and continuous cycle, designed in line with the COSO ERM Framework and the Company’s Risk Management Policy. This process ensures a proactive approach to identifying, monitoring and mitigating risks.

Key Stages of the Risk Management Process



Emerging Risks

Emerging Risk	Description	Impact	Mitigating Actions
 Biodiversity Risk	Business operations, particularly in cement manufacturing, can have a potential impact on the biodiversity through land use, raw material extraction, and emissions.	Potential disruption of local ecosystems, community opposition, reputational damage, and regulatory non-compliance risks.	<ul style="list-style-type: none"><li>Conducted a biodiversity assessment in 2024–25</li><li>Developing site-specific biodiversity action plans</li><li>Integrating biodiversity into sustainability strategy</li><li>Measures to reduce habitat loss and water stress, and to restore ecosystems</li></ul>
 Emergence of Artificial Intelligence	AI advancements may disrupt traditional operations and create ethical, data security, and workforce-related challenges.	Obsolescence of certain job roles, data privacy issues, potential gaps in AI governance, and loss of competitive edge if adoption is slow.	<ul style="list-style-type: none"><li>Evaluating AI applications across functions, such as predictive maintenance, procurement optimisation</li><li>Ensuring data governance and ethics frameworks are in place</li><li>Upskilling workforce to align with future digital capabilities</li></ul>

The TCFD Framework, created by the Financial Stability Board (FSB) and the TCFD task force in 2017, aims to ensure transparent reporting of climaterelated risks and opportunities. Although as a business, Prism Johnson’s integrated ERM has also always been responsive to relevant

and emerging risks, the Company streamlined its assessment of climate related risks opportunities in accordance with the TCFD framework during 2023-24. The Company’s Climate Risk and Strategy Report highlights how the Company has identified Physical and Transitional Climate Risks and Opportunities,

how their assessment has been integrated into the Company’s ERM and how the Company’s strategy is responsive to the same.





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



# Creating Stakeholder Value



Prism Johnson remains focussed on generating sustainable long-term value for its stakeholders while maintaining strong economic fundamentals. The Company places continued emphasis on improving customer service, nurturing talent, and advancing product and process innovation through significant investments in research and development. It also extends support to local communities in areas where it operates and is committed to delivering value to shareholders by maintaining a balanced and efficient capital structure. 2024-25 was marked by a challenging operating environment and heightened competitive pressures, which impacted the Company's overall performance. Despite these challenges, the Company continues to stay focussed on long-term priorities and operational discipline. With a strong foundation and a clear strategic direction, the Company remains committed to taking **Concrete Steps to a Sustainable Future**, centred around sustainable practices, operational efficiency, and customer-centric innovation.

## Economic Performance

Prism Johnson's standalone revenues declined by 4.9% in 2024-25 to ₹ 6,726 Crores, primarily due to decline in Prism Cement and Prism RMC revenue. Prism Cement constituted 44.8% of the standalone revenues in 2024-25, while HRJ constituted 34.3% and Prism RMC constituted 20.9%. EBITDA margin declined by 50 basis points to 5.9% mainly due to margin decline in Prism Cement and Prism RMC Divisions. HRJ's EBITDA margin improved by 40 basis points to 3.4%. During the year 2024-25, the Company reported a Net Profit after Tax of ₹ 102 Crores. Further it reduced its Net Debt (standalone) considerably from ₹ 662 Crores in 2023-24 to ₹ 443 Crores in 2024-25.

Going forward, the Company aims to grow sales volumes across divisions and product categories through several initiatives, such as expanding the distribution network, optimising the product mix and launching new innovative products that cater to evolving customer needs, among others. Further, it aims to implement measures to rationalise costs, such as enhancing energy efficiency through technology upgradation, process optimisation and productivity improvement measures.

₹ Crores	2022-23	2023-24	2024-25
<b>Economic Value Generated</b>			
Income From Operations	6,711.5	7,068.6	6,725.7
Economic Value Generated From Investments and Other Sources	26.5	281.8 <sup>#</sup>	277.2 <sup>#</sup>
<b>Total</b>	<b>6,738.0</b>	<b>7,350.4</b>	<b>7,002.9</b>
<b>Economic Value Distributed</b>			
Operating Costs	5,796.7	6,308.4	6,161.9
Employee Benefit and Wages	523.4	512.6	541.9
Interest Payment to Providers of Credit (*)	166.9	170.6	201.7
Tax Expenses (**)	332.2	166.7	53.6
Community Investments	2.85	1.89	1.16
<b>Total</b>	<b>6,822.2</b>	<b>7,160.2</b>	<b>6,960.3</b>
<b>Economic Value Retained</b>	<b>(84.2)</b>	<b>190.3</b>	<b>42.6</b>

*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 ₹ 944 Crores (₹ 1,176 Crores in 2023-24, ₹ 1,244 Crores in 2022-23, and ₹ 816 Crores in 2021-22)  
(#) Includes pre-tax exceptional gains



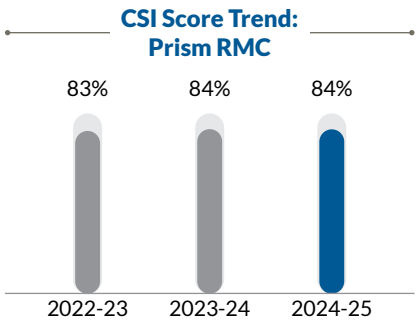
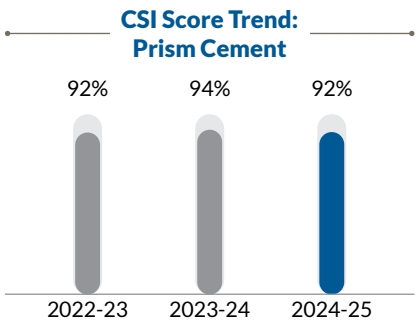
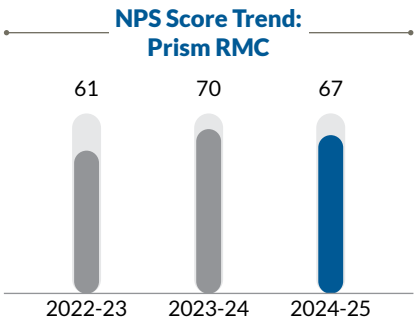


Customer Relations

Prism Johnson recognises customer satisfaction as a key component of its business performance. The Company maintains ongoing engagement with customers to strengthen brand perception and support continuous product development. Feedback is collected through various means, including surveys and market outreach activities, to better understand the needs and expectations of both existing and prospective customers.

The sales and marketing team conducts post-marketing audits and customer satisfaction surveys to evaluate the quality of service and identify potential areas for improvement. Prism Cement and Prism RMC utilise the Customer Satisfaction Index (CSI) as a tool to assess customer experience. In addition, Prism RMC also measures the Net Promoter Score (NPS). All three business Divisions are supported by established systems designed to

manage and resolve customer complaints in a timely and effective manner. The Company plans to extend the NPS survey to the other two Divisions in future. Additionally, it strives to improve its CSI scores.



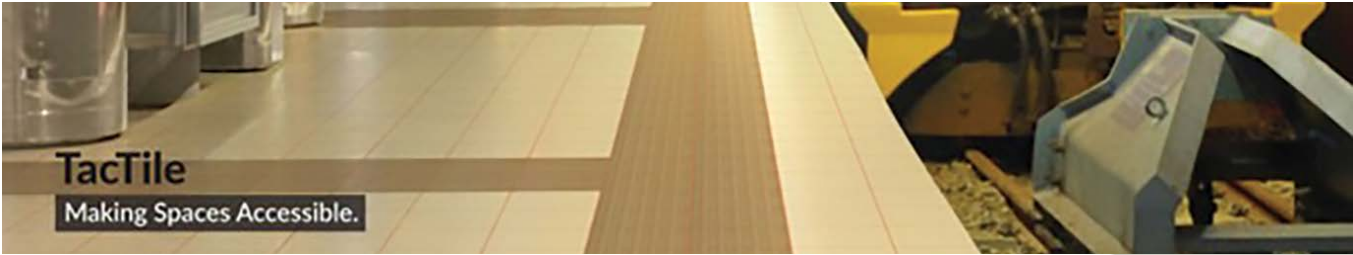
Customer Health and Safety

Prism Cement and HRJ have established a strong quality control system certified under ISO 9001:2015. This system not only ensures the production of high-quality products that meet customer expectations but also adheres to practices that protect customer health and safety. HRJ tile and sanitaryware products are free from hazardous substances, thereby minimising the risk of exposure to chemicals that could harm customer health.

All products of Prism Johnson are labelled with complete and accurate information in accordance with applicable regulatory requirements. There were no instances

of fines or penalties from regulatory authorities on health and safety impacts of products and services during the reporting year.

Prioritising Customer Safety through Innovative Solutions





Sustainable / Low Carbon Products

Prism Johnson has been increasingly focussing on low-carbon products as a part of its sustainability strategy. This is attributed to a rising demand for sustainable options among consumers and businesses alike. By investing in low-carbon innovations, Prism Johnson not only reduces its environmental footprint but also strengthens its market position. The Company’s commitment to sustainability continues to drive financial performance and long-term value creation. The Company’s revenue from low carbon products during 2024-25 was around 63% of total revenue, as compared to 59% in 2023-24.

Prism Cement

Prism Cement has created several types of Portland Pozzolana Cement (PPC), primarily by replacing clinker with fly ash to some extent. Given that clinker production contributes significantly to emissions in cement manufacturing, the Company manufactures multiple PPC variants that have a lower environmental impact, to meet rising demand for eco-friendly construction materials. Prism Cement offers several brands of PPC cement: Prism Champion Cement, Prism Champion Plus Cement, Prism Champion Duratech Cement, and Prism Champion All Weather GOLDshield.



HRJ

**Cool Roof Endura Tiles** can lower indoor temperatures by 10-15%, thereby reducing reliance on air conditioning and helping customers save energy. Johnson Endura Cool Roof Tiles boast a Solar Reflective Index (SRI) exceeding 90, surpassing the required benchmark of 78 as required for buildings aiming for Leadership in Energy and Environmental Design (LEED) certification.



Prism RMC

Prism RMC continues to enhance its manufacturing processes and resource optimisation efforts, while maintaining its unwavering commitment to delivering high-quality products and services. With a strong focus on innovation, the Division has developed concrete solutions that meet diverse application needs, offering performance, reliability, and versatility across a wide range of construction projects.

GREEN CONCRETE  
PRISMATIC RANGE

Innovative eco-friendly concrete solutions designed to reduce environmental impact and promote sustainability



Eco-friendly concrete designed to reduce carbon footprint and protect the environment.



Energy-efficient concrete with exceptional thermal and sound insulation properties.



Concrete designed to promote groundwater recharge by capturing rainwater and replenishing aquifers.





## Supplier Sustainability

Prism Johnson is committed to embedding ethical, environmental, and socially responsible practices throughout its value chain. The Company recognises that its suppliers and service providers play a critical role in achieving its sustainability goals and, therefore, strives to foster long-term partnerships that are aligned with its ESG values and principles. As a responsible business, Prism Johnson aims to leverage business relationships with its suppliers to promote ethical and sustainable business practices, while assessing and mitigating ESG risks in its value chain.

The Company also engages with small to medium and local suppliers on a large scale. This contributes towards the upliftment of small producers and boosts the local economy. During 2024-25, Prism Johnson procured 29% of its input raw materials from Micro, Small and Medium Enterprises (MSMEs).

### Supplier Code of Conduct and Sustainable Procurement Policy

The Company's Supplier Code of Conduct defines its expectations concerning Business Ethics, Environmental Standards, Labour and Human Rights. Suppliers are expected to comply with the provisions of the Code.

In 2024-25, the Company introduced a **Sustainable Procurement Policy** to formalise its approach to responsible sourcing. The policy aligns procurement activities with Prism Johnson's sustainability objectives by promoting ethical conduct, environmental stewardship and social responsibility across all three business divisions. It encourages supplier compliance with applicable laws, human rights principles, and environmental regulations, while supporting circular economy practices and inclusive supplier engagement.

Prism Johnson expects all suppliers to adopt a proactive approach to environmental protection, labour rights, and human rights. Suppliers may

implement appropriate management systems to monitor, evaluate, and improve performance in these areas. This includes establishing measurable goals, maintaining records, and conducting internal reviews. Suppliers are also expected to extend the principles outlined in the Supplier Code of Conduct to their own suppliers, contractors, and business partners, and to encourage them to adopt similar standards. Prism Johnson encourages suppliers to engage in continuous improvement and collaborate on sustainable innovations and responsible sourcing practices, especially in high-risk areas such as waste management, chemical handling, labour-intensive operations, and biodiversity impact.

Currently, 80% of the Company's critical suppliers have signed the Supplier Code of Conduct. These suppliers constituted 49% of total raw material procurement in 2024-25 in value terms.

### Supply Chain Sustainability Assessment Framework for Critical Suppliers

To strengthen the integration of ESG considerations into its procurement practices, Prism Johnson has established a Supply Chain Sustainability Framework, which guides supplier engagement, evaluation, and capacity-building. The Framework is operationalised through a two-tier supplier assessment approach:

- Pre-onboarding screening of new vendors
- Post-onboarding assessments for critical suppliers to evaluate ESG performance using structured questionnaires based on national and international frameworks relevant to the building materials sector

### Critical Supplier Identification and ESG Risk Assessment

Recognising that ESG risks are more pronounced among high-volume and high-dependency vendors, Prism Johnson has identified **80 critical suppliers** based on spend (51% of total raw material procurement value) and frequency of procurement.

The Company's **Supply Chain Sustainability Assessment Framework** currently focusses these critical suppliers. The key ESG aspects that these assessments focussed on include:

- Environmental impact
- Energy and resource efficiency
- Human rights risks and labour conditions
- Occupational health and safety
- Legal and regulatory compliance

### SA8000-based Social Audits

To address labour and human rights risks, Prism Cement evaluates all principal suppliers under the SA8000 framework. This includes:

- Human rights due diligence
- On-site and desktop audits
- Risk classification into low, medium, high
- Tailored remediation plans based on audit findings
- Periodic reassessment to ensure ongoing compliance

Each supplier is assigned a performance rating that reflects their level of adherence. These assessments ensure that Prism Cement's sourcing practices respect global standards for social accountability.

During the last two years, Prism Johnson has conducted desk-based ESG risk assessment for 42 critical suppliers. The assessments evaluated performance on key environmental and social parameters, including energy usage, water management, labour conditions, and regulatory compliance. The Company identified 4 suppliers in the high-risk category, based on its assessment, and engaged these suppliers in one-on-one capacity-building sessions focussing on a corrective action plan for these suppliers. The insights from these assessments help the Company revise its supplier engagement strategy, with a focus on advancing collaborative efforts around energy efficiency, water stewardship and social parameters.

### Supplier Training

Prism Johnson conducts ESG training and capacity-building programmes for its critical suppliers across all Divisions. These sessions provide insights into emerging sustainability requirements, reporting expectations, and improvement pathways to help suppliers meet the Company's evolving sustainability standards.



## Data Protection and Privacy

Prism Johnson is committed to safeguarding its information assets and ensuring the privacy of employee, customer, and business data. The Company has established a robust Cyber Security Policy, supported by periodic internal and external audits, to monitor compliance and uphold best practices.

Prism Johnson's Information Security Management System (ISMS) runs on a risk-based framework that touches every layer which are people, processes, and tech.

The Company's ISMS is designed to:

- Safeguard confidential and sensitive information
- Enable secure and seamless data exchange
- Meet and exceed regulatory and legal standards
- Minimise our attack surface and exposure to cyber threats
- Instil a company-wide mindset of security-first thinking

Prism Johnson has adopted a comprehensive and structured approach to data protection, combining secure technologies, defined responsibilities, and clear behavioural protocols. The IT Security

Team oversees implementation of controls, risk assessments, and incident response, while employees are expected to follow established security practices and report concerns.

To maintain cyber resilience, the Company routinely conducts Vulnerability Assessments and Penetration Testing (VAPT), especially on critical systems and anything exposed to the internet. Our defences include encrypted data flow, access controls, endpoint protection, regular backups and hardened servers. Network and website security are ensured through certified protocols, VPN-enabled remote access, and

server hardening measures. Remote access is secured through VPNs and physical access to core infrastructure is restricted and closely monitored.

The Company conducts regular training on cybersecurity to enhance cyber awareness for its employees. These practices are backed by data ownership guidelines, with defined consequences for violations. Together, these measures reinforce Prism Johnson's commitment to data privacy, compliance, and stakeholder trust.





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



# Safeguarding the Environment

The production of building materials requires significant resources, and the Company acknowledges its responsibility to safeguard the environment. Over the years, it has launched several initiatives and adopted strategies to reduce carbon emissions and enhance resource efficiency across its operations. This commitment to environmental stewardship is guided by the Company’s Environment Policy, Energy Policy, and Biodiversity Policy, which collectively emphasise optimising energy and water usage, managing waste responsibly, conserving biodiversity effectively, and mitigating the effects of climate change.

## Energy and GHG Emissions

Prism Johnson recognises the fundamental role of energy efficiency and emissions reduction in achieving its long-term sustainability objectives. During the year, the Company adopted a formal Energy Policy that outlines a comprehensive framework for optimising energy use, enhancing resource efficiency, and reducing its carbon footprint across its operations. This policy is designed to promote the adoption of clean, renewable energy sources while ensuring full compliance with relevant regulatory standards.

During the reporting year, the Company recorded an Energy Intensity of 0.000259 GJ per Indian Rupee turnover (GJ/₹).

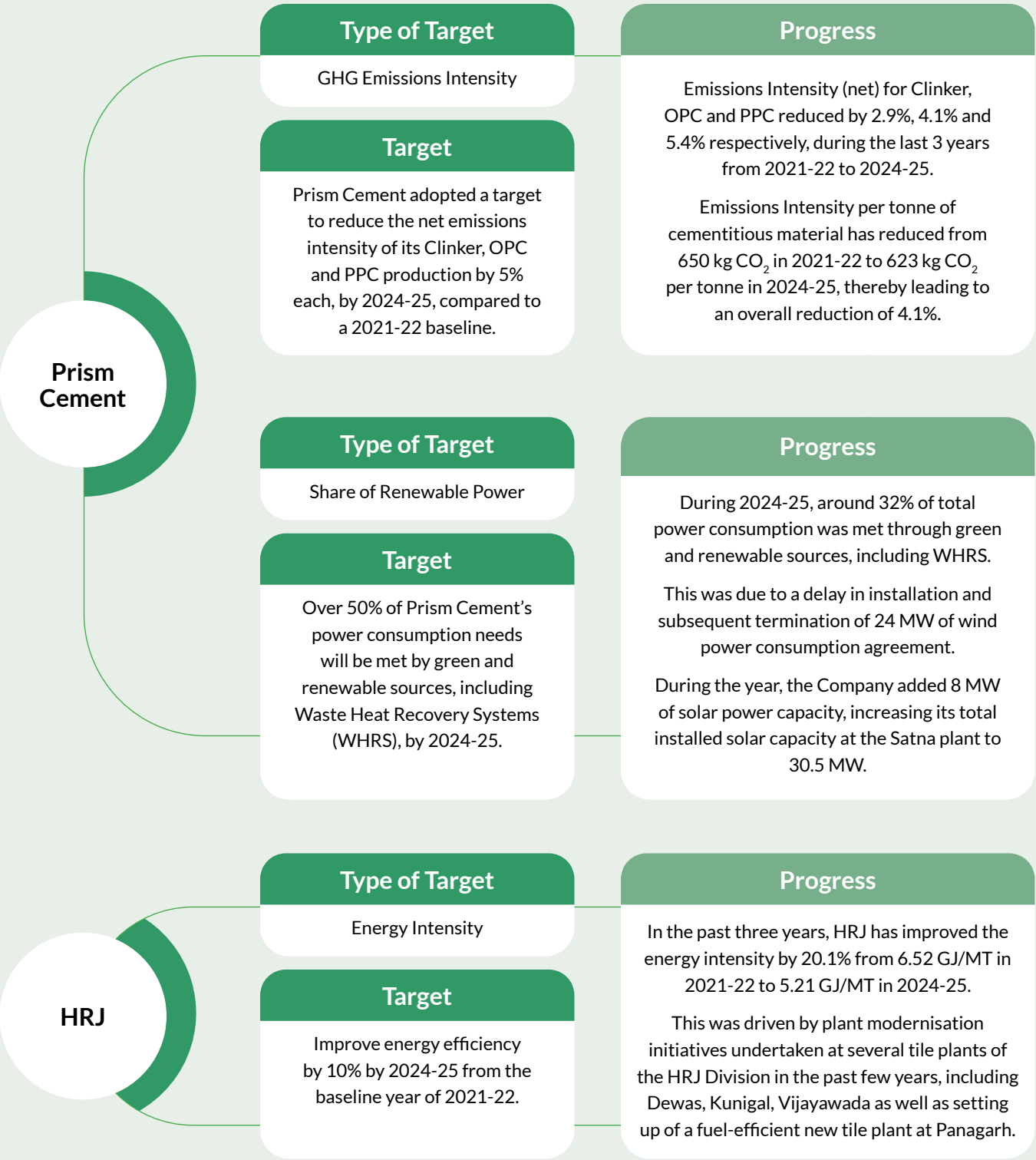
### Energy Consumption: 2024-25

Type of Energy	Energy Source	Renewable Energy	Non-Renewable Energy	Total
Direct Energy (GJ)	Fuel Consumption	10,87,638	1,44,95,544	1,55,83,182
Indirect Energy (GJ)	Electricity Consumption	5,63,187	13,05,598	18,68,785
Total Energy (GJ)		16,50,826	1,58,01,142	1,74,51,968

### Scope 1 and 2 Emissions: 2024-25

Particulars	Prism Cement	HRJ	Prism RMC	Total
Scope 1 (tCO <sub>2</sub> )	37,64,721	57,781	6,347	38,28,849
Scope 2 (tCO <sub>2</sub> )	2,27,870	31,582	4,207	2,63,658
Scope 1+2 (tCO <sub>2</sub> )	39,92,591	89,363	10,553	40,92,507

Measuring Progress in 2024-25



Type of Target

Energy Intensity

Target

Improve energy efficiency by 10% by 2024-25 from the baseline year of 2021-22.

Progress

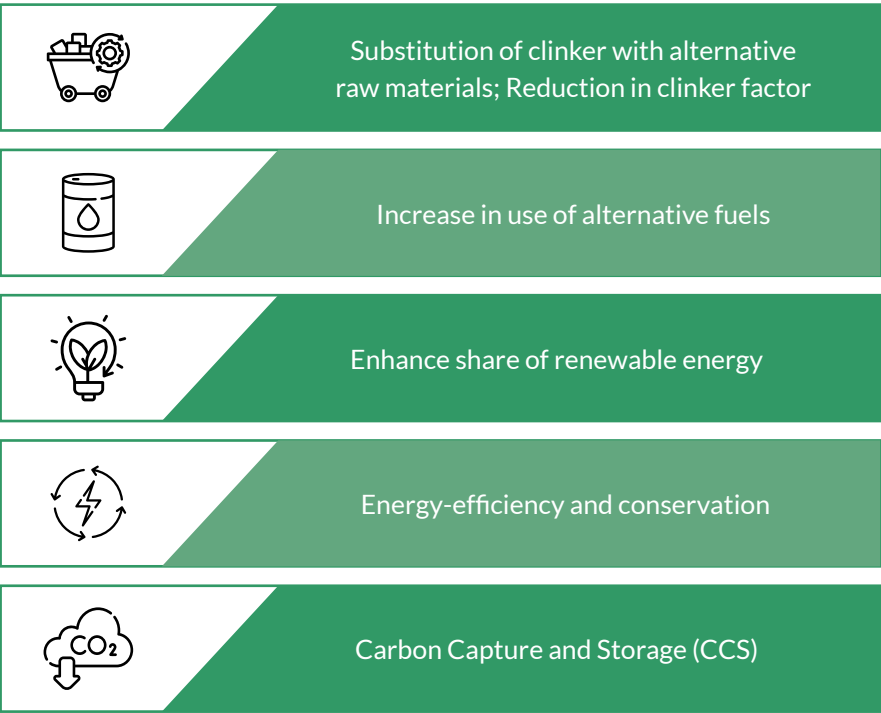
In the past three years, HRJ has improved the energy intensity by 20.1% from 6.52 GJ/MT in 2021-22 to 5.21 GJ/MT in 2024-25.  
  
This was driven by plant modernisation initiatives undertaken at several tile plants of the HRJ Division in the past few years, including Dewas, Kunigal, Vijayawada as well as setting up of a fuel-efficient new tile plant at Panagarh.

Decarbonisation Strategy

Energy efficiency and decarbonisation are central to the Company's energy strategy. Prism Cement constitutes over 97% of the Company's total GHG emissions. As part of its sustainability agenda, Prism Cement targets to achieve **Net Zero (Scope 1 and Scope 2) Emissions by 2070**, in alignment with national decarbonisation goals and global efforts under the Paris Agreement. This long-term vision is supported by the Company's interim targets across energy efficiency, renewable energy, and low-carbon technologies.

Prism Johnson has identified a comprehensive and multi-pronged strategy to drive its decarbonisation agenda across operations. The Company's long-term roadmap for reducing carbon emissions is underpinned by five core levers.

Decarbonisation Levers



Alternative Raw Materials and Clinker Factor Reduction

One of the most significant contributors to carbon emissions in cement manufacturing is the calcination of limestone during clinker production, which accounts for nearly 65% of the Company's direct emissions.

In response, Prism Johnson has adopted a focused strategy to reduce the clinker factor in its cement products by partially replacing it with lower-carbon alternative raw materials. The use of such industrial by-products not only mitigates emissions but also supports a circular economy by diverting waste materials from landfills. Prism Cement and Prism RMC use fly ash as alternative raw materials. Additionally, Prism RMC also utilised Ground Blast Furnace Slag (GGBS) and copper slag in addition to fly ash. During 2024-25, Prism Cement Division used 12%, Prism RMC used 5%, and HRJ used 9% of alternative raw materials.

Raw Materials Consumption in 2024-25

Category	Prism Cement	HRJ	Prism RMC	Total
Natural Raw Materials (MT)	73,08,311	3,34,307	26,12,327	1,02,54,946
Alternative Materials (MT)	14,73,887	33,937	239,971	17,47,795
Metals (MT)	-	239	-	239
Others (MT)	215	18,863	15,53,483	54,73,207
Total (MT)	87,82,413	3,87,346	44,05,781	1,74,76,187
Share of Alternative Materials (%)	12%	9%	5%	10%



Alternative Fuels

To lower reliance on conventional fossil fuels, Prism Johnson has continued to expand its use of alternative fuels across its operations. The Company has formulated a well-defined roadmap to enhance its Thermal Substitution Rate (TSR) in cement production, a key indicator of fuel circularity. By strategically investing in Alternative Fuels and Raw Materials (AFR) infrastructure and capabilities, the Prism Cement Division met 4.6% of its total fuel requirements through alternative fuels during 2024-25. In addition to its cement operations, HRJ Division has leveraged waste-derived fuels sourced from local industries such as cashew husk, wood waste,



sludge waste and other biomass residues across tiles plants, further diversifying the Company's fuel mix.

Across the Company, 7.0% of total fuel consumption was met through alternative sources, reflecting progress towards long-term emissions reduction and improved resource circularity.

Renewable Energy

Prism Johnson continues to advance its renewable energy agenda through targeted investments and infrastructure upgrades. As of March 31, 2025, Prism Cement has an installed capacity of 30.5 MW of solar power and 22.4 MW of WHRS. Approximately 32% of Prism Cement's power requirements were met through renewable and waste heat sources in 2024-25.

HRJ Division currently operates with an installed solar power capacity of 4.5 MW across its tile manufacturing facilities. Moreover, it utilises waste heat from kilns for spray drying, effectively offsetting fossil fuel requirements and supporting overall energy efficiency.



Energy Conservation and Efficiency

Prism Johnson maintains a strong commitment to operational excellence through continuous energy conservation and process optimisation. In 2024-25, the Company undertook several targeted technological upgrades across its production lines.

### Energy Saving Initiatives at Prism Cement

**Limestone Crusher and Mines**

Installed a Wobbler System and discharge belt conveyors to maintain proper limestone sizing and improve crushing efficiency

**Kiln Operations**

Replacement of cyclone tubes in kiln ILC and SLC to lower string outlet temperatures and boost cyclone efficiency, renovation of the cooling tower, and installation of a PM kit for the Cooler Fan VFD drives to improve reliability

**Cement Mill and Packing Plant**

Introduced thin classifying liners in cement mill-I, installed a high-efficiency impeller for the Sepax fan, and replaced cooling system components with longer-lasting alternatives to reduce downtime

**WHRS**

Hot air circulation ducts added from the cooler ESP to cooler fans, increasing flue gas temperature and WHRS efficiency

**Pen**

Introduced variable frequency drive (VFD) in the hot air tunnel dryer fan resulting in estimated electricity saving of around 350 units per day; Waste heat from exhaust gases utilised in the vertical dryer

**Dewas**

Installed energy-efficient SD/HAG systems reducing power consumption by 12 units per metric ton in the spray drying process; Waste heat recovery systems in the kiln reduced thermal energy demand

**Panagarh**

Converted dust collectors to VFD; Auto-timers added to reduce energy consumption in lighting and water pumps

**Karaikal**

Installation of VFDs at ball mills leading to annual energy savings of 53,006 units; Roller drive upgrades in the glost kiln; Heat recovery from the glost kiln

**Vijayawada**

Installation of a new energy-efficient production unit

**Kunigal**

Multiple VFD installations in stirrer tanks and ETPs; Timer controls for lighting and operations

### Energy Saving Initiatives at HRJ

45



## Carbon Capture and Storage (CCS)

Recognising the importance of breakthrough technologies in long-term climate mitigation, Prism Johnson is actively exploring the potential deployment of CCS systems. CCS involves capturing carbon dioxide from industrial processes and storing it to prevent atmospheric release. The Company has initiated feasibility assessments of emerging CCS technologies with the intent to incorporate them as a part of its decarbonisation strategy in the medium to long term. Through continuous research, benchmarking, and collaboration with technology partners, the Company seeks to determine scalable and cost-effective CCS solutions suitable for its operating conditions. This forward-looking approach underscores Prism Johnson's commitment to future-proofing its business against regulatory and environmental risks associated with climate change.

### Recarbonation Potential of Concrete

Prism Johnson recognises the carbon mitigation potential of recarbonation, a natural process wherein concrete absorbs CO<sub>2</sub> from the atmosphere over its lifecycle. This phenomenon has been acknowledged in the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report and is accounted for in the Global Cement and Concrete Association's (GCCA) Net Zero Roadmap. In line with the GCCA's Tier-1 methodology developed by IVL, the Company applies a conservative estimate of 105 kg CO<sub>2</sub> uptake per tonne of clinker produced, representing 20% of the theoretical maximum (525 kg CO<sub>2</sub>/tonne) and aligned to 20% of process emissions. Based on total clinker production, the estimated CO<sub>2</sub> uptake through recarbonation amounts to 482,856 tCO<sub>2</sub>. Prism RMC, one of India's largest producers of ready-mix concrete, plays a critical role in enabling this recarbonation potential across the built environment. As research continues to refine quantification methods, acknowledging recarbonation highlights the importance of lifecycle-based approaches in advancing the decarbonisation of the construction sector.

## Scope 3 Emissions

Prism Johnson recognises that a portion of its GHG emissions footprint lies beyond its direct operations, within its upstream and downstream value chain. To strengthen its climate strategy and align with global best practices, the Company has expanded its Scope 3 emissions inventory in accordance with the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

During 2024–25, Prism Johnson conducted a detailed Scope 3 emissions assessment, based on data collected from internal stakeholders across business units, including

procurement, logistics, sales, and plant operations, to ensure accuracy and relevance. The Scope 3 inventory includes eleven categories deemed relevant and material based on the Company's operational footprint, data availability and carbon significance. These categories reflect both upstream and downstream value chain emissions and cover the most significant contributors to indirect emissions, such as raw material sourcing, transport, capital expenditure, and the processing of cementitious products.

Category	Unit	2022-23	2023-24	2024-25
Total Scope 3 Emissions	tCO <sub>2</sub>	7,66,856	8,53,659	14,12,110

To enhance transparency and completeness, the Company has reported emissions across all relevant defined by the GHG Protocol, categorised into **upstream** and **downstream** segments. Categories assessed as non-material or not currently relevant to operations are indicated as **Not Material** in the table below. The table below provides a detailed breakdown of Scope 3 emissions by category and reporting year, offering greater transparency into the Company's indirect emissions profile.

Category No.	Scope 3 Category	Upstream/ Downstream	2024–25 (tCO <sub>2</sub> )	Estimation Methodology
1	Purchased Goods and Services*	Upstream	4,54,107	Spend based
2	Capital Goods	Upstream	1,909	Spend based
3	Fuel- and Energy-related Activities (not in Scope 1 or 2)	Upstream	3,60,635	Average-data method
4	Upstream Transportation and Distribution	Upstream	3,53,191	Distance based
5	Waste Generated in Operations	Upstream	179	Average-data method
6	Business Travel	Upstream	28,554	Spend based
7	Employee Commuting	Upstream	8,148	Spend based
Total Upstream Value Chain Emissions (A)			12,06,722	
9	Downstream Transportation and Distribution**	Downstream	1,58,959	Distance based
10	Processing of Sold Products	Downstream	2,714	Average-data method
14	Franchises	Downstream	1,060	Volume based into average emission
15	Investments	Downstream	42,655	Value based
Total Downstream Value Chain Emissions (B)			2,05,388	
Total Scope 3 Emissions (A + B)			14,12,110	

Note: Scope 3 Categories 8 (Upstream Leased Assets), 11 (Use of Sold Products), 12 (End-of-Life Treatment of Sold Products), and 13 (Downstream Leased Assets) have been assessed as not material for the Company and are therefore not reported in the table above.

\*Naturally occurring raw materials such as clay, sand, and aggregates are excluded from Scope 3 Category 1 emissions for the HRJ and RMC Divisions, as they are of natural origin and involve minimal processing. \*\*Includes emissions from road transport.



Water Stewardship

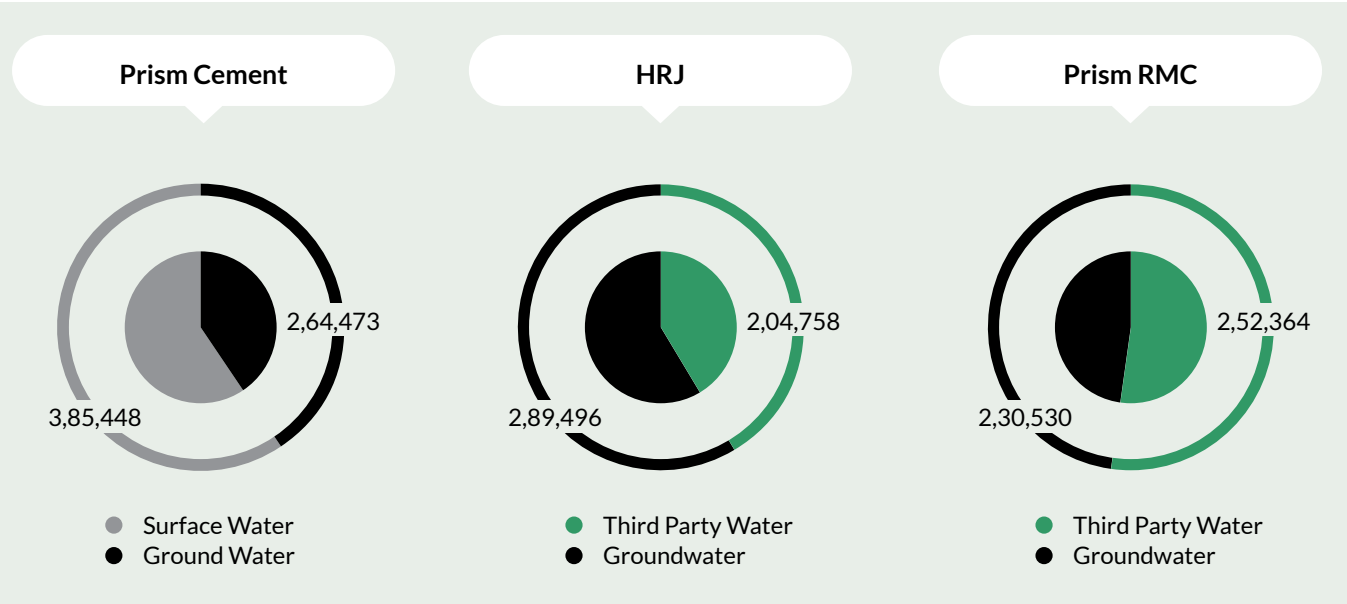
Prism Johnson remains steadfast in its commitment to responsible water management, integrating advanced technologies and best practices to optimise water usage across its operations. The Company recognises water as a critical resource and has implemented several water conservation and efficiency measures to reduce its environmental footprint while ensuring sustainable business growth.

During 2024-25, around 240 kilolitres of wastewater was discharged from the Company's faucet plant in Baddi, Himachal Pradesh to an off-site Common Effluent Treatment Plant (CETP) for treatment.



Particulars	Unit	2022-23	2023-24	2024-25
Surface Water	KL	5,36,183	5,03,035	3,85,448
Groundwater	KL	9,75,573	9,85,275	7,84,449
Third-party Water	KL	5,36,183	4,93,133	4,57,122
Total Water Withdrawal	KL	20,32,916	19,81,442	16,27,069

Water Withdrawal by Source (KL)

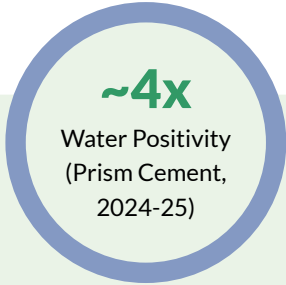
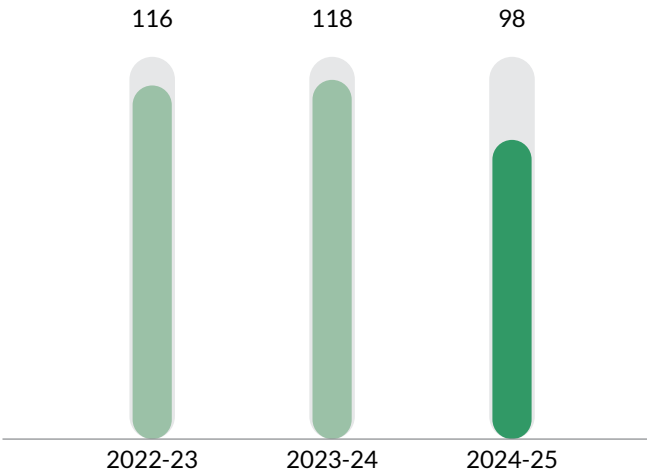


Prism Johnson's water management strategy is aligned with its Environmental Policy, which prioritises:

- Efficient use of natural resources, including water and energy
- Implementation of water conservation measures, such as rainwater harvesting, groundwater recharge and process optimisation
- Mitigation of chronic physical risks, including temperature variations, precipitation patterns and water stress, by adopting climate-resilient water management practices

As part of Prism Johnson's commitment to water stewardship, Prism Cement conducts a comprehensive third-party water audit on a periodic basis, which helps the Company identify potential areas for efficiency improvement and guide the formulation of targeted conservation strategies. The last audit was conducted in March 2023 and the Division is planning to schedule its next audit in 2025-26.

Water Consumption per tonne of Cement (KL/MT)



Prism Cement is currently ~4 times **water positive**. These efforts are in alignment with the Company's broader sustainability vision to minimise water dependency and support local water resilience.



ZLD and Water Recycling Initiatives

As part of its sustainability strategy, Prism Johnson has successfully achieved zero liquid discharge across its cement plants, all six tile manufacturing plants (own plants), and all 58 RMC plants that are under the operational control of the Company. This ensures that wastewater is not discharged outside these plants, with all effluents treated and reused within plant premises. The Company’s faucet plant at Baddi discharged 240 KL of wastewater to a common effluent treatment plant (CETP) outside the plant premises during 2024-25.

Wastewater generated from operations undergoes treatment through Sewage Treatment Plants (STPs), Effluent Treatment Plants (ETPs), and sedimentation tanks, facilitating reuse inside plant premises for green belt irrigation and dust suppression.

Water Conservation at HRJ: 2024-25

To strengthen its water stewardship, HRJ established key water conservation targets during 2022-23. HRJ planned to achieve 20% of total water consumption through rainwater harvesting by 2024-25.

Progress

HRJ exceeded this target during 2024-25, achieving a 23% share of rainwater harvesting in total water consumption.

The Company has established a Cross-Functional Team (CFT) for water management, which oversees the identification and implementation of water conservation initiatives across the business divisions. This team plays a crucial role in:

Monitoring water usage and efficiency across sites

Identifying opportunities for reducing water withdrawals and increasing reuse

Developing site-specific water conservation strategies aligned with business needs and environmental conditions

To reduce reliance on freshwater sources, the Company has constructed extensive rainwater harvesting structures across its operational sites. HRJ Division increased rainwater harvesting initiatives to account for 23% of total water consumption in 2024-25, surpassing its original target. Prism Cement implemented rainwater harvesting and artificial groundwater recharge structures, enabling the recharge of nearly 22 Lakh cubic meters of groundwater.

Prism Cement has adopted a range of advance water monitoring and conservation technologies, including:

- IoT-based water monitoring systems deployed across 14 Prism Cement sites within the plant for real-time tracking of water usage and optimisation
- Advanced ceramic membrane filtration units (CMFU) at mines workshop for recycling water, thereby reducing freshwater dependency
- Sewage treatment infrastructure at the Company’s cement plants, enabling reuse of treated wastewater

By integrating Zero Liquid Discharge principles, advanced water recycling technologies, and large-scale rainwater harvesting, the Company continues to strengthen its water stewardship efforts. These initiatives not only ensure compliance with sustainability goals but also contribute to climate resilience, operational efficiency and community water security.

Water Consumption in Water Stress Areas

During 2024-25, the Company operated 26 plants (2 tile plants and 24 RMC plants) that were in Over Exploited or Critical zones as per the Central Ground Water Authority classification. These 26 plants jointly consumed 3,81,923 KL of water (23.5% of total water consumption in 2024-25) and contributed to 21.0% of the Company’s production volume.

Circular Economy and Waste Management

The Company is committed to minimising waste generation and advancing circular economy principles by making strategic investments in infrastructure and capital expenditure to increase usage of waste as alternate fuel. The Company uses municipal solid waste, agricultural waste, industrial waste as alternate fuel in its cement kilns to minimise landfill disposal. The Company has established Standard Operating Procedures (SOPs) to manage hazardous and non-hazardous waste efficiently, while maximising resource recovery and recycling.



Waste Generated in 2024-25

Particulars	Unit	Prism Cement	HRJ	RMC	Total
Hazardous Waste	MT	108	18,975	0	19,082
Non-hazardous Waste	MT	1,554	7,228	38,680	47,463
Total Waste Generated	MT	1,662	26,203	38,680	66,545

Waste Segregation and Disposal Practices



Hazardous Waste Management

Hazardous waste generated from operations is disposed of through State Pollution Control Board (SPCB)-authorised third-party vendors, ensuring compliance with environmental regulations.



Non-hazardous Waste Management

Non-hazardous waste, including packaging waste and industrial by-products, is reused in operations to the extent possible, else diverted for recycling and safe disposal through SPCB authorised vendors. The Company encourages reuse and repurposing of non-hazardous waste to minimise landfill dependency and support circularity in its operations.





Waste as Resource: Alternative Fuels and Raw Materials

The Company actively integrates waste-derived fuels into its operations to reduce reliance on conventional fossil fuels and minimise the impact of waste disposal.

Prism Cement uses waste from other industries as alternative fuels, as part of its strategy to lower carbon emissions and improve energy efficiency across its kiln operations. In 2024-25, Prism Cement raised its use of alternative fuels and raw materials, thus increasing the Thermal Substitution Rate (TSR) from 3.3% in 2023-24 to 4.6% in 2024-25. This helped reduce its reliance on fossil fuels, primarily coal and pet coke. Additionally, HRJ Division utilises waste-derived fuels such as cashew husk and sludge waste sourced from local industries. Overall, the Company met 7.0% of its fuel requirements through alternative fuel sources during 2024-25 as compared to 5.9% in 2023-24.

The Company continues to explore and strives to increase adoption of low-carbon raw materials and energy-efficient production technologies to reduce overall waste generation.

Extended Producer Responsibility (EPR) and Plastic Waste Management

Prism Johnson’s Cement Division actively fulfils its obligations under the Plastic Waste Management Rules, 2016, ensuring responsible collection, co-processing, and disposal of plastic waste under the Extended Producer Responsibility (EPR) framework.

In 2024–25, Prism Cement achieved **100% compliance** with its EPR obligations as mandated by the Central Pollution Control Board (CPCB). As an authorised Plastic Waste Processor (PWP) registered with the Madhya Pradesh State Pollution Control Board, Prism Cement went beyond its mandatory recovery targets and processed additional plastic waste, primarily through co-processing in kilns, contributing to the generation of plastic credits and supporting India’s plastic circularity agenda.

The Company’s waste management efforts have contributed to the generation of plastic credits, reflecting its commitment to responsible plastic stewardship and compliance with extended producer responsibility (EPR) norms. Prism Cement has generated plastic credits of 12,878 MT (net positive), on a cumulative basis till March 31, 2024. Further, it is currently undergoing the process of generation of plastic credits for the year ended March 31, 2025.

During 2024-25, Prism Cement has started using **cement bags made with recycled polypropylene (rPP)** to reduce dependency on virgin plastic inputs to some extent. These initiatives reflect the Company’s proactive approach to plastic stewardship, going beyond compliance to reduce environmental burden and enable a closed-loop model for plastic packaging recovery.

During 2024-25, rPP bags constituted 0.03% of total bags consumed by Prism Cement.



Prism Johnson has embedded 4R principles (Reduce, Reuse, Recycle, Recover) into its waste management strategy to promote circular economy initiatives and minimise environmental impact.

Reduce

- Optimise usage of natural raw materials by replacing them with waste and by-products from other industries; Prism Cement uses fly ash and alternate gypsum in cement production, while RMC uses fly ash and Ground Blast Furnace Slag (GBBS) to reduce the consumption of virgin materials and support sustainable production.
- Efficient inventory management systems to prevent material wastage

Reuse

- Reuse treated wastewater for dust suppression and landscaping



Recover

- Use waste generated from other industries as alternative raw material in cement manufacturing, thereby lowering the emission intensity of cement production
- Waste Heat Recovery Systems (WHRS) are deployed in Prism Cement, harnessing excess heat from kilns for reuse in processes, thereby significantly reducing reliance on thermal power
- Co-processing techniques to replace consumption of fossil fuels with alternate fuels, such as use of industrial waste, RDF, biomass, agricultural waste, as alternate fuel in cement manufacturing and use of resins and cashew husk in HRJ division

Recycle

- Sale of plastic and metal waste to third-party vendors, who are authorised by SPCB for recycling purposes
- Reprocessing of waste generated during tile shaping and finishing (broken tiles) into slurry, thereby enhancing circularity within operations



Air Emission Management and Mitigation

The Company is committed to strict compliance with air quality regulations and monitors its air emissions to minimise its environmental footprint. Prism Cement monitors, reports and manages air emissions in accordance with the Central Pollution Control Board (CPCB) regulations through a real-time data capture system, ensuring transparency and regulatory adherence.

Pollutant	Unit	2022-23	2023-24	2024-25
Particulate Matter (PM)	MT	374	411	428
Sulphur Oxides (SO <sub>x</sub> )	MT	705	1,391	1,899
Nitrogen Oxides (NO <sub>x</sub> )	MT	2,858	2,351	3,619

To effectively track and mitigate emissions, Prism Cement has deployed Continuous Emission Monitoring Systems (CEMS) and Continuous Ambient Air Quality Monitoring Systems (CAAQMS) across its operational sites. The CAAQMS network, installed at strategic locations around the cement plant, continuously monitors critical air quality parameters, including carbon monoxide (CO), nitrogen oxides (NOx), particulate matter (PM2.5 & PM10), sulphur oxides (SOx) and humidity, among others. These advanced systems provide real-time insights into emission levels, enabling timely interventions to maintain compliance and improve air quality.

Initiatives to Reduce SO<sub>x</sub> Emissions

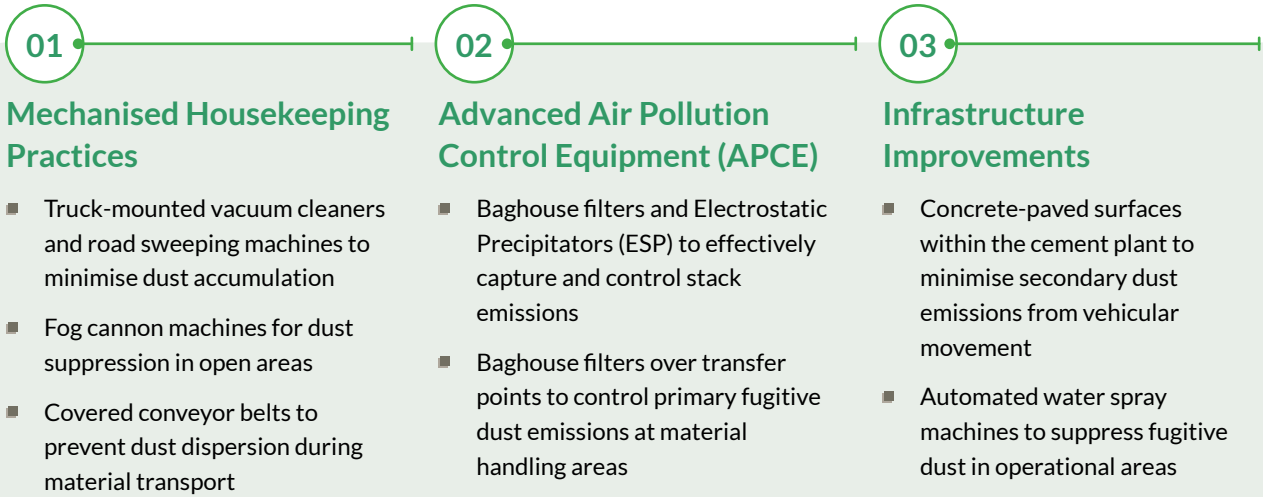
- Reduction in fossil fuel consumption by increasing co-processing capacity to replace traditional fuels with alternative, low-emission substitutes
- Process optimisation through technological interventions, improving combustion efficiency and minimising sulphur emissions

Initiatives to Reduce NO<sub>x</sub> Emissions

- Installation of low-NO<sub>x</sub> burners in manufacturing units to optimise fuel combustion and reduce NO<sub>x</sub> formation at the source.
- Adoption of Selective Non-catalytic Reduction (SNCR) technology at cement manufacturing units, utilising ammonia-based reagents to chemically reduce NOx emissions in exhaust gases.

Mitigation Measures for Particulate Matter (PM) Emissions

Prism Cement has taken a comprehensive approach to control stack and fugitive dust emissions, implementing multiple mitigation measures.



As part of its commitment to urban air quality improvement, Prism RMC has installed Anti-Smog Guns at key locations. These devices help mitigate airborne pollutants by:

- Spraying fine water droplets into the atmosphere, effectively binding dust particles and causing them to settle
- Providing superior efficiency compared to manual water spraying, reducing water consumption while enhancing dust suppression effectiveness



## Transport and Logistics

The Company employs a comprehensive and well-established logistics network to ensure the reliable and timely distribution of its products to its dealers and customers. Recognising the environmental implications, particularly in terms of downstream emissions associated with transportation activities, the Company is committed to enhancing the sustainability of its logistics operations. To this end, it actively invests in the deployment of fuel-efficient vehicles and leverages an integrated GPS-based telematics system to monitor vehicle performance, optimise route planning, and reduce overall fuel consumption.



## Biodiversity Conservation

Prism Johnson acknowledges biodiversity as a vital component of environmental sustainability and is committed to minimising the impact of its operations on natural ecosystems.

### Biodiversity Risk Assessment and Approach

During 2024-25, Prism Johnson conducted a Biodiversity Risk Assessment for its Cement and HRJ Divisions, utilising globally recognised methodologies to assess dependencies and impacts. Prism RMC plants, given the nature and small size of operations at each plant level, were excluded from the scope of Biodiversity Risk Assessment during 2024-25. Furthermore, the Company has formulated a biodiversity management plan (BMP) for Prism Cement that includes its purpose, approach towards biodiversity risks and opportunities assessment, biodiversity strategy, and monitoring and reporting protocols to effectively implement the BMP. This assessment followed the LEAP (Locate, Evaluate, Assess, Prepare) framework recommended by the Taskforce on Nature-Related Financial Disclosures (TNFD). This approach enabled the Company to identify potential biodiversity risks and opportunities at the sector and site level while ensuring that necessary conservation measures were incorporated into business decisions.

The Company identified several risks and opportunities as part of the biodiversity impact assessment. The risks identified include water availability, water quality, air quality, extreme heat, and pollution. The opportunities identified relate to ecosystem condition, erosion control, local communities, media scrutiny, and waste treatment management.

### Biodiversity Mitigation Hierarchy and Actions

The Company employs a structured four-tier biodiversity mitigation approach aligned with global standards. This hierarchy is used to prioritise actions for managing biodiversity impacts. This hierarchy emphasises a sequential process to ensure that biodiversity management is both effective and sustainable.



#### Avoid

- No operations in biodiversity protected areas, World Heritage Sites, IUCN Category I-IV protected areas, or designated conservation zones
- Comprehensive biodiversity risk screening



#### Offset

- Prism Johnson undertakes biodiversity restoration in alignment with its mine reclamation plans by rehabilitating mined-out areas and reintroducing native flora and fauna. As part of its Green Belt Development programme, the Company conducts annual plantation drives to enhance local biodiversity and ecosystem resilience.



#### Mitigate

- **Sustainable water resource management:** Rainwater harvesting and effluent treatment systems to minimise disruptions to aquatic ecosystems
- **Air emissions management:** Adoption of dust suppression systems and advanced air pollution control technologies to reduce airborne particulate impacts on local flora and fauna
- **Sustainable waste management practices:** Prevent contamination of soil and water sources through use of eco-friendly disposal techniques
- **Tree plantation:** 40,000+ saplings planted in 2024-25, contributing to ecological restoration and carbon sequestration



#### Rehabilitate

- Progressive mine reclamation, integrating native species to rehabilitate landscapes
- Soil conservation initiatives, including erosion control measures and nutrient enrichment through organic soil amendments to improve biodiversity resilience
- Community-led Afforestation programmes to enhance green cover and strengthen biodiversity resilience

#### The Company integrates biodiversity awareness into its broader sustainability strategy through:

- Employee awareness programmes on biodiversity conservation
- Community-led Afforestation and conservation initiatives, encouraging local participation in ecological restoration efforts
- Biodiversity performance assessments

By embedding biodiversity considerations into its operational framework, the Company enhances environmental resilience, ensures compliance and contributes to broader conservation goals while maintaining business sustainability.



Creating  
Stakeholder Value

Safeguarding  
the Environment

Employee Well-  
being and Growth

Supporting  
Communities



# Employee Well-being and Growth

Prism Johnson recognises its workforce as a key driver of the Company's long-term success and sustainable growth. The Company places strong emphasis on creating an enabling environment where employees are encouraged to thrive professionally and personally. This commitment is reflected in the structured programmes and policies that support learning, career development and holistic well-being.



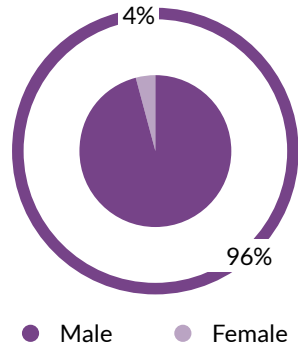
## Total Workforce (2024-25)

Total Workforce (2024-25)	Prism Cement	HRJ	Prism RMC	Corporate	Total
Permanent Employees	1,324	1,639	935	109	4,007
Permanent & Contractual Workers	2,425	2,495	1,345	0	6,265
Total Workforce	3,749	4,134	2,280	109	10,272

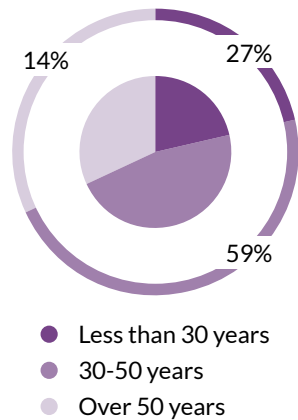
## Total Workforce (2024-25)

Employee Category	Unit	Age			Gender		Total
		<30 years	30-50 years	>50 years	Male	Female	
Senior Management	Number	0	101	92	189	4	193
Middle Management	Number	159	913	230	1,230	72	1,302
Junior Management	Number	752	1,220	139	1,965	146	2,111
Non-management Workers	Number	189	747	604	1,509	31	1,540
Contractual/ Temporary Workers	Number	1,634	3,083	409	4,933	193	5,126
Total	Number	2,734	6,064	1,474	9,826	446	10,272

## Total Workforce: By Gender



## Total Workforce: By Age






Talent Attraction and Retention

Prism Johnson follows a robust and inclusive recruitment process aimed at attracting skilled and diverse talent, whose values and aspirations align with the Company's growth vision. The Company is committed to building a dynamic and diverse workforce by prioritising candidates from varied backgrounds, experiences, and skill sets, thereby fostering a culture of innovation and collaboration.





**Arun Kumar Agarwal,**  
Chief Financial Officer,  
Prism Johnson

With over 15 years at the Company across two stints, Arun Kumar Agarwal's journey reflects steadfast dedication and consistent performance. Starting his journey from the grassroots level as an Assistant Manager in 2001 in H & R Johnson (India), now a Division of Prism Johnson, Arun Kumar Agarwal exemplifies how consistent performance and deep financial acumen can fuel a remarkable rise. With no shortcuts or legacy advantages, he steadily advanced by delivering results, embracing challenges, and leading critical financial transformations.

Over the years, his dedication, strategic insight, and leadership earned him growing responsibilities, ultimately propelling him to the role of CFO purely on merit.

The Company emphasises internal mobility and growth, with approximately 3% of open positions filled by internal candidates, reflecting its focus on career progression and talent retention.

The hiring details of the Company for the period ended March 31, 2025, are given below:

Employee Category	Unit	<30 years		30-50 years		>50 years	
		Male	Female	Male	Female	Male	Female
Senior Management	Number	0	0	12	0	9	0
Middle Management	Number	18	3	168	9	12	0
Junior Management	Number	358	27	375	9	6	0
Management Staff	Number	178	32	14	0	0	0
Total	Number	554	62	569	18	27	0

The Company has taken several steps to retain its key employees, such as learning and development initiatives to meet their career and growth aspirations, creation of several retention schemes for critical roles and employees, and providing them with internal growth opportunities based on the availability of role. The Company strives to cultivate a secure and inclusive work environment for its employees, while providing abundant opportunities for professional growth and career advancement. The Company engages with its employees on a regular basis to gauge their satisfaction levels and address any concerns or grievances. Further, it enhances employee well-being through the provision of a comprehensive range of benefits including maternity leave, health and life insurance, group accident insurance and retirement benefits.

Campus Outreach Programme

Prism Johnson has consistently placed a strong emphasis on nurturing future talent through its robust Campus Outreach Programme. This initiative aims to build meaningful connections with some of the leading educational institutions, nurturing a steady pipeline of skilled and enthusiastic young professionals who align with the Company's vision and values.

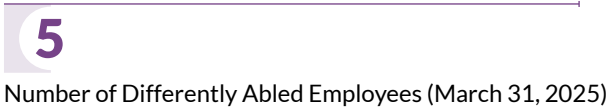
As part of this programme, Prism Johnson conducts campus engagement sessions led by senior leaders and HR professionals to offer students valuable insights about the building materials industry, career prospects and the Company's work culture.

The students join the Company directly from campus in various departments of the Company, including technical, marketing, finance, commercial and HRM. The Campus Outreach Programme not only helps attract top talent but also reinforces the Company's commitment to empowering the next generation of professionals.

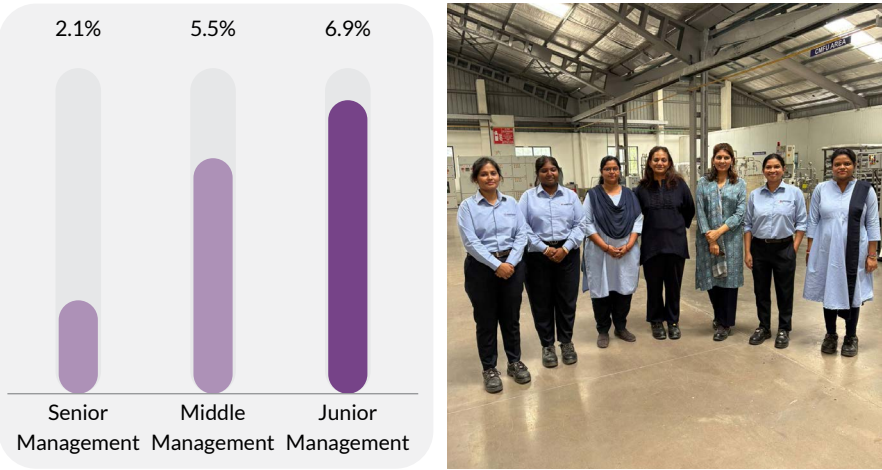
Diversity and Inclusion

Prism Johnson upholds the principle of equality in employment, ensuring there is no discrimination based on gender, caste, race, religion, ethnicity, nationality, disability, and other similar factors. The Company strives to ensure that its recruitment, retention, and performance evaluation practices are free from any bias and are based on meritocracy. To formalise this commitment, the Company has instituted a Diversity & Inclusion Policy, which guides its efforts in fostering an equitable workplace. The policy affirms that a diverse workforce is a critical enabler of innovation, creative thinking, and effective problem-solving.

In recent years, the Company has effectively integrated female employees into key roles, including operational positions at the plant level, demonstrating the Company's commitment to diversity and empowerment. Notably, females constitute around 6.2% of total professionals that are engaged in STEM-related roles and 4% of the Company's workforce. These roles encompass senior executive and deputy manager positions across diverse departments, including data science and analytics, compliance, metals and mining, electrical engineering, and plant process optimisation.



Share of Women at Various Management Levels



Women in STEM Positions as % of Total Stem Positions in the Company	6.2
Women in Revenue Generating Positions as % of Total Revenue Generating Positions	4.0
Woman Director on the Company's Board, as of March 31, 2025 (%)	12.5%

Policy on Prevention of Sexual Harassment (POSH) at Workplace

Prism Johnson is committed to ensuring a safe, respectful, and inclusive work environment for all employees. The Company has developed and implemented a POSH Policy aimed at the prevention, prohibition and redressal of sexual harassment at the workplace. Internal Complaints Committees have been established on a zonal basis to address complaints and are tasked with conducting investigations in a fair and impartial manner, ensuring utmost confidentiality and anonymity throughout the process. Further, to increase awareness, the Company conducted extensive and regular training sessions during the year to educate employees on the Company's policies regarding discrimination and harassment. This included several POSH training sessions conducted in local language to educate the workers at the Company's plants.

During 2024-25, one complaint was received with allegations of sexual harassment as per the provisions of the POSH Act. The same was resolved through the conciliation route in accordance with the prescribed procedures under the POSH Act.



Learning and Development (L&D)

L&D remains a cornerstone of Prism Johnson’s people development strategy, playing a vital role in driving employee productivity, performance and long-term success. The Company adopts a structured and proactive approach to capability building, ensuring that its workforce is well-equipped to meet evolving business demands and industry standards.

The L&D team formulates an annual training calendar that is aligned with the Company’s strategic objectives. This calendar includes a blend of technical, functional and behavioural training modules designed to upskill employees across all levels. The effectiveness of these programmes is closely monitored through structured feedback mechanisms, assessments and performance tracking, allowing

continuous refinement and alignment with employee needs and business goals.

The curriculum covers a comprehensive range of topics such as functional training sessions tailored to job roles and departments, Environmental, Social, and Governance (ESG) practices and compliance, health and safety protocols to ensure a secure working environment, managerial and leadership development, marketing and product management, risk management to strengthen business resilience, cybersecurity awareness to safeguard digital infrastructure and human rights awareness to reinforce ethical conduct and inclusive practices. Through its L&D initiatives, Prism Johnson fosters a culture of continuous learning, innovation and personal growth.



To deepen engagement, a blend of digital learning modules and interactive training mechanisms has been integrated, promoting a more immersive and effective learning experience.

Training Need Identification

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

Nomination from Departments

Based on the monthly training schedule, employees from different departments are nominated for participation.

Preparation of Annual Training Plan

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

Training Implementation

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

Planning of Monthly Schedule

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

Learning Outcomes

Each employee’s performance is closely evaluated to gauge learning outcomes.

Average Training Hours per FTE

11  
Male

8  
Female

11  
Average

Average Training Cost per FTE: ₹ 3,904

Prism Johnson offers a wide spectrum of training programmes that cater to the entire employee lifecycle, from induction and onboarding to upskilling and leadership development. The Company’s training initiatives fall into the following thematic categories.

 Functional and Technical Training	 Business Responsibility and Sustainability Reporting (Brsr) Training
 Leadership and Managerial Training	 Product Management Training
 Health and Safety Training, Including Road Safety	 Risk Management Training
 Environment, Social and Governance (ESG) and Sustainability Training, Including Specific Training Sessions on Human Rights, Energy Management, Water and Waste Management	 Behavioural Training





Endeavour to Promote Government Apprenticeship Schemes

Prism Johnson remains steadfast in its commitment to skill development and youth empowerment through active participation in various government-led apprenticeship programmes.

The Company has been diligently implementing initiatives such as the National Apprenticeship Promotion Scheme (NAPS), and the National Apprenticeship Training Scheme (NATS), among others. These schemes are designed to bridge the gap between academic learning and practical industry exposure, thereby enhancing employability and contributing to the nation’s workforce development. By aligning with these programmes, Prism Johnson not only supports the Government of India’s vision of Skilled India but also nurtures a culture of continuous learning and hands-on experience within the Company.

The Company continues to onboard apprentices across multiple functions, offering structured training, mentorship, and opportunities to grow in a real-time industrial environment, ultimately fostering long-term professional growth for young individuals entering the workforce.

**Udaan Training Programme**

During 2024-25, Prism Cement Division successfully conducted the **Udaan Training Programme**, designed to enhance the skills and knowledge of contractual workers. With a strong focus on boosting productivity and operational efficiency, the programme engaged over 1,000 participants. This initiative reflects the Company’s ongoing commitment to workforce development, safety awareness, and continuous improvement at the grassroots level.

**Management Trainee Programmes**

The Company places a strong emphasis on nurturing future leaders and attracting young talent. Each year, Prism Johnson recruits management trainees for on-site training across various departments. Programmes such as the Graduate Engineering Trainee (GET), Executive Engineering Trainee (EET), Management Trainee (MT), and Post-Graduate Engineering Trainee (PGET) offer structured learning paths for fresh graduates and postgraduates, integrating them into the Company’s work ethic.

Shikhar Training Programme: Reach the Peak

**Shikhar:** Reach the Peak is a performance excellence initiative launched by Prism Cement with the objective of growing its share of profitable business. This is being pursued through two primary strategies: deepening engagement with existing channel partners and expanding the network by adding new partners.

In its first phase, the programme was rolled out in multiple cohorts, covering senior and mid-level sales leadership as well as key account and technical teams. It was later extended across the wider frontline sales force with the support of internal business and technical coaches.

The second phase of the initiative has since been launched, placing greater emphasis on Business Analytics to further enhance decision-making and drive measurable growth.



Training Details 2024-25

Category	Units	Male	Female	Total
Senior Management	Number	168	1	169
	Manhours	781	8	789
	Average Manhours	4.6	8.1	4.7
Middle Management	Number	1,546	64	1,610
	Manhours	12,369	277	12,645
	Average Manhours	8.0	4.3	7.9
Junior Management	Number	2,752	108	2,860
	Manhours	23,953	1,179	25,132
	Average Manhours	8.7	10.9	8.8
Management Staff	Number	638	42	680
	Manhours	5,190	468	5,658
	Average Manhours	8.1	11.1	8.3
Workers (Permanent)	Number	2,091	0	2,091
	Manhours	10,409	0	10,409
	Average Manhours	5.0	0	5.0
Contractual Workers	Number	7,010	166	7,176
	Manhours	14,964	135	15,099
	Average Manhours	2.1	0.8	2.1

Performance Evaluation and Career Progression

The Company has implemented a structured performance management system (PMS) to recognise high performers and support career progression. Annual reviews, based on pre-defined Key Result Areas/Key Performance Indicators, help identify skill gaps and guide development needs for eligible employees. Complementing this, targeted employee development programmes focus on leadership growth, succession planning, and smooth workforce transitions, including training, internal mobility, and retirement support. Backed by people analytics, the process enables data-driven insights to inform learning and development initiatives.

Performance and Career Development Reviews

	Total Number of Employees & Workers, as of March 31, 2025	Number of Employees Receiving Performance/Career Development Reviews	Percentage
Employees			
Male	3,754	3,225	86%
Female	253	197	78%
Total	4,007	3,422	85%
Permanent Workers			
Male	1,139	880	77%
Female	0	0	0%
Total	1,139	880	77%



Employee Engagement

Throughout the year, the Company undertakes a variety of initiatives aimed at enhancing employee engagement and reinforcing organisational culture. Several of these activities are extended to employees’ families, helping to cultivate a sense of belonging and community feeling.

01

Birthday Celebrations

Prism Johnson hosts monthly events to celebrate employee birthdays, promoting team bonding and a strong sense of belonging. These events provide a relaxed setting for colleagues to connect, show appreciation, and build stronger workplace relationships.



02

Honouring the Families of High-performing Employees

During 2024-25, Prism Cement acknowledged the vital role of employees’ families in their success by honouring them with Gold and Silver medals and appreciation letters. This initiative celebrates both employee excellence and the invaluable support of their loved ones.



03

Mental Health Initiatives at Prism RMC

Prism RMC demonstrated its commitment to employee well-being by observing **Mental Health Awareness Week** across all its locations. Grounded in the holistic workplace well-being model, the initiative promoted mental, emotional, physical, and social wellness through daily themes and practical habits. The week concluded with an impactful workshop on psychological safety, which saw high employee participation and engagement. The programme fostered open conversations, encouraged use of internal support platforms, and reinforced a culture of empathy, care, and inclusion.



Health Check-up Camps

The Company conducts annual health check-ups for employees and encourages them to avail this benefit. Further, the Company organises health and eye screening camps for employees, with a focus on preventive healthcare. In addition, gymnasium and health-club facilities are made available to employees and their families at the Satna plant colony.



Encouraging Work-life Balance

Prism Johnson supports work-life balance through measures such as flexible working hours and the provision of 26 weeks of paid maternity leave, in accordance with applicable regulations.



Sports Activities

Prism Johnson conducted several sporting events, including the annual PJJ Premier League cricket tournament at the Satna plant. Several other sporting events are also organised.

Employee Engagement Survey

The Company regularly engages with its employees to understand their expectations, concerns and areas for improvement. Each business division periodically conducts Employee Engagement Surveys to assess workplace experience. Insights derived from these surveys are used to refine policies and practices aimed at enhancing employee satisfaction and professional growth.

Employee Engagement Score - Prism Cement (%)	
2024	93
2022	91
2017	80

Employee Engagement Score - HRJ (%)	
2021	90
2016	52

Employee Engagement Score - Prism RMC (%)	
2022	85
2013	80



Amber – AI Powered Digital Companion



During 2024-25, Prism Johnson has introduced Amber, an AI-powered digital companion, designed to enhance the employee experience and foster a culture of openness and trust. Amber communicates in multiple languages, understands with empathy and engages in meaningful, confidential conversations, providing a safe space for employees to share their thoughts and concerns. More than just a virtual assistant, Amber offers smart, personalised recommendations that support employee well-being and professional growth. With privacy and data security at its core, Amber ensures that employee voice is heard and valued.

Employee Turnover

Prism Johnson closely monitors employee turnover as a key indicator of workplace satisfaction and stability. By implementing targeted retention strategies, fostering a supportive work culture, and offering clear career growth opportunities, the Company makes consistent efforts to reduce attrition and retain top talent. During 2024-25, the Company recorded a voluntary employee turnover rate of 24%.

Turnover Rate of Employees in 2024-25 (%)	
Female	30%
Male	30%

To ensure smooth operational continuity and minimise disruption, Prism Johnson has a structured policy outlining minimum notice period for changes affecting employment. The policy mandates notice periods ranging from one to three months, depending on the employee grade, and requires completion of handover responsibilities and no-dues formalities prior to exit. These measures support responsible workforce transitions aligned with ethical business conduct.

Human Rights

Prism Johnson recognises that respect for human rights is a foundational element of ethical and sustainable business conduct. The Company is firmly committed to upholding and promoting human rights across its operations, value chain, and within the communities where it operates. The Company’s Human Rights Policy 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 applicable local regulations.

As part of its commitment to fair and equitable compensation, Prism Johnson monitors wage practices across all Divisions to ensure compliance with statutory minimum wage laws. The Company continues to review its compensation structure with sensitivity to living wage considerations, reflecting its broader commitment to social equity and financial well-being. During 2024–25, 100% of the employees and 97% of the permanent workers earned more than the minimum wage. The Company ensures that all workers on the Company’s payroll are entitled to applicable statutory and company-specific benefits, including health insurance coverage and leave

entitlements. To uphold responsible labour practices, the Company follows a policy of granting compensatory time-off/work from home, thereby supporting work-life balance.

The Company conducted a Human Rights Assessment (self-assessment) for all its plants during 2024-25, and none of the plants reported any human rights violations related to child labour, forced or involuntary labour, or discrimination at the workplace. The assessment covered key risk areas such as working conditions, non-discrimination, and freedom of association, reinforcing the Company’s proactive approach to respecting human rights in its operations.

Human Rights Due Diligence and Risk Management at Prism Cement

In alignment with its SA8000:2014 certification, Prism Cement undertakes robust human rights due diligence across its operations and value chain. The assessment identifies actual and potential risks and defines mitigation and corrective action plans accordingly.

The human rights risk assessment is comprehensive and covers all categories of workers, including permanent employees, contract labour, and women workers.

The Company’s approach to managing human rights risks and opportunities is integrated into its broader sustainability and ESG frameworks through:

- A formal Human Rights Policy, endorsed by the Executive Committee
- A Human Rights Due Diligence Framework aligned with international standards
- A Supply Chain Sustainability Assessment Framework for critical suppliers to monitor compliance with human rights norms



There are eight core areas that are assessed under the SA8000 framework:

- |  |                            |
|--|----------------------------|
| 1. Child Labour  | 5. Discrimination          |
| 2. Forced or Compulsory Labour                               | 6. Disciplinary Practices  |
| 3. Health and Safety   | 7. Working Hours           |
| 4. Freedom of Association and Right to Collective Bargaining | 8. Remuneration Management |

Human Rights Complaints Filed during 2024-25

Sexual Harassment	1
Discrimination at workplace	Nil
Child Labour	Nil
Forced or Involuntary Labour	Nil

To ensure implementation of the policy across all functions, the Company provides regular human rights training to employees across all divisions. These sessions are designed to build awareness, equip employees with the knowledge to identify human rights risks, and empower them to act in accordance with the Human Rights Policy during their day-to-day responsibilities. The training covers topics such as non-discrimination, fair labour practices, grievance mechanisms, ethical conduct, and respect for diversity. During 2024-25, 38% of the Company’s permanent employees and 56% of the permanent workers received dedicated training on human rights, further reinforcing awareness and accountability across the workforce.



# Occupational Health and Safety

Prism Johnson places the health, safety, and well-being of its workforce and stakeholders at the core of its operational philosophy. The Company's commitment to ensuring a safe and healthy work environment is driven by its vision of achieving **Zero Harm**, while adhering to international best practices and national legal requirements. This commitment is formalised in the Company's Occupational Health and Safety (OHS) Policy, which outlines the responsibilities, actions, and governance mechanisms for the effective management of health and safety across all operations.

The Company nurtures a shared responsibility culture, where every employee, supplier, and business partner is accountable for upholding safety standards. An accident-free workplace is a core objective of the Company's occupational health and safety approach, which is guided by structured governance, robust processes, and continuous training. All operational plants under the Cement and HRJ divisions are ISO 45001:2018 certified, while Prism RMC follows robust internal OHS management protocols aligned with this standard.

## Safety Risk Management

The Company implements a rigorous risk identification and mitigation system to manage occupational health and safety risks proactively. The Company has dedicated site-level safety committees at its plants, responsible for conducting Hazard Identification and Risk Assessment (HIRA). Furthermore, the Company's manufacturing plants engage in Hazard and Operability (HAZOP) studies to pinpoint potential risks and devise appropriate countermeasures.

Each plant holds monthly Safety Committee meetings, involving representatives from both workers and management, to review safety observations and recommend improvements. Standard Operating Procedures (SOPs) for high-risk operations are regularly updated and audited.

The Company has a comprehensive hazard and near miss reporting system, allowing employees and workers, both permanent and contractual, to report potential hazards and near-miss incidents promptly. Near misses, defined as incidents that could have resulted in injury or damage but did not, are treated with equal priority to actual accidents, as they provide valuable insights into potential risks and help prevent future incidents. Workers are encouraged to report all near misses and hazards, even if no injury or damage occurred, as these reports are critical for identifying hidden risks before they escalate.

OHS risks are also considered in supplier evaluations through the Company's Supply Chain Sustainability Assessment Framework, ensuring that health and safety principles are upheld not only within operations but throughout the value chain.

## Health and Safety Training

The Company maintains a strong focus on capacity-building and safety awareness, delivering comprehensive training sessions to its employees and workers. In 2024-25, over 500 training sessions were conducted across all three business divisions, led by safety experts. Training is based on a needs assessment, planned through an annual training calendar, and delivered in local languages where necessary to maximise accessibility and impact.



## Key Safety Topics

- First Aid
- Road Safety
- Ergonomics
- Lock-Out Tag-Out Procedures
- Scaffolding
- Toolbox Training
- Fire Safety
- Working at Height
- Confined Space
- Near Miss Reporting
- Safety in Concrete Pumping
- Work Permit
- Use of Personal Protective Equipment
- Electrical Safety
- Emergency Preparedness

## Key Safety Initiatives

### Safety Gallery and Induction Facilities

At Prism Cement's Satna plant, a dedicated safety gallery offers virtual tours and AV-based induction for new employees. HRJ has constructed Safety Induction Rooms near the main gate of its plants, equipped with interactive displays and safety training modules.

### Safety Zone System

Prism Cement's plant is segmented into 30 safety zones, each supervised by a designated safety officer. Monthly reviews are held to ensure adherence to OHS standards. At HRJ plants, high-risk zones are identified and monitored continuously by Cross Functional Teams (CFTs).

### Safety Observation Tours and Near Miss Reporting

Regular Safety Observation Tours are conducted. Observations are documented, and corrective action plans are initiated. An online Near Miss Reporting System is available for all employees, including contract workers and visitors, to report unsafe conditions anonymously and without fear of reprisal.

### Vehicle Safety Enhancements

The Company has installed reverse cameras in several on-site vehicles and implemented Vehicle Tracking Systems (VTS) to monitor driving behaviour and prevent accidents.

### Occupational Health Services and Campaigns

The Company provides a range of occupational health services to promote the physical and mental well-being of its workforce. Prism Cement offers free medical care to employees and their families. HRJ conducts periodic medical check-ups at its Occupational Health Centres. Prism RMC organises regular medical camps for on-site workers. All divisions run health promotion campaigns, including observances such as No Tobacco Day, HIV/AIDS awareness programmes, and anti-substance abuse initiatives, fostering a healthier and more informed workforce.





Occupational Health and Safety (OHS) Assessment

During 2024-25, the Company conducted a self-assessment of health and safety practices across all its operations. The assessment was conducted in accordance with the safety audit standard (IS-14489), focussing on 10 health & safety themes with maximum weightage given to training and awareness. Other themes included electrical safety, incident response, PPE, and hazardous material handling, ensuring a comprehensive evaluation of safety systems.



Emergency Preparedness and Incident Response

Plants are equipped with emergency response systems, including evacuation plans, fire detection and suppression equipment, and trained first responders. Safety Gate Meetings, held monthly, allow teams to reflect on safety incidents, review performance data, and formulate preventive strategies. The Company reviews its emergency preparedness systems through simulation drills, training, and review of real incident cases to reduce the likelihood of recurrence.



Safety Performance 2024-25

Particulars	Employees	Workers
Ltifr Per one Million-Person Hours Worked	0	0.14
Number of Fatalities	0	0
Total Recordable Work-Related Injuries	0	2
First Aid	46	446
Near Miss	7,174	2,075
High-Consequence Work-Related Injury	0	1

Zero Harm Commitment and Performance Monitoring

Prism Johnson strives to achieve Zero Harm across all operations.

To realise this objective, the Company:

- Sets measurable health and safety targets
- Holds management across all levels accountable for safety performance
- Reviews safety indicators regularly to identify gaps and trends
- Periodically reviews its OHS Policy to reflect evolving risks and regulations

The Company recorded no significant workplace incidents leading to fatalities during the reporting year, reflecting the effectiveness of its OHS systems and safety-first culture.

Freedom of Association

The Company fosters a culture of open communication and transparency, firmly supporting the rights to freedom of association and collective bargaining. It acknowledges and respects employees' right to unionize and actively collaborates with labour unions across its facilities to address concerns and resolve grievances. During the reporting period, 74% of the permanent workers were affiliated with labour unions.

Category	Total Workers	Workers who are part of labour unions	Percentage
Male	1,139	842	74%
Female	0	0	0
Total Permanent Workers	1,139	842	74%



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



# Supporting Communities

Supporting communities is a core priority for Prism Johnson, as it fosters goodwill, strengthens local economies, and reinforces the Company's commitment to social responsibility. By contributing to a sustainable business environment, Prism Johnson creates a positive social impact. Its ongoing engagement with communities has also played a key role in building a resilient and adaptable industry over time.



## Community Engagement

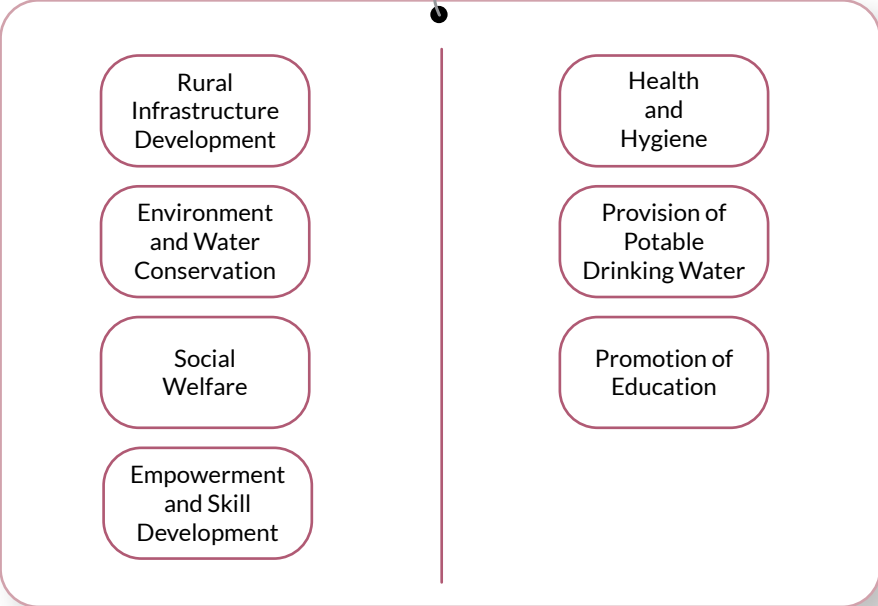
Corporate Social Responsibility (CSR) is an integral part of Prism Johnson's commitment to sustainable growth. The Company's CSR efforts are driven by its CSR Policy, which is focussed on creating social, ecological, and economic value through holistic development of the communities surrounding the Company's operations. The Company undertakes several initiatives in healthcare, education, and environmental sustainability, while promoting ethical behaviour and ecological stewardship. The CSR Policy is available on [https://www.prismjohnson.in/wp-content/uploads/2023/01/PJL-CSR-Policy\\_2021.pdf](https://www.prismjohnson.in/wp-content/uploads/2023/01/PJL-CSR-Policy_2021.pdf).

The CSR Committee, comprising Mr. Vijay Aggarwal (Chairman), Mr. Raakesh Jain, Mr. Sarat Chandak, and Ms. Ravina Rajpal (Independent Director), provides oversight on the

Company's CSR agenda. During 2024-25, Prism Johnson undertook CSR projects, primarily in Satna and Rewa (Madhya Pradesh) and spent ₹ 1.16 Crores across these initiatives.

Prism Cement undertakes a comprehensive needs assessment within local communities to identify and understand their specific requirements on a periodic basis. The insights gathered from this assessment guide the Company's annual CSR plan, ensuring that initiatives are tailored to effectively support community well-being and inclusive growth.

## Key Focus Areas of Prism Johnson's CSR Strategy





## Rural Infrastructure Development

Infrastructure development is vital for the growth and upliftment of local communities. It improves market access and greatly enhances social well-being. Prism Johnson is committed to connecting remote areas, boosting agricultural productivity, and bridging the urban-rural divide.

**₹ 0.16 Crore**  
CSR expenditure

**12,058**  
Beneficiaries

- Key Initiatives**
- Construction of a 135-metre Pathway
  - Construction of a 200-metre Drain
  - Renovation of Community Centre
  - Construction of River Ghat
  - Repair of cremation shed



## Enhancing Rural Education Infrastructure

As part of its ongoing commitment to promoting access to quality education in rural areas, Prism Johnson undertook the renovation of several government schools in Satna, Madhya Pradesh. This initiative focussed on strengthening the schools' basic infrastructure to create a safer and more engaging learning environment for students.

By addressing fundamental infrastructure needs and fostering a more positive learning atmosphere, Prism Johnson has helped improve student attendance, enhance engagement, and contribute to better educational outcomes.



## Health and Hygiene

Prism Cement focuses on the health and well-being of locals through various initiatives, such as access to clean drinking water, 24-hour medical facilities and hospitals.

**₹ 0.19 Crore**  
CSR expenditure

**~22,500**  
Number of Beneficiaries

- Key Initiatives**
- Free consultation and medicine distribution to over 16,000 patients
  - Free ambulance services to over 1,000
  - Door-to-door health services to nearly 1,500 villagers
  - Organised mega medical camps at several locations



## Provision of Potable Drinking Water

Prism Johnson invests in providing a steady supply of safe water, that not only improves the overall quality of life for the community but also meets a crucial health and wellness need.

**₹ 0.07 Crore**  
CSR expenditure

**~13,500**  
Number of Beneficiaries

- Key Initiatives**
- Supply of drinking water through tankers at Mankahari and Bamhauri
  - Drilling of a 300-feet borewell with a submersible pump
  - Installation of 2 new hand pumps with bore well and platform
  - Provision of packaged drinking water



## Promotion of Education

Prism Johnson strives to provide access to quality education, equal learning opportunities and resources for promotion of education to the local communities.

**₹ 0.20 Crore**  
CSR expenditure

**~12,000**  
Number of Beneficiaries

- Key Initiatives**
- Renovation of several Government schools and Anganwadi in the Satna district
  - Wall paintings and slogan writing to create awareness on social themes
  - Distribution of stationery and bags to 800 students from Government schools
  - Scholarship to 36 meritorious students from Government Higher Secondary School





## Environment and Water Conservation

Prism Johnson undertook extensive ecological initiatives such as plantation drives, pond desilting, and the construction of water harvesting structures across the Satna district. These projects are aimed at long-term conservation of natural resources and groundwater management.

**₹ 0.32 Crore**  
CSR expenditure

**~18,500**  
Number of Beneficiaries

- Key Initiatives**
- Roadside plantation with tree guards
  - Distribution of fruit-bearing plant saplings
  - Construction of 150 perforated drum-based water harvesting structures
  - Construction of 2 single bore shaft water harvesting structures
  - Desilting of 145-metre waterways channel



## Environmental Sustainability through Water Conservation and Greening

Prism Johnson, in its commitment to environmental stewardship and sustainable development, has undertaken a series of initiatives at Satna, Madhya Pradesh, to promote environmental sustainability and enhance natural resource management within the local communities.

- The project encompassed a series of well-integrated activities, including:**
- Extensive plantation drives to promote green cover and biodiversity
  - Desilting of existing ponds to improve water storage capacity and facilitate groundwater recharge
  - Construction of bore shafts to enhance rainwater percolation and strengthen the underground water table
  - Development of innovative drum-based water harvesting structures to ensure effective rainwater collection and utilisation

These interventions were strategically designed to conserve natural resources, improve water security, and restore the ecological balance in the region. As a result, the initiative has contributed to increased groundwater recharge, revitalisation of local biodiversity, and enhanced environmental resilience for the surrounding communities.



## Empowerment and Skill Development

The Company promoted local livelihoods through vocational skill training, including driving licence programmes, stitching training with start-up kit distribution and workshop on organic farming for youth, women and farmers in the Satna district.

**₹ 0.06 Crore**  
CSR expenditure

**~100**  
Number of Beneficiaries

- Key Initiatives**
- Driving training programme with assistance for the licence
  - Stitching training programme for 33 women
  - Farmers Training on Organic Farming and Application of New Techniques in Agriculture



## Social Welfare

Prism Johnson's social welfare programmes aim to support individuals and families in need by providing financial assistance, healthcare, and essential services to enhance their quality of life.

**₹ 0.16 Crore**  
CSR expenditure

**~900**  
Number of Beneficiaries

- Key Initiatives**
- Support for an old-age home
  - Financial assistance to the armed forces Flag Day Fund
  - Fodder arrangement for cows
  - Assistance for Govansh Vikas evam Anusandhan Kendra, Chitrakoot





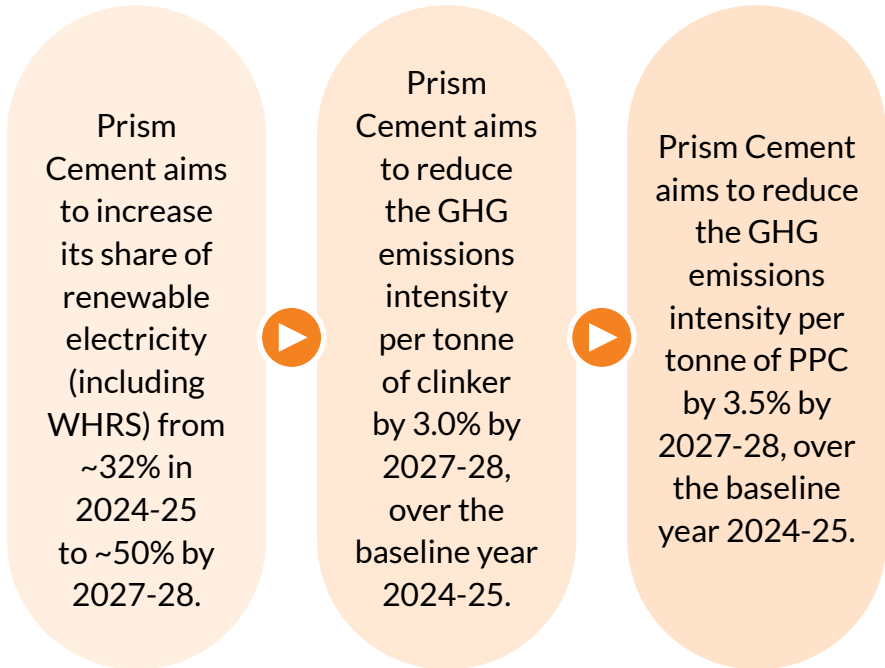
# Way Forward

Prism Johnson's sustainability roadmap reflects a decisive shift from performance tracking to systems-led transformation. Through digital integration, stakeholder engagement, and robust governance, the Company is building long-term resilience, aligning with evolving compliance norms and global sustainability goals.

## Decarbonisation Roadmap

Energy efficiency and decarbonisation are central to the Company's energy strategy. Prism Cement contributed to over 97% of the Company's total GHG emissions in 2024-25. As part of its sustainability agenda, Prism Cement targets to achieve **Net Zero (Scope 1 and Scope 2) Emissions by 2070**, in alignment with national decarbonisation goals and global efforts under the Paris Agreement.

This long-term vision is supported by the Company's interim targets for 2027-28 across energy efficiency, renewable energy, and low-carbon technologies. To reduce its net emissions intensity, the Company is optimising its clinker factor, increasing usage of alternative fuels, enhancing share of green and renewable power (including WHRS) and implementing several energy efficiency initiatives, such as deploying digital technologies like AI-driven kiln, raw mill and cement mill optimisation. The Company is also exploring the usage of advanced levers, including CCUS, LC3 cement production and Green Hydrogen for kiln firing, recognising the need for innovation beyond compliance.



Recently, the Company has received GreenPro certification for all its PPC cement brands, reinforcing its commitment to offering environmentally responsible materials in line with market and regulatory expectations.

Recognising biodiversity as integral to environmental responsibility, Prism Johnson is committed to protecting and enhancing natural ecosystems surrounding its operations. The Company is incorporating biodiversity enhancement and green cover expansion into its broader land to intensify carbon sink for community and resource management strategies.

## Water Stewardship: From Conservation to Circularity

Water stewardship at Prism Johnson is evolving from conservation to circular and regenerative practices. Prism Cement is targeting 5x water positivity by 2027-28, supported by large-scale rainwater harvesting, groundwater recharge beyond the plant boundary and exploration of low-water clinker production. These efforts are aligned with national frameworks such as NITI Aayog's water neutrality and positivity approach, with benchmarking of water intensity underway to support continuous improvement.



## Closing the Loop: Circular Waste Management

With a goal of achieving ≥90% waste diversion from landfill, Prism Johnson is strengthening its circular economy strategy through material recovery, reuse, and recycling.

Prism Cement strives to reuse plastic and biomass as alternative fuels, Supplementary Cementitious Materials from other industries, send metal and hazardous waste to authorised recyclers for recycling purposes and increase use of rPP bags for cement packaging. Kiln dust is avoided through a closed-loop system, and sludge from ZLD systems is reused as manure.

HRJ uses alternative fuels in spray dryer operations, recycles broken tiles, and reuses ETP sludge on-site. Solid waste, such as metal, batteries, and plastic, is sent to authorised recyclers, and no wastewater is discharged outside the plant operations. Together, these actions are helping Prism Johnson move closer to its zero waste to landfill goal.

## Empowering People and Ensuring Safety

Prism Johnson is committed to fostering a safe, inclusive, and empowering work environment that prioritises employee well-being, diversity, and continuous development. To achieve this goal, the Company plans to:

- Target **zero Lost Time Injury Frequency Rate (LTIFR)** across all sites
- Expand **safety and skill training coverage** for all employees, including contractual workers
- Increase **share of women in the workforce** from 4% in 2024-25 to 5% by 2027-28, through targeted recruitment, mentoring, and upskilling initiatives
- Uphold a **zero-tolerance approach to any human rights violations**, supported by strong policy, monitoring, and grievance redressal mechanisms



# Performance Factsheet

Performance Metric (₹ Crores)	2021-22	2022-23	2023-24	2024-25
<b>Economic Value Generated</b>				
Income From Operations	5,568.8	6,711.5	7,068.6	6,725.7
Economic Value Generated From Investments and Other Sources	43.9	26.5	281.8 <sup>#</sup>	277.2 <sup>#</sup>
<b>Total</b>	<b>5,612.7</b>	<b>6,738.0</b>	<b>7,350.4</b>	<b>7,002.9</b>
<b>Economic Value Distributed</b>				
Operating Costs	4,690.3	5,796.7	6,308.4	6,161.9
Employee Benefit & Wages	478.3	523.4	512.6	541.9
Interest Payment to Providers Of Credit (*)	170.2	166.9	170.6	201.7
Tax Expenses (**)	95.0	332.2	166.7	53.6
Community Investments	3.94	2.85	1.89	1.16
<b>Total</b>	<b>5,437.7</b>	<b>6,822.2</b>	<b>7,160.2</b>	<b>6,960.3</b>
<b>Economic Value Retained</b>	<b>175.0</b>	<b>(84.2)</b>	<b>190.3</b>	<b>42.6</b>

Note: All financial data is on standalone basis

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

(\*\*) Payment to the Government includes duties and taxes charged to Statement of Profit and Loss during the year. The total gross payment to the Government during the year was around ₹ 944 Crores (₹ 1,176 Crores in 2023-24, ₹ 1,244 Crores in 2022-23, and ₹ 816 Crores in 2021-22)

(<sup>#</sup>) Includes pre-tax exceptional gains

Energy Consumption	Units	2021-22	2022-23	2023-24	2024-25
Direct Energy (GJ)	GJ	1,38,73,056	1,43,14,075	1,51,65,603	1,55,83,182
Indirect Energy (GJ)	GJ	16,92,806	17,79,714	20,05,682	18,68,785
<b>Total Energy (GJ)</b>	<b>GJ</b>	<b>1,55,65,862</b>	<b>1,60,93,789</b>	<b>1,71,71,285</b>	<b>1,74,51,968</b>

Water Withdrawal	Unit	2021-22	2022-23	2023-24	2024-25
Surface Water	KL	4,86,880	5,36,183	5,03,035	3,85,448
Groundwater	KL	8,02,784	9,75,573	9,85,275	7,84,449
Third Party Water	KL	4,78,535	5,36,183	4,93,133	4,57,122
<b>Total Water Withdrawal</b>	<b>KL</b>	<b>17,68,199</b>	<b>20,32,916</b>	<b>19,81,442</b>	<b>16,27,069</b>

GHG Emissions	Unit	2021-22	2022-23	2023-24	2024-25
Scope 1 (tCO <sub>2</sub> )	MT CO <sub>2</sub>	34,53,431	35,67,633	38,26,859	38,28,849
Scope 2 (tCO <sub>2</sub> )	MT CO <sub>2</sub>	2,45,442	2,45,682	2,66,647	2,63,658
<b>Scope 1+2 (tCO<sub>2</sub>)</b>	<b>MT CO<sub>2</sub></b>	<b>36,98,873</b>	<b>38,13,315</b>	<b>40,93,506</b>	<b>40,92,507</b>
Net Emission Intensity	Kg CO <sub>2</sub> per MT of cementitious material (Prism Cement)	650	626	616	623

Non GHG / Air Emissions	Unit	2021-22	2022-23	2023-24	2024-25
Particulate Matter (PM)	MT	240	374	411	428
Sulphur Oxides (SO <sub>x</sub> )	MT	287	705	1,391	1,899
Nitrogen Oxides (NO <sub>x</sub> )	MT	2,244	2,858	2,351	3,619

Waste Generated	Unit	2021-22	2022-23	2023-24	2024-25
Hazardous Waste	MT	16,860	20,743	11,101	19,082
Non-Hazardous Waste	MT	83,105	53,386	33,174	47,463
<b>Total Waste</b>	<b>MT</b>	<b>99,965</b>	<b>74,129</b>	<b>44,275</b>	<b>66,545</b>

Biodiversity	Unit	2021-22	2022-23	2023-24	2024-25
Total Number of Saplings Planted	Number	~1,36,750	~1,73,021	~94,615	~40,466
<b>Survival Rate</b>	<b>%</b>	<b>73%</b>	<b>75%</b>	<b>73%</b>	71%



Workforce

Employee Category	Unit	2024-25					Total
		<30 years	30-50 years	>50 years	Male	Female	
Senior Management	Number	0	101	92	189	4	193
Middle Management	Number	159	913	230	1,230	72	1,302
Junior Management	Number	752	1,220	139	1,965	146	2,111
Non-management Workers	Number	189	747	604	1,509	31	1,540
Contractual or Temporary Workers	Number	1,634	3,083	409	4,933	193	5,126
Total	Number	2,734	6,064	1,474	9,826	446	10,272

Employee Category	Unit	2023-24					Total
		<30 years	30-50 years	>50 years	Male	Female	
Senior Management	Number	0	107	91	193	5	198
Middle Management	Number	155	884	211	1,191	59	1,254
Junior Management	Number	739	1,204	137	1,936	144	2,080
Non-management Workers	Number	23	743	513	1,279	1	1,280
Other	Number	180	165	61	376	45	421
Contractual or Temporary Workers	Number	1,666	3,244	354	5,085	179	5,264
Total	Number	2,763	6,347	1,367	10,060	433	10,493

Employee Category	Unit	2022-23					Total
		<30 years	30-50 years	>50 years	Male	Female	
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	Number	112	158	65	324	11	335
Contractual and 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

Employee Category	Unit	2021-22					Total
		<30 years	30-50 years	>50 years	Male	Female	
Senior Management	Number	0	101	50	180	6	186
Middle Management	Number	30	560	133	686	37	723
Junior Management	Number	824	1,591	227	2,485	157	2,642
Non-management Workers	Number	34	905	486	1,423	2	1,425
Other	Number	77	100	17	186	8	194
Contractual and Temporary Workers	Number	1,522	3,065	411	4,815	173	4,988
Total	Number	2,487	6,312	1,359	9,775	383	10,158

Turnover Rate	Unit	2021-22		2022-23		2023-24		2024-25	
		Male	Female	Male	Female	Male	Female	Male	Female
Permanent Employees	%	24	35	27	41	30	20	30	30
Permanent Workers	%	8	0	5	0	8	67	12	100

\*During 2023-24, there was 1 female permanent worker who left the Company during 2024-25; hence, the turnover is 100%

Work related injuries		2021-22	2022-23	2023-24	2024-25
LTIFR Per One-Million-Person Hours Worked	Employees	0.99	0.21	0	0
	Workers	0.77	0.45	0.69	0.14
Number of Fatalities	Employees	0	0	0	0
	Workers	1	2	0	0
Total Number of Recordable Work-Related Injuries	Employees	0	2	1	0
	Workers	0	6	16	2

Ethical Performance	2021-22	2022-23	2023-24	2024-25
Number of Corruption or Bribery Cases in Reported Year	0	0	0	0
Number of Substantiated Anti-Competitive Cases Reported in Year	0	0	0	0
Number of Human Rights Complaints Including Sexual Harassment Reported in The Year	0	0	0	0
Number of Environmental Fines	0	0	0	0
Number of Community Stakeholder Complaints on Social, Water or Other Environmental Issues	0	0	0	0

# UN SDGs Goals

Prism Johnson aims to contribute significantly to the Sustainable Development Goals (SDGs), which were unanimously adopted by UN member states in 2015. These goals provide a detailed blueprint to create a more sustainable and improved future for all by addressing interconnected economic, social, and environmental issues.



The Company prioritises and ensures the overall health and well-being of its employees. The Company undertakes periodic initiatives including health and safety training programs for its workforce. Regular safety risk assessments are conducted, and performance is monitored to identify areas for improvement. Furthermore, the Company promotes holistic well-being of its employees through provisions like flexible work schedules, health and life insurance, and other benefits.



The Company is committed to being an equal opportunity employer, with a strong emphasis on workforce diversity. In recent years, the Company has taken steps to increase its workforce diversity. For example, Prism Cement has been inducting female management trainees and placing women in key engineering roles at the plant level to increase workforce diversity. Further, in 2024-25, the Company has adopted targets to increase the share of women in total workforce from 4% currently to 5% by 2027-28.



Water is a crucial resource for the Company's operations. Its usage is managed through the Company's water stewardship programme, which emphasises the reuse and recycling of water. At present, the Company's 2 cement plants, all tile manufacturing plants and 58 RMC plants that are under operational control are ZLD plants. Wastewater generated is treated through Sewage and Effluent Treatment Plants (STPs) and (ETPs) and sedimentation tanks, allowing for reuse. As a business, Prism Cement was ~4 times water positive in 2024-25. Additionally, around 23% of HRJ's water requirements were met through rainwater harvesting during 2024-25.



Recognising the limitations of naturally available resources, the Company is committed to responsible handling and judicious consumption of all its raw materials. The Company has consistently focussed on water management, energy management, and material management by increasing reliance on alternative resources.



Since cement manufacturing results in significant CO<sub>2</sub> emissions, Prism Johnson is committed to developing an emission reduction strategy to achieve its decarbonisation ambitions. As part of its sustainability agenda, Prism Cement aims to achieve Net Zero (Scope 1 and Scope 2) Emissions by 2070, supported by interim targets across energy efficiency, renewable energy, and low-carbon technologies. To attain these goals, the Company is leveraging various approaches, including the use of alternative fuels and raw materials, expanding renewable energy sources, and enhancing energy efficiency measures.



The Company does not have any manufacturing units or mines situated in the vicinity of critically endangered zones. In addition to ensuring all requisite environmental clearances for its operations, the Company also undertakes biodiversity conservation measures. In alignment with its mine reclamation plans, the Company restores mine pits and surrounding areas, planting flora and fauna species. Every year, the Company also undertakes a plantation drive as a part of its green belt development programme..



Being in the energy intensive industry, the Company understands the importance of improving its energy efficiency and transitioning to cleaner sources of energy. Prism Cement has an installed capacity of 30.5 MW of solar power and 22.4 MW of WHRS. At present, around 32% of Prism Cement's power requirements are met through renewable sources and WHRS. Additionally, HRJ has an installed capacity of 4.5 MW of solar energy.



The Company invests in research and development initiatives for developing unique products directed towards enhancing customer well-being and reducing environmental impact. HRJ houses a research and development centre recognised by DSIR. HRJ has also introduced multiple innovative products to date and holds 5 patents. Additionally, Prism RMC operates two technical laboratories that are certified by NABL.



The Company recognises the significance of engaging with local communities to foster equitable and inclusive growth. Through its CSR activities, the Company contributes to the economic and social development of communities around its plants.



The Company is committed to conducting business with the highest standards of integrity and honesty. It maintains a strict zero-tolerance policy against bribery, kickbacks, and any form of corruption, whether direct or through third parties. The Company has a Code of Conduct for its employees, an Anti-Bribery and Anti-Corruption Policy, and a Whistle Blower Policy, which cover 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.



The Company acknowledges the importance of partnerships in achieving greater sustainable development goals. It collaborates with various industry associations to adopt best practices and innovations that promote sustainability in its operations.



# GRI

## Index

Statement of use	Prism Johnson has reported the information cited in this GRI content index for the period April 1, 2024, to March 31, 2025, in accordance to the GRI standards.
GRI 1 used	GRI 1: Foundation 2021

	GRI Standard	Disclosure	Page No.
GRI 2: General Disclosure	2-1	Organisational details	6-10
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	2-3	Reporting period, frequency, and contact point	2
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	GRI Standard	Disclosure	Page No.
	2-21	Annual total compensation ratio	The ratio of the remuneration of Managing Director of the median remuneration of the employees for the financial year 2024-25 is 169.
	2-22	Statement on sustainable development strategy	16
	2-23	Policy commitments	25
	2-24	Embedding policy commitments	25
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GRI 3: Material Topics 2021	3-1	Process to determine material topics	20, 21
	3-2	List of material topics	21
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	205-1	Operations assessed for risks related to corruption	83
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	205-3	Confirmed incidents of corruption and actions taken	83

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GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	41
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	GRI Standard	Disclosure	Page No.
GRI 306: Effluents and Waste 2016	306-1	Waste generation and significant waste-related impacts	51, 52, 53
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GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	36, 37
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	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	66, 67
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GRI 402: Labour/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	68
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	GRI Standard	Disclosure	Page No.
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	24, 59, 84
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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	36, 37
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# ASSURANCE STATEMENT



Magnum Global Park,  
21 Floor, Archview Drive,  
Sector 58, Golf Course Extn Road,  
Gurugram 122011  
INDIA

## Independent Assurance Statement

To,  
Prism Johnson Limited  
Rahejas, Main Avenue, Vallabhai Patel Road,  
Santacruz (W), Mumbai 400054

Independent Assurance Statement to Prism Johnson Limited on select non-financial disclosures in the ESG Report for the financial year 2024-25.

**Introduction and objective of engagement**

Prism Johnson Limited (the 'Company') has developed its ESG Report (the 'Report') for the financial year 2024-25 in accordance with the GRI standard 2021.

BDO India LLP (BDO) was engaged by the Company to provide independent limited assurance on select non-financial information in the Report that includes the Company's performance for the period 1<sup>st</sup> April 2024 through 31<sup>st</sup> March 2025.

**The Company's responsibilities**

The Report content and presentation are the sole responsibilities of the company's management. The Company management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

**BDO's responsibilities**

BDO India LLP responsibility, as agreed with the management of the Company, is to provide limited assurance on the Report content as described in the 'Scope & boundary of Assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

**Assurance standard**

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement" issued by the International Auditing and Standards Board. We applied the criteria of 'Limited' assurance.

**Scope & boundary of assurance**

We have assured the indicators in the Report pertaining to the Company's non-financial performance covering its operations for the period 1<sup>st</sup> April 2024 through 31<sup>st</sup> March 2025.

**Assurance methodology**

Our assurance process entails conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. We conducted a review and verification of data collection, collation, and calculation methodologies, as well as a general review of the logic of inclusion/ omission of relevant information/ data in the report. Our review process included:

- Evaluation and assessment of appropriateness of the quantification methods used to arrive at the non-financial sustainability information of the indicators in the Report;
- Review of consistency of data/information within the Report as well as between the Report and source;
- Engagement through discussions with personnel at the corporate level who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls.
- Verification of non-financial/sustainability performance data, on sample basis, for Company's Corporate Office and following manufacturing facilities:
  - Cement Division, Satna
  - HRJ Division, Dewas and Kunitgal
  - RMC Division, Mahape, Hadapsar and Hinjewadi

We used our professional judgement as Assurance Provider for selection of sample of the Company's locations/facilities and non- financial information for the purpose of verifications.

**Limitations and exclusions:**

There are inherent limitations in an assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the Report may remain undetected.

The assurance scope excludes:

- Data and information outside the defined reporting period (1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025)



- Review of the ‘economic and/or financial performance indicators’ included in the Report or on which reporting is based; we have been informed by the Company that these are derived from the Company’s audited financial records;
- The Company’s statements and claims related to any topic other than those covered in the ‘Scope & boundary of assurance’;
- The Company’s statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration/targets, expectation, aim or future intention.

**Our observations**

We have reviewed the disclosures in the “Report” for the reporting period from 1<sup>st</sup> April 2024 through 31<sup>st</sup> March 2025. The disclosures of the Company, covered under the ‘Scope and boundary of assurance,’ are fairly reliable. The Company may continue its efforts to further strengthen its data management systems.

**Our conclusions**

Based on the procedures performed and evidence obtained as defined under the ‘Scope & boundary of assurance’, nothing has come to our attention that causes us not to believe that the disclosures of the Company is presented fairly in accordance with the relevant reporting guidelines/standards.

**Our assurance team and independence**

BDO India LLP is a professional services firm providing services in Advisory, Assurance, Tax, and Business Advisory Services, to both domestic and international organizations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organization. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India LLP is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

For BDO India LLP

Indra Guha  
Partner | Sustainability & ESG  
Business Advisory Services

Gurugram, Haryana  
07 August 2025





# PRISM JOHNSON LIMITED

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