



PUBLIC SECTOR UNDERTAKINGS

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1. Coal India Limited

Coal India Limited (CIL) is an organized state owned coal mining corporate came into being in November 1975 with the Government taking over private coal mines. With a modest production of 79 MT at the year of its inception CIL today is the single largest coal producer in the world.

CIL works within the framework of an overall vision to emerge as a global player in the primary energy sector by attaining environmentally socially sustainable growth through best practices from mine to market. Coal India Limited (CIL) is headed by a Chairman-cum-Managing Director. He is assisted by four Functional Directors, namely, Director (Technical), Director (Personnel and Industrial Relations), Director (Finance) and Director (Marketing). Each Subsidiary Company has its own Board of Directors headed by Chairman-cum-Managing Director. In addition, there are four functional Directors in each of the seven production companies viz. Director (Personnel), Director (Finance), Director (Technical/ Planning and Projects) and Director (Technical/ Operations). Another Subsidiary company Central Mine Planning & Design Institute Limited (CMPDIL) has four functional Directors on its Board Directors designated as Director (Technical) Engineering Services, Director (Coal Resource and Development), Director (Planning and Design) and Director (Research, Development & Technology). In addition, there are part-time or nominee Directors on the Board of CIL and its subsidiary companies who are appointed in accordance with the Articles of Association of the Company and Government guidelines prescribed in this regard from time to time.

During 2020-21, CIL & its subsidiaries produced 596.22 MT of coal and achieved an off-take of 574.48 MT. Its gross sales was ₹126786.13 crores. CIL and its Subsidiaries paid/adjusted ₹41987.79 crores towards Royalty, Cess, Sales Tax and other levies. CIL has paid total interim dividend of ₹7703.43 crores @ ₹12.50 per share, out of above the share of Govt of India was ₹5094.55 crores. Further, Board of Directors have also recommended a final dividend of ₹3.50 per share.

2. CIL's Strategic Relevance

- CIL contributes above 80% of India's overall coal production.
- Approximately 55% of primary commercial energy is coal dependent, CIL alone meets about 40% of primary commercial energy requirement.
- While 72% of the total electricity generation is coal based, out of total coal supply to power utility sector in India, CIL accounts for about 83% supply and out of total supply of CIL, about 80% are catered to power sector.
- Supplies coal at prices discounted to international prices.
- Insulates Indian coal consumers against price volatility in international market.
- Make the end user industry globally competitive and plays a key role in 'Atmanirbhar Bharat' campaign.

Milestones in 2020-21 (Till Dec'2020)

The outbreak of pandemic COVID-19 and imposition of subsequent lockdown resulted in subdued

demand of coal by power and non-power sector which adversely affected coal despatch from CIL. Coal production was regulated due to high pit head coal stock, sufficient coal stock at power houses end and less offtake. CIL made a strategy to emphasize on OB removal to ensure accelerated production whenever demand picks up.

CIL's production at 596.22 Million Tonnes was 90.34% achievement of the MoU target.

CIL came back strongly in the second quarter of FY'21, in the face of inclement monsoon and pandemic difficulties, striking a positive 11 Million Tonnes increase in production, clocking growth of 10.6%.

The performance momentum was sustained in the third quarter of the year as well, (October-December 20) with 6.3% production growth.

In what is now turning out to be an established practice Northern Coalfields Limited, for the sixth successive year has achieved its annual production target. During 2020-21 NCL achieved its target of 113 Million Tonnes six days before the closure of the fiscal, recording 6.47% growth.

South Eastern Coalfields Limited maintaining its production tempo breached the 150 Million Tonnes mark for the third year in a row. It had surpassed 1 Million Tonne coal production per day on four occasions in FY21.

Brushing aside the pandemic challenge, Mahanadi Coalfields Limited registered 5.45% production growth.

Coal India Limited maintained a consistent growth trajectory in OBR throughout FY'21 posting 16.49% growth over preceding year. CIL has excavated 1344.68 Million Cubic Metres of OB during FY'21 compared to 1154.33 Million Cubic Metres of the preceding year.

OBR during 2020-21 was the highest ever in volume terms and second highest in growth percentage terms over a decade. OBR facilitates faster coal production in future.

Composite excavation, which is extraction of coal and OB in OC mines, was 1699 Million Cubic Metres during the year registering a growth of 12.39% compared to 1512 Million Cubic Metres of FY'20.

Milestones in 2021-22(till November'2021)

Coal India Limited produced 353.410 Million Tonnes coal in 2021-22 (Till November 2021) with a growth of 5.6 compared to the last year same period.

In the first quarter the production growth was limited due to the impact of second wave of COVID-19. In the second quarter unprecedented rain fall affected the performance. From the last week of Aug'21 till middle of Oct'21, there was tremendous pressure on CIL, for supply of adequate coal to power plants due to abnormal rise in prices of imported coal. CIL rose to the occasion and supplied adequate quantity of coal. The position had since come to normal and in the months of Oct'21 and Nov'21 CIL achieved the highest ever production and Offtake.

3. Transformation HR Initiatives of CIL

The following HR transformational initiatives have been undertaken by CIL among others:

3.1 Publication of HR Manual

CIL Executive HR Manual – a compendium of Executive HR Rules & Policies has been continuously updated and published in CIL website as on 1st of every month since the launch by Hon'ble MoC from 01.11.2020. It is now acting as a single point of reference which would not only ensure uniform implementation of Rules and Policies but also in creating openness and transparency in dealing with all HR related matters of Executives.

4. Review of HR Policies/ Rules

As a continuous process, CIL's HR policies/ Rules are benchmarked with other CPSEs, Government guidelines and other best practices to revamp the HR management processes to meet the contemporary needs of the Organization. Under this exercise, around 5 new policies/ rules have been formulated and 11 existing policies/ rules have been revised in the current year. Some of the policies and rules are at approval stage. The key policies/ rules include Conduct Discipline & Appeal Rules, Post retiral medical Scheme, Promotion policy, Recruitment rules, Cadre Schemes, Creation of ED posts, Buy back Scheme, Engagement on FTC basis, etc

5. People Performance of CIL

Employees are the central theme of coal mining in India and the people processes in CIL includes not only the multiple stakeholders in the value

chain of the company's operations, but also those affected directly and indirectly by such operations. The multiple stakeholders include the company's own employees and their families, about **83,815** contractors' workers, villagers around coal fields, auxiliary industries, Govt. & Non Govt. agencies operating in the coalfields etc. Coal India Limited, with a larger social purpose, is deeply committed to all stakeholders and is in constant endeavour to harmonize the varying needs of the stakeholders and that of the company, for suitable growth, with its people centric principles, policies and programmes. The details are given below:

Manpower

The total manpower of Coal India Limited including its subsidiaries **as on 01.12.2021** is **2,51,978**. Company wise status of manpower is given below:

SI No.	Company	Manpower Strength as on 01.12.2020	Manpower Strength as on 01.12.2021
1	ECL	55,734	53,636
2	BCCL	42,089	39,706
3	CCL	37,197	36,194
4	WCL	38,516	36,113
5	SECL	48,690	45,151
6	MCL	21,813	21,930
7	NCL	13,932	14,468
8	NEC	1,023	824
9	CMPDI	3,123	3027
10	DCC	237	191
11	CIL(HQ)	751	740
	TOTAL	2,63,105	2,51,978

6. EMPLOYEE WELFARE

Coal India Limited strives to provide the best facilities for Welfare of its employees and their families. The facilities that are extended to all sections of the

Society like- Scheduled caste, Scheduled Tribe, backward classes, minorities as well as other marginalised segments of the society, without any discrimination, are given below: -

A. HOUSING FACILITIES:

In CIL and its subsidiaries, all eligible employees are provided company quarters subject to availability and Company rules. Regular repair and maintenance including thorough repair of these housings are undertaken to provide decent housing to our employees.

At the time of Nationalization, there were only 1,18,366 houses including sub-standard houses. The availability of these houses has increased to 3,94,806. The percentage of housing satisfaction has now reached 100%.

B. Water Supply

To provide clean drinking water to the employees and their families, many water supply schemes have been taken up. Supply of water is done after proper treatment and 67 RO plants/ Pressure filter plants are also existing in coalfields that cater not just to our employees rather also to the population in the neighborhood.

As against 2.27 Lakhs population having access to potable water at the time of Nationalization in 1973, presently a populace of 20,81,930 Lakhs has been covered under water supply scheme.

C. Education Facilities

The subsidiary companies of CIL have been providing financial assistance and infrastructure facilities to schools operating in Mines areas like DAV, Kendriya Vidyalaya, Delhi Public School etc. and other Educational Institutions run by the State Government to provide quality education to the employees’ children.

The status of educational facilities at subsidiary companies is given below:

(1)	Project Schools fully financed	105
(2)	Other Educational institution (getting occasional help)	53
(3)	Company schools (run on their own non-financial support basis)-Given Infrastructure only	29
	Total	187

D. Coal India Scholarship Scheme:

For employees’ children two types of Scholarships, namely Merit and General Scholarship, are being provided every year under prescribed terms and conditions.

- a) In Merit Scholarship, Students securing 1st to 20th position in Madhyamik/ H.S. or any State Board or securing 95% and above marks in ICSE, CBSE / ISC Exam (Class-X & XII) are given scholarship per month.
- b) General Scholarship is provided to Students studying Class-V onwards up to Graduation / Post- graduation level in any discipline subject to prescribed percentage of marks.

Financial assistance:

Considering the high cost of technical and medical education in the country Coal India Limited is providing financial assistance towards meeting the cost of education of the dependent children of Wage Board Employees to the extent of tuition fees and Hostel charges for pursuing studies of engineering / Medical in IITs, NITs, Govt. Engg. and Govt. Medical College.

Cash Award and certificate of appreciation:

Every year Cash Award of ₹5000/- and ₹7000/- respectively are provided to the Meritorious wards of CIL employees who secure 90% or above Marks in aggregate in 10th and 12th standard Board level examination.

Every year approximately 3,00,000/- is spent by the company in providing scholarships to the wards of employees.

E. MEDICAL FACILITIES

Coal India Limited and its subsidiaries are extending medical facilities to the employees and their families through various medical establishments from the dispensary level to the central and Apex Hospitals in different parts of the coalfields. For specialized treatment, where the expertise/ facilities is not available, they are also referred for treatment outside in the empaneled hospital.

For transporting the patient to hospitals, ambulances with latest technology and life support systems are provided at central places in entire coalfields.

In addition, special emphasis has also been given on Occupational Health, HIV /AIDS awareness programme for the employees and their families.

Medical facilities of OPD and indoor treatment in Company's hospitals/ dispensaries are also extended to the workers engaged by contractors.

F. Statutory Welfare Facilities

In accordance with the provision of the Mines Act 1952 and Rules and Regulations framed there-under, subsidiaries of Coal India Limited are maintaining the statutory welfare facilities for the coal mines such as Canteen, Rest Shelters etc.

G. Non-Statutory Welfare Measures

i) Co-operative stores and Credit Societies.

In order to supply essential commodities and consumer goods at a cheaper rate in the collieries, Central Co-operative and Primary Co-operative Stores are functioning in the Coalfield Areas of CIL. In addition, Co-operative Credit Societies are also functioning in the Coal Companies.

ii) Banking Facilities And Post Offices

The Management of Coal companies are providing infrastructure facilities to the various Nationalized Banks for opening their Branches and Extension Counters in the Coalfields for the benefit of their

workers. Similarly, there have been efforts to bring the post offices to the proximity of workers by encouraging opening of facilities closer to residential colonies.

iii) Holiday Homes

Coal India Ltd. maintains 8 Holiday Homes for the benefit of its employees and their families. However, during current year, in view of COVID pandemic, the Holiday Homes were not fully functional. Coal India Ltd. Provides facilities of Holiday homes at places of tourist attraction, at nominal cost, for the benefit of its employees & their families. These facilities are also available for retired employees.

iv) There are **recreational and sports facilities** near residential colonies of workers to ensure the well-being and good health of the workers and their families. Each subsidiary has stadia, Recreational clubs and indoor sports facilities for the benefit of its employees and their families.

Annual sports and games are held at unit level, Area level, company level, inter-company level and also inter PSU. For promotion of specified sports and games some of the subsidiary companies have set up Academies/ Sports complex where the budding talents are identified and coached eg Khelgaon has been set up by CCL in collaboration with State Govt., NCL has Athletics Academy.

For the purpose of promotion of Sports and Culture, Coal India has an approved Sports Policy administered through **Coal India Sports Promotion Association (CISPA)**, a body registered under the West Bengal Society's Registration Act; and this association supports Sports and Culture by way of providing sponsorship/ financial assistance for development of Sports infrastructure in the coalfield areas.

The Welfare amenities are regularly reviewed through Welfare Board at Subsidiary and Apex level which are bi-partite forum comprising of trade union representation and management representatives.

7. Employee Training

The training statistics for the employees of CIL for the year 2020 from 01.01.2021 to 30.11.2021 (Till 30-Nov 21) is as below:

	2019	2020	2021
Executive	17799	5908	9291
Non-executive	77111	23707	27309
Total	94910	29615	36600

Details in respect of contract workers imparted training are as below:

	2019	2020	2021
Total Contractual Workers	72271	63066	72570
Total Contractual Workers Trained	35309	17252	17495

* Due to the pandemic situation, majority of the training was held in online mode.

8. Employee Participation in Management

In general, decisions concerning employees are taken through bilateral forums represented by Trade Unions on behalf of employees and management. Bilateral forums such as JCC, Safety Committee, Housing Committee, Welfare Committee, Canteen Committee etc. are in operation at all project. Similarly, Bipartite meetings, under the Industrial Relations system, are held periodically at unit level, area level and corporate level to resolve issues pertaining to employees' service conditions, welfare and safety. Every subsidiary is having an Apex Bipartite Committee (Joint Consultative Committee) headed by the Chairman-cum-Managing Director of the Company. The Joint Consultative Committee deliberates on various strategic issues and issues related to quality of life of employees in general. All these bipartite bodies are represented by employee's representatives

9. Contractor Workers

The Company is a source of employment to the nearby villagers. There are about 83,815

contractors' workers (as on 01.12.2021) employed in mines through registered contractors for various outsourced work. The company ensures compliance of all legal and company norms, pertaining to the pay and welfare of the contractors' workers, by the contractor. Minimum wages for the contract workers in Coal India Ltd. who have been engaged in mining activities has been fixed, which is higher than the minimum wages prescribed by appropriate government. The Contractor workers are made to undergo compulsory vocational training for working in the Mines area.

In addition to the above, the Company provides medical treatment at the Company's facility, free of cost, to the contractors' workers. All the contractors' workers are being subjected to medical examination, safety training and are being provided with personal protective equipment viz Helmet, Mining Shoes, Dust Mask, Safety lamps and Raincoats including gumboots & proper hoods in heavy watery mines. The facilities like Canteen & Rest Shelters, first-aid facilities etc., which are provided to the regular employees, are also utilized by the contractor workers. The Company has successfully covered all the contractors' workers under the Social Security Schemes (CMPF & CMPS). The payment of wages to the contractors' workers is ensured through bank to avoid any exploitation on this account.

For monitoring compliance of payment of wages and other benefits to the Contractors' Workers under the Contract Labour (R&A) Act, 1971, Coal India Ltd. has created and launched "Contract Labour Payment Management portal". Comprehensive database, including bank account number and Aadhar number, of all the workers engaged by different contractors in CIL & its Subsidiaries is uploaded on this portal. This portal provides access to all contractors' workers so that they may view their personal details including rate of wages and payment status.

10. Child Labour/Forced Labour/Bonded Labour

Engagement of child labour, forced labour or bonded labour, in any form, is prohibited in the Company, either by itself or by any stakeholder in the value chain of the Company's operation. This is strictly monitored through mandatory initial medical examination of all contract workers engaged in mines.

11. Freedom of Association

Democratic values are ingrained in the management of human resource in the company. Employees are free to be part of any registered trade union and other govt./ non-govt. organizations. Branches of all central trade unions and local unions are operating in coalfields. Their representation is allowed in the bipartite bodies in the company under the norms of the Industrial Relations System.

12. Non-Discrimination

The Company follows principles of non-discrimination in employee management. There is no discrimination of the employees in the name of religion, caste, region, creed, gender, language etc. All employees are given equal opportunity in service matters.

13. Organisational Culture Building Initiatives

All the new entrants joining the Organization in Executive cadre are being welcomed under Project 'Aagman'. Before posting in the Subsidiaries, they are imparted with Orientation programme at Indian Institute of Coal Management (IICM) – CIL's Centre of Excellence, Ranchi.

All the superannuating employees are bid farewell and their retiral dues are settled under the Project 'Samman'. The Chairman, CIL and the CMDs of the Subsidiaries express their gratitude to the contributions laid down by the superannuating employees and their family members to the success of the Organization.

14. Continuous improvement and Knowledge Management initiatives

For continuous sharing of knowledge, a knowledge management portal common for all CPSEs has been developed under the aegis of ONGC. This portal is a common platform for PSUs to share their Special Achievements, Best Practices and facilitates learning from other PSUs. CIL is also contributing to the info bank of "Samanvay Portal" from time to time.

15. People Development Initiative Monitoring Policy

1. Joint Bi-Partite Committee for Coal Industry-XI (hereinafter referred as JBCCI-XI) has been constituted under the directive of Ministry of Coal obtained vide letter dated 06.05.2021 for finalization of National Coal Wage Agreement (NCWA)-XI for Non-Executive employees of CIL and its subsidiaries. The first meeting of JBCCI-XI was held on 17.07.2021 at CIL Headquarters Calcutta.
2. Ministry of Home affairs, Government of India circulated an order vide date ref No 40-3/2020-DM(A) dated 24-Mar-2020 and addendum dated 25-Mar-2020 wherein Coal and mineral production, Transportation, Supply of explosives and activities incidental to mining operations have been placed in exempted category of Industrial Establishment as per the Coal Industry is an essential services and Coal India Limited is a Public Utility Service Organization.

However, the employees working at CIL and its subsidiaries were provided with all facilities to perform duty during COVID.

Some of the precautionary measures undertaken by CIL and its subsidiaries to stop spread of COVID-19.

1. Identification of hospitals/dispensaries for isolation centres

2. Constitution of team of Doctors including doctors who attended National seminar on COVID-19 to monitor the situation
3. Restricting physical movement of paper and people. Use of e-office, email or other electronic mode of communication
4. Public health messages and awareness programs
5. Sanitization of workplace, application of 1% Sodium hypochlorite
6. Arrangement of Sanitizer, mask, hand gloves etc.
7. Thermal Screening of employees
8. Closure of community centres/clubs, Parks, Gyms, grounds; religious places etc.
9. Restriction of OPD in Hospitals
10. Self-declaration from employees about their travel history
11. Advisory for isolation of employees, their wards, relatives etc. with travel history
12. Procurement of drugs for Corona Isolation Ward patients
13. Procurement of items to combat Corona epidemic through committee purchase
14. Stitching of masks
15. Procurement of ventilators
16. Earmarking ambulance to carry Corona suspected patient

In case of death of an employee / contractors' worker due to COVID-19, an amount of ₹15 lakh is paid to the family of the deceased.

Social Security

Social Security Measures

- i. Gratuity - Employees on their retirement receive Gratuity payment up to ₹20 lakhs.
- ii. CMPF - All employees are covered under the Coal Mines Provident Scheme which is a contributory fund with equal shares both by employee and the employer.
- iii. Coal Mines Pension Scheme (CMPS) - All employees are covered under the Coal Mines Pension Scheme by which, on superannuation, they receive upto 25% of their total emoluments as monthly pension. In the event of death of the employee, the dependent is entitled to receive pension.
- iv. Post-Retirement Medical Support - CIL has launched a post-retirement medical scheme for its 2.63 lakh employees to provide health support to the employees and their spouse, post retirement. Subject to conditions, the Scheme provides reimbursement of medical expenses for indoor and outdoor treatment for a maximum amount upto ₹8 lakhs for Non-Executives and ₹25 lakhs for Executives in ordinary cases, and support based on actuals in case of critical diseases such as Heart diseases, Cancer, Renal diseases, Neurological Disorder, HIV-AIDS & Addison's disease / Adrenal Histoplasmoses, Critical accidents cases, Cerebral fever. CIL has also aims to introduce cashless treatment through Smart Cards with biometric data for authentication purposes and linking with Aadhar details.
- v. Superannuation Pension Scheme - CIL has formulated a Superannuation Pension Scheme to provide superannuation benefit in the form of annuity through an Annuity Service Provider, to all Board level and below Board Level Executives. It has been implemented with effect from 01.01.2007.
- vi. Employee Compensation - In the event of death/disablement while on duty, the employee is eligible to receive monetary compensation under the Employee Compensation Act. Apart from that, the Company provides additional ₹90,000 as Ex-gratia and compensation of ₹15 lakhs in case of fatal mine accident or in case of death due to COVID-19.

- vii. Life Cover Scheme - In the event of death of an employee while in service, the dependents of the employee are entitled to receive an amount of ₹1,25,000 under the life cover scheme.
- viii. Employment to dependent - In the event of death/ disablement of an employee, while in service, one dependent is entitled for employment in the Company.

16. Grievance Management

The Company has a robust online Stakeholder Grievances system to deal with the grievance of Stakeholders i.e. employees, Consumers and others. Under the policy all grievances are resolved within 10 days and Stakeholders are informed accordingly. As on 31st Dec'21, there was no Complaint pending at Stock Exchanges.

Grievance Redressal Mechanism

- For e-filing of complaints, 'On-line Grievance Management System' (OLGMS), a customized web-site, was introduced by CIL earlier. Subsequently, in pursuance to Gol's objectives for providing a Centralized on online grievance redressal and monitoring system across various Ministries/ Departments/ Organizations, CIL adopted Centralized Public Grievance Redress And Monitoring System (CPGRAMS) which was designed and developed by National Informatics Centre (NIC) while phasing out OLGMS to avoid duplication of work.
- For ensuring prompt response, a WhatsApp group comprising of nodal officers of each department has been created in which issues and proposed solutions can be discussed. The complaints and its response are regularly monitored/ reviewed by Grievance Redressal Committee (GRC) consisting of key management officials on weekly basis. Action is taken to redress the grievance without delay and the outcome is posted in the portal.

Wherever interim reply is necessary, such reply is also posted in the portal.

In case complaints/ grievance relate to coal companies, Nodal officer forwards the same to respective subsidiaries for their comments/ action. In case the same relates to working of some other department of CIL, the same is forwarded to the concerned department. Grievances/ complaints received on-line are thus being dealt and disposed of expeditiously and efficiently through CPGRAMS portal.

17. Resettlement & Rehabilitation Policy of CIL

The R&R Policies / Plans followed by the subsidiaries had evolved over time and underwent numerous changes in response to changing circumstances, such as R&R Policy of CIL 1994, 2000, 2008 & 2012.

In most of the cases, subsidiaries are taking land (all right) under CBA (A&D) Act, 1957 and (except MCL) providing employment to the land owners or their nominees @ one employment for every two acres of land either in package deal concept or descending order. MCL follows the R&R Policy 2006 of Odisha Govt. and employment is governed under the same policy.

There are also flexibility clauses in the CIL R&R Policy where the subsidiary company Board has been authorised to approve necessary modification in the said policy with reference to unique conditions prevailing at the concerned subsidiary.

In most of the cases, subsidiaries are acquiring land under CBA (A&D) Act 1957 for mining and allied activities which are strictly incidental to mining.

Apropos, the issue of RFCTLARR (Removal of difficulties) Order 2015 by the Central Government on 28.08.2015, the compensation, R & R benefits and infrastructure facilities for the land acquired under CBA (A&D) Act, 1957 are to be provided as per schedule I, II & III of RFCTLARR Act 2013.

Subsequently, MoC has issued different clarifications about the implementation of this order for the land acquired under CBA (A&D) Act, 1957.

Accordingly, R&R benefits for the land acquired under CBA (A&D) Act, 1957 are being provided as per schedule II of RFCTLARR Act 2013 or as per option given by PAFs and providing employment as per prevailing practice i.e. one employment for every two acres of land.

Moreover, CIL Board in its 409th meeting held on 25.08.2020 approved the Annuity Scheme of CIL, 2020 to alleviate the need of small landowners as well as an affected family may be a non-title holder, whose primary source of livelihood was dependent on the land acquired for more than three years prior to the date of acquisition and stand affected by the acquisition of land, as certified by the State Government authorities, for their consistent source of income.

18. Care for Environment

Coal/lignite PSUs have not only enhanced their production level over the years to meet the rising energy demand of the country but also shown their sensitivity and care towards native environment by adopting various mitigation measures including reclamation of mined out areas and extensive plantation in and around coal bearing areas.

Coal India Limited (CIL)

CIL is pledged to the principle of inclusive growth while undertaking its business operation. It is also committed to care for environment while mining coal with adequate mitigation practices. In its endeavour to do so, it recognizes that pro-active precautionary approach is needed to minimize the environmental impacts due to coal mining and allied activities. The following efforts are being undertaken to ensure that adverse footprint of mining are minimal on the environment:

- **Integrated Project Planning:** In new coal-mining project, planning to integrate

environmental concerns are the priority concerns. While designing the mining layout, care is being taken to reduce land (including forest land) requirement to the minimum extent possible for operations. Planning takes into consideration aspects related to soil excavation, preservation and its reuse on reclaimed areas. Latest mining technology like Surface Miner's & Continuous Miners are being introduced to achieve better productivity with lesser emissions leading to improved environmental quality. Considering techno-economic feasibility opencast mines are planned with in-pit crushing & belt conveyor system to improve air quality levels. Projects are planned with due deference to achieve best post productive land use so that it becomes an asset to the local population.

- **Statutory Clearances and their Compliances:** Projects are being operated only after securing all statutory clearances required. Compliance of all statutory conditions indicated in various clearances are being diligently implemented and reported periodically to statutory agencies.
- **Implementation of Pollution Control Measures:** CIL implements various pollution control measures as approved by MoEF&CC in the Environment Management Plan of its projects to ensure that pollutants are well within prescribed standards. Details related to Air, Water, Noise, Soil pollution control are reflected under Sustainable Initiatives elsewhere in the report.
- **Implementation of Mine Closure Guidelines:** With the issuance of mine closure guidelines by Ministry of Coal in the year 2009 and its subsequent amendments, Mine Closure Plans (MCPs) for all the projects have been prepared, approved & implemented. The MCPs encompasses technical, environmental, social and financial issues of mine closure

and lays emphasis on land reclamation during fulfilment of progressive and final mine closure activities. The implementation of MCP ensures that a process gets established to guide all decisions and actions during a mine's life, with special attention to ensure that:

- Public health and safety are not compromised
- Environmental resources are subjected to minimum physical and chemical deterioration
- The post-mining use of the site is beneficial and sustainable in the long term
- Opportunity to maximize socio-economic benefits
- **Greening Initiatives:** As a part of 'Clean & Green' programme, massive plantation is also taken up by CIL wherever land is available. In the current fiscal (till December, 2021), Subsidiary Companies of CIL have planted 28.52 lakh saplings covering an area of about 1212 Ha. In addition CIL has covered 36.91 Ha of land under Bamboo Plantation and 159 Ha under grassing. The concept of wind break and vertical greenery system has been developed by CMPDIL for controlling the dust generation due to mining activities and is under implementation in Gevra OCP.

Singareni Collieries Company Limited (SCCL)

SCCL is presently operating 19 opencast mines and 25 underground mines spread over six districts of Telangana State. SCCL is environment conscious and is pro-active in implementation of various environmental protection measures in the coal mines.

As a part of Corporate Environmental Responsibility, SCCL has formulated environmental policy. To fulfill the objectives of Environmental Policy, guidelines have been framed in different facets of

environmental management for bringing uniformity in planning, execution and monitoring systems thereby ensuring environmentally sustainable coal mining operations. The Environmental Policy, objectives and guidelines were circulated to all the mines, departments, and other units for effective implementation of environmental safeguards.

SCCL is complying with various Environmental Acts, Rules for protection of environment and Environment Management Committees have been formulated at each project for monitoring the implementation of environmental norms/conditions. The conditions stipulated in Environment clearances, Consent for Operations and other statutory clearances in the field of environment. In addition for protection of environment and compliance reports are being submitted to regulatory agencies on periodical basis. The environmental monitoring is being carried out in and around the coal mining projects through a CPCB recognized NABL accredited laboratory and necessary pollution mitigation measures are being implemented.

SCCL is taking following measures for safeguarding the environment:

- In order to control air pollution, SCCL has made adequate water spraying arrangements at mines and mist spray arrangements at coal handling plants.
- Excess mine water is being discharged in to nearby water tanks and de-silting of tanks is also taken up so as to increase the water storage capacity, which helps in raising of two crops in a year by surrounding villagers and aids in augmentation of ground water levels.
- Control blasting techniques using non-electric delay detonators are being adopted in opencast mines so as to control noise and blast vibrations.
- The mine and colony effluents are treated before discharging it for various purposes like dust suppression and plantation

- SCCL is implementing biological engineering techniques for the reclamation of Overburden dumps. The objective of these techniques is to transform the waste and degraded land into sustaining ecological landform which will also prevent soil erosion, siltation of water bodies, water pollution, dust pollution and re-create the aesthetic beauty of the environment.
- SCCL is raising species of native saplings on a large scale in its own nurseries so as to take up massive plantation programme in all its mining areas on annual basis.
- SCCL is taking up various socio-economic measures in coal mining areas by allocating funds under CSR and DMFT for overall development of the region.
- Mine closure activities are being taken up as per mine plan and mine closure plans approved by the Ministry of Coal.
- SCCL is establishing solar power plants in all the mining areas in a phased manner as a part of its efforts for harnessing renewable sources of energy.
- SCCL is also developing eco-friendly colonies by providing modern sewage treatment plants, waste disposal arrangements, development of parks and gardens, greenbelt in and around the colony, roof-top solar panels etc.,
- In the current fiscal (till December, 2021), SCCL has planted about 44.14 lakh saplings covering an area of about 580 Ha.

NLC India Limited (NLCIL)

NLCIL has been constantly addressing the impact of mining activities across environmental and social issues. NLCIL is complying with various Environmental Acts, Rules for protection of environment. Special thrust has been placed on implementation and monitoring of environmental norms/conditions.

NLCIL implements various pollution control measures as approved by MoEF&CC in the Environment Management Plan of its projects to ensure that pollutants are well within prescribed standards. Various mitigative measures are taken to control the adverse impacts of mining on Air, Water, Noise, land and Soil regime.

Eco friendly mining systems have been implemented in all three mining areas. NLCIL is practicing Satellite Surveillance to monitor land reclamation and restoration for all opencast mine projects during this period.

As a part of 'Clean & Green' programme, massive plantation is also taken up by NLCIL. Since Inception, NLCIL has planted 27.06 Lakhs numbers of trees over an area of 2197 Hectares of land in Mine reclaimed area. In FY 2021-22 (up to 31.12.2021), NLCIL Mines have planted 1.25 Lakhs No's of trees in 65 Hectares including Hi-tech Cultivation of 15 Hectares and plans to cover 164 Ha of green cover by March 2022.

Vriksharopan Abhiyan 2021:

As part of the massive plantation drive inaugurated by Hon'ble Minister of Coal, Mines & Parliamentary Affairs Shri Pralhad Joshi, NLCIL has planted 2,41,200 tree saplings at all its units, employees colonies, surrounding villages. Of these 1,08,400 saplings have been planted in Neyveli itself.

The drive was also carried out at other project sites of the company in Barsingar in Rajasthan, Talabira in Odisha, Ghatampur in Uttar Pradesh, Thoothukudi, Arupukottai and Tirunelveli in Tamil Nadu. Also, during this special occasion Hon'ble Minister of Coal, Mines & Parliamentary Affairs Shri. Pralhad Joshi inaugurated an Eco-tourism park in Neyveli. The park, spread over an area of 10 hectares, has a children's play area, bird watching point, boating, medicinal plant garden, mist chamber, nursery and ghoshala etc.

19. NLC India Limited

NLC India Limited (NLCIL) was registered as a company on 14th November 1956. The Mining operations in Mine-I were formally inaugurated on 20th May 1957 by the then Prime Minister. NLC India Limited has been conferred with the “**NAVRATNA**” status since April 2011.

NLC India Limited present mining capacity of 30.6 MTPA of lignite & 20 MTPA of coal and power generating capacity as on November 2021 is 6061.06 MW. All the Mines and the Power Stations of NLC India Limited have received **ISO Certification** for Quality Management System (QMS), Environmental Management System (EMS), and Occupational Health & Safety Management System (OSHAS).

20. Authorized Capital:

(i) **Coal India Limited (CIL):** The Authorised Equity Share Capital for CIL as at 31.03.2021 is ₹8000.00 Crores and Authorised Preference Share Capital is ₹904.18 Crores.

(ii) **NLC India Limited (NLCIL):** The authorised capital of NLC India Limited is ₹2000 Crore and paid up equity is ₹1386.64 Crore (Post buy back - 2018). The investment by Govt. of India as on 31.12.2021 is as under:

Investment	(₹Crore)
Equity - GOI Portion:	1098.22 (as on Dec. 2021)
Loan from GOI - (including accrued interest)	Nil

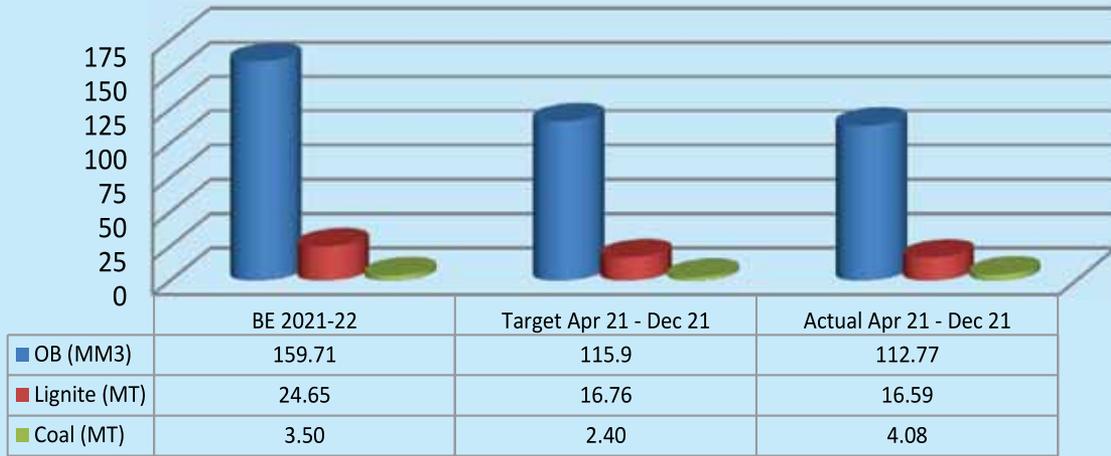
(iii) **The Singareni Collieries Company Limited (SCCL):** The Singareni Collieries Company Limited (SCCL) is a Joint venture of Govt. of Telangana and the Govt. of India with equity participation in the ratio of 51:49 respectively.

21. Production Performance (NLC India Limited)

Overburden removal, lignite production, gross power generation and export of power during the year 2021-22 are indicated below:

Product	Unit	BE 2021-22	2020-21 (Jan'21 to Mar '21)	2021-22 (upto Dec '21)		Jan 2022 to March 2022 (Projection)
			Actual	Target	Actual (Provi)	
Overburden	MM ³	159.71	42.61	115.98	112.77	43.73
Lignite	MT	24.65	6.75	14.85	16.59	9.80
Coal	MT	3.50	0.57	2.1	4.03	1.40
Power Gross (NLCIL)	MU	24,305.39	5,579.26	17,864.67	18,485.05	6,440.72
Power Export (NLCIL)	MU	19,981.24	4,873.10	14,690.74	16,245.11	5,290.50
Power Gross (NTPL)	MU	7,540.00	1,428.77	5,567.00	3,255.43	1,973.00
Power Export (NTPL)	MU	7,104.00	1,327.31	5,246.00	3,002.84	1,858.00

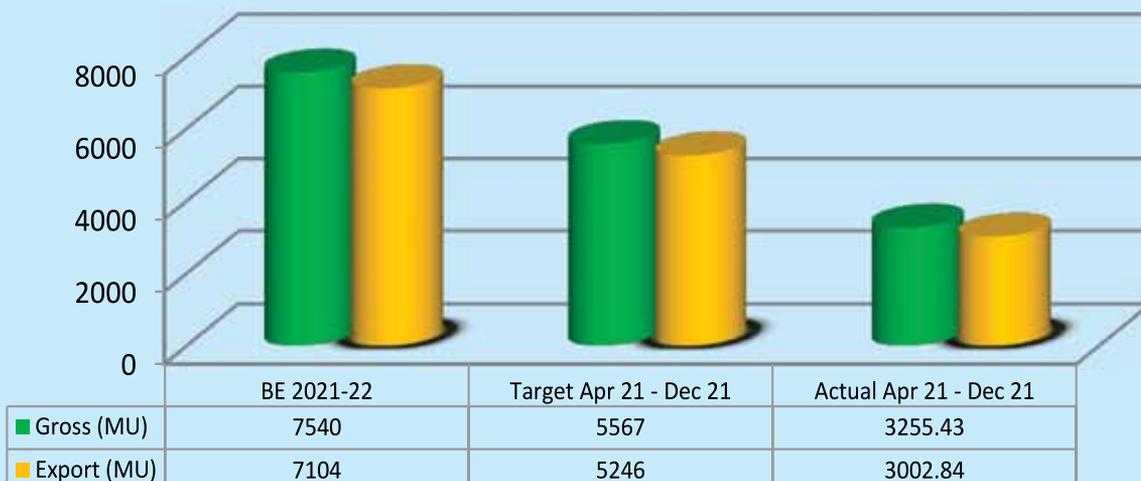
Performance for the year 2021-22



Performance for the year 2021-22 (NLCIL)



Performance for the year 2021-22 (NTPL)



If power surrender of 613.92 MU (provisional) is added the power gross generation for the period April 2021 to December 2021 would be 19098.97 MU in respect of NLCIL.

If power surrender of 1444.23 MU (provisional) is added the power gross generation for the period April 2021 to December 2021 would be 4699.66 MU in respect of NTPL.

22. Productivity

The productivity performance in 2020-21 and 2021-22 are furnished in the table below:

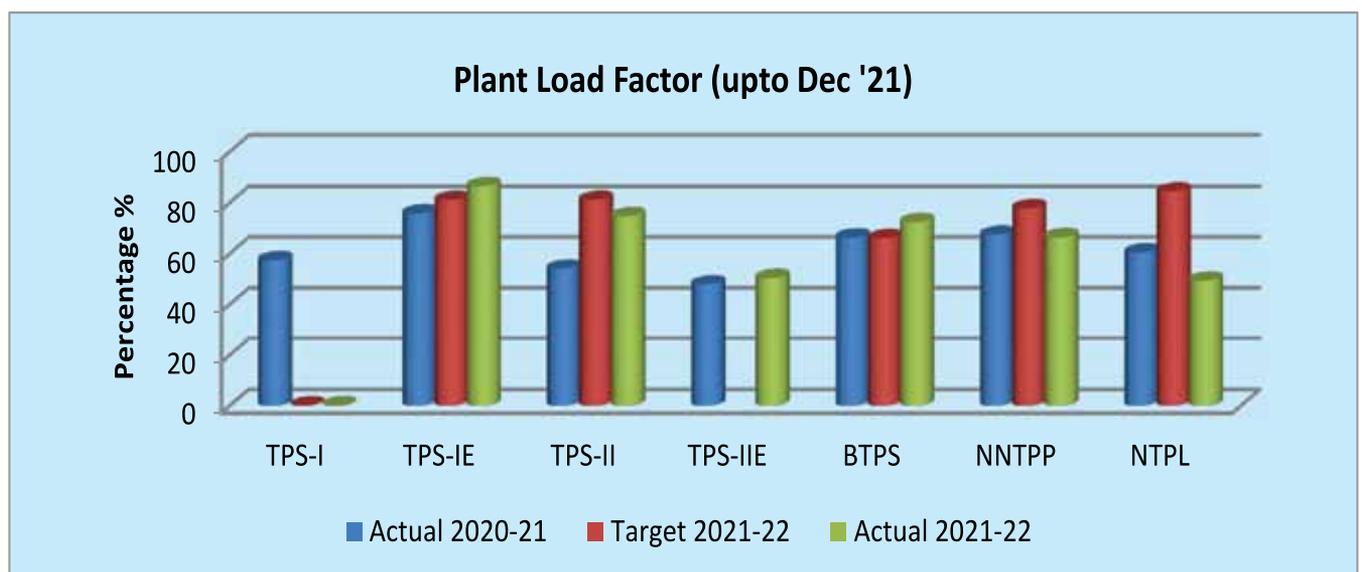
Output per Man Shift (OMS):

OMS	Unit	2020-21 Actual	2021-22 (upto Dec'21)	
			Target	Actual (Provl)
Mines	Tonne	14.07	14.90	15.93
Thermal	KwHr	25054	38725	38839

23. Plant Load Factor (PLF)

The PLF of NLCIL Plants during 2020-21 and 2021-22 are as under:

PLF	2020-21 Actual	2021-22 (upto Dec'21)	
		Target	Actual (Provl)
T.P.S-I	57.32	--	--
T.P.S-IE	75.71	81.02	86.37
T.P.S-II	54.01	81.05	74.57
T.P.S-II E	47.85		50.33
Barsingar TPS	66.26	66.00	72.32
NNTPP	67.31	77.73	66.40
NTPL	60.39	84.35	49.32



Product wise sales during 2021-22 (April 2021 to November 2021) is as under:

Product	Sales 2020-21 (₹Crore)	Sales 2021-22 (₹Crore) upto NOV 2021 (Prov)
Lignite	351.58	454.39
Coal	--	415.98
Power	6,826.06	5,321.75
Other	72.19	50.59
Total	7,249.63	6,242.71

Manpower:

The total manpower of NLCIL as on 31st December 2021 is indicated below:

	Technical	Non-Technical	Others	Total
Executives	2933	479	192	3604
Supervisors (NUS)	356	9	26	391
Non-Executives	2106	778	4575	7459
Total	5395	1266	4793	11454



24. Singareni Collieries Company Limited

The Singareni Collieries Company Limited (SCCL) is a Joint venture of Govt. of Telangana and the Govt. of India with equity participation in the ratio of 51:49 respectively. SCCL is contributing around 9 % of the total all India production.

25. Coal Production:

The coal production target for 2021-22 is 68 MT and actual coal production up to November 2021 is 40.86 MT.

Target (Jan-Nov, 2021)	Actual (Jan-Nov, 2021)	% Ach
63.12	58.29	92.34

26. Coal Despatch:

Company Wise Coal Despatch [Million Tonnes]								
Company	2019-20 Actual (Off-take)	2020-21				2021-22 (upto Nov,2021) (Provisional)		
		Annual Target	Actual (Off-take)	Achievement (%)	Growth %	Annual Target	Actual	Achievement (%)
CIL	581.640	660.000	573.628	86.94%	-1.38%	740.000	421.230	56.91%
SCCL	62.465	67.500	48.513	71.87%	-22.34%	68.000	42.475	62.46%
Captive *	56.257	85.830	62.624	72.96%	11.32%	99.000	52.592	53.12%
Others	6.814	15.430	6.119	39.66%	-10.20%	11.000	3.123	28.39%
Total	707.176	828.76	690.884	83.39%	-2.31%	918.000	519.420	56.57%

Note: 1. Annual Targets are as per Annual Plan of MOC

2. * (i) Off-take of Gare Palma-IV/1 and Gare Palma-IV/ 2 & 3 of SECL is added to CIL and not included in Captive Production.

Productivity (OMS): Productivity target (Overall Mines) for the year 2021-22 is 5.89 Tonnes and achieved up to Nov 2021 is 5.72 Tonnes.

Year	Singareni Collieries Co. Ltd.		
	UG	OC	Overall
2020-22 Target	1.63	17.78	6.89
2021-22 Actual (up to Nov, 2021)	1.11	14.41	5.72

Manpower: As on 31.12.2021 employees on roll of SCCL are 43,063 including 1,362 Female employees.

Singareni Thermal Power Plant: Presently, 2X600 MW Singareni Thermal Power Station is in operation in the Mancherla district of Telangana. During 2021-22 (upto Dec) total 6,876 MU of electricity is generated with PLF of 87.14.

Solar Power Plant: SCCL proposed to set up 300 MW Solar Power Plant at various locations in SCCL command area in Telangana. 219 MW solar power plants are commissioned by SCCL by Dec 2021. 163 MU of power is generated during 2021-22 (upto Dec)

SCCL is planning of 170 MW **Floating** solar power plants in the Maner Dam in Karimnagar Dist. of Telangana and will be commissioned in 2 years.

Employment opportunity in SCCL: Massive drive

for recruitment for vacancies through External and Internal sources is being taken up by SCCL. After formation of Telangana (June 2014) **16,292** persons are provided employment till December 2022.

Plantation : SCCL has planted 44.14 Lakh saplings in 580 Ha. as a part of flagship programme "Telangana ku Haritha Haram" during 2021-22 (upto Dec.) and 10 lakhs sapling is free distributed to the surrounding people.

27. Employees' Welfare measures :

Welfare and social security to the employees are given due importance and various welfare activities viz., housing & sanitation, educational, recreational, medical facilities with super specialty services and social security schemes that were in vogue are being continued.

Housing:

The overall housing satisfaction is 100%.

Education:

The company is running 9 high Schools, 1 Women PG & Degree College and 1 Polytechnic college to impart education to the children of employees and also to the nearby other habitants. In addition to this, financial assistance is provided to 3 schools for differently abled students.

Drinking Water:

RO purification plants are established at offices, mines, hospitals, guesthouses, training centres etc. for supply of purified drinking water to the employees.

Yoga & Re-creation:

Yoga & Meditation camps being conducted extensively throughout the year. Employees are being provided sports facilities & required infrastructure and are also encouraged to participate in sports & games.

Contributory Post-Retirement Medicare scheme is being implemented for retired workmen and their spouses.

Social Security Schemes:

Social Security Schemes i.e. Janata Personnel Accident Insurance Scheme (JPAIS), Family Benefit Insurance Scheme (FBIS), Group Insurance Scheme, Coal mines Pension Scheme (CMPS) and Contributory Post Retirement Medicare scheme are being implemented.

Compassionate Employment:

Compassionate appointment to the dependants of employees who die while in service or become medically invalid.

Medical & Health:

SCCL is having 7 Area Hospitals 21 Dispensaries

having 820 beds provided to take care of its employee's health.

Cooperative Society & sales depot:

The workmen of SCCL working in the mines and departments are encouraged to become members of "Employees Cooperative Credit Society" with a view to inculcate the culture of thrift and avoid employees going to money lenders for obtaining loans. A total 42 Sales depots of Super Bazar (including Gas Godowns) are functioning in the coal field areas.

Others:

Facilities being provided as

- Merit Scholarship to the children of employees
- Reimbursement of tuition fee to the children of NCWA employees on getting admission in IITs/IIMs.
- Payment of special incentive out of net profit.
- Payment of Performance Linked Reward Scheme.
- Payment of Festival Advance.
- Maternity leave and grant of Child Care leave to female NCWA employees.
- House Building Loan interest reimbursement scheme.
- AC connection facilities to employees houses are being given to employees.

28. Development Activities in North Eastern Coalfields

In the North Eastern Region, Coal India Limited have its mining activities mainly in Makum Coalfields of Assam. At present, 3(Nos) of existing mines namely Tirap, Tikak and Tipong are there. Out of these, Tirap

and Tikak Colliery are open cast Mines/Projects while Tipong Colliery is an Underground Mine.

Mining activities at Tikak Colliery has been stopped since 24.10.2019 by statutory agencies and mining activities at Tirap Colliery has been temporarily suspended since 03.06.2020 by NEC as the statutory clearances such as Forest Clearance, Environmental Clearances and Consent to operate has not been granted for the projects and transfer of government land required for external OB dump is in process. Presently in Tirap Colliery area, survey

and finalization of forest boundary vis-a-vis revenue land by state agencies is in the process. There are no mining activities at Tipong UG mine as well, however, pumping of water is carried out regularly.

In addition to the above, two nos. of new projects will be started once all the statutory clearances will be granted. These two projects are, Tikak Extension OCP and Lekhapani OCP with rated capacity of 0.2 MTY and 0.25 MTY respectively. Stage – I FC and EC for these mines have already been obtained. NEC has already submitted the compliance of Stage-I FC of these two projects.

The coal production of Last 4 (four) years has been shown in the following Table - I.

Table - I (Fig. in Lakh Tonnes)

YEAR	2016-17	2017-18	2018-19	2019-20	2020-21 Target as per AAP
Coal Production of NEC	6.00	7.81	7.84	5.17	6.00

In the year 2020-21, coal production has not been carried since the temporary suspension of mining activities at Tikak Colliery and Tirap Colliery as mentioned in the earlier paragraph. Only 0.36 Lakh tonnes of Coal has been produced from Tirap Colliery from the month of April'2020 till 2 June'2020.

29. Performance of NEC (Period from 01.01.2020 to 31.12.2020)

Table – II

(Fig. in Lakh Tonnes) (Actual Data)

	Coal Production		Unit	Quantity
1	I)	Underground	Lakh Tonnes	0
	II)	Open Cast	Lakh Tonnes	3.42
	Total		Lakh Tonnes	3.42
2	O.M.S			
	I)	Underground	Tonnes	0
	II)	Open Cast	Tonnes	3.15
	Overall			1.97
3	Coal Despatch/Off take			
	I)	Despatch	Lakh Tonnes	3.57
	II)	Domestic Consumption		
	III)	Off take	Lakh Tonnes	3.57
4	Pit-head coal stock as on 30.09.2020 (For Namchick, Arunachal Pradesh)		Lakh Tonnes	0.17
	Pit-head coal stock as on 31.12.2020 (Excluding Namchick)		Lakh Tonnes	0,00
5	No. of Mines		Working	0

30. Performance of NEC for Past 5 Years

Colliery	2015-16	2016-17	2017-18	2018-19	2019-20
COAL PRODUCTION (Fig.in tes)					
TIPONG (UO)	3043	3033	3000	0	0
TIRAP (OC)	178954	197215	468461	529767	450046
TIKAK (OC)	212355	330035	286182	252252	66794
LEDO (OCP)	92180	70005	23688	1968	0
TOTAL:-	486532	600288	781331	783987	516840
OB REMOVAL (Fig.in Cum) As per Measurement					
TIRAP (OC)	3153076	1867719.90	5126499.90	5723607.64	4146301.09
TIKAK (OC)	3253707	3622690.86	2668553.75	2765922.50	584128.00
LEDO (OCP)	897557	185399.69	58092.80	14729.27	0
TOTAL:-	7304340.59	5675810.45	7853146.45	8504259.41	4730429.09
COAL DESPATCH (Fig in tes)					
TIPONG (UG)	-	-	-	-	0
TIRAP (OC)	212158.63	265067.22	538687.91	500489.13	483399.04
TIKAK (OC)	111814.57	430592.61	335034.72	252542.20	78559.48
LEDO (OCP)	17896.36	81300.33	20894.74	849.71	0
TOTAL:-	341869.56	776960.16	894617.37	753881.04	561958.52
O.M.S.(Fig.in tes)					
UG	0.02	0.02	0.02	0.00	0.00
OC	2.80	3.67	5.21	5.84	4.26
OVERALL:-	1.39	1.92	2.86	3.37	2.62
<i>Opening Stock (Fig. in tes)</i>					
	As on 01.04.2016	As on 01.04.2017	As on 01.04.2018	As on 01.04.2019	As on 01.04.2020
Total	359405.45	182727.29	69434.93	99523.33	54395.49
MANPOWER (Fig. in nos.)					
	As on 01.04.2016	As on 01.04.2017	As on 01.04.2018	As on 01.04.2019	As on 01.04.2020
EXECUTIVE	107	96	99	105	96
NON-EXECUTIVE	1770	1610	1436	1290	1117
TOTAL	1877	1706	1535	1395	1213
PROFIT/LOSS (Fig. In Cr.)	(-) 59.72	(-)123.56	(-)121.06	(-)84.33	(-)155.01