



# 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 five Functional Directors, namely, Director (Technical), Director (Personnel and Industrial Relations), Director (Finance), Director (Marketing) and Director (Business Development). Each Subsidiary Company has its own Board of Directors headed by Chairman-cum-Managing Director and assisted by Functional Directors. In addition, there are part-time or nominee Directors on the Board of CIL and its subsidiaries who are appointed in accordance with the Articles of Association of the Company and Government guidelines prescribed in this regard from time to time.

CIL (Consolidated) has achieved Gross Sales of ₹ 91,961.49 Crore and Net sales of ₹ 60,441.43 Crore in H1 2024-25 i.e. from 01.04.2024 to 30.09.2024. CIL and its Subsidiaries paid/adjusted ₹ 44,018.26 crore towards Royalty, GST, GST Compensation Cess, Cess, District Mineral Foundation (DMF), National Mineral Exploration Trust (NMET) and other levies upto December, 2024 in FY 2024-25.

During FY 2024-25, CIL had paid interim dividend

of ₹ 9,706.30 Crore @ ₹ 15.75 per share against face value of ₹ 10/- each fully paid up. Out of above interim dividend, the share of Govt. of India was ₹ 6,127.91 crore. Further, final dividend of ₹ 5.00 per equity share for the financial year 2023-24 was paid in FY 2024-25 amounting to ₹ 3,081.36 crore and the share of Govt. of India was ₹ 1,945.37 crore. The total dividend paid to Gol was ₹ 8,073.28 Crore in FY 2024-25.

## 2. Milestones in 2024-25 (Till November 2024 - provisional)

CIL ended the month of Nov'24 on a high note production 67.18 MT of coal, the highest production for November since inception, clocking a growth of 1.7% compared to 66.03 MT same month year ago.

During Apr'24-Nov'24 CIL achieved 470.98 MT coal production & 1238.68 MCum OBR against pro-rata AAP target of 498.05 MT & 1244.76 MCum respectively. Achievement against pro-rata AAP target was 94.6% & 99.5% and growth against same period last year was 2.4% & 4.1% respectively for coal production & OBR during Apr'24-Nov'24. WCL and MCL are ahead of their pro-rata progressive AAP target of coal production and ECL, BCCL, SECL and MCL are ahead of their pro-rata progressive AAP target of OBR. All subsidiaries except WCL are in positive growth in OB removal during Apr'24-Nov'24.

## 3. Transformational HR initiatives in CIL

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

### Update and Maintenance of HR Manual

CIL Executive HR Manual – a compendium of



Executive HR Rules & Policies is being continuously updated and published on CIL website on 1st of every month since its launch by Hon'ble Minister of Coal on 01.11.2020. It is now acting as a single point of reference for HR related policies and guidelines which not only ensures uniform implementation of Rules and Policies, but also enables creating of openness and transparency in dealing with all HR related matters of Executives. The main motive is to ensure that company's policies are implemented consistently and uniformly across all Subsidiaries.

### 3.1 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 3 new policies/ rules have been formulated and 39 existing policies/ rules have been revised in the current year, and over 17 Policy Clarifications have been issued for bringing about uniformity. Some of the policies and rules are under process for revision and some are in the formulation process. The key policies/ rules include Post-retirement medical Scheme, Recruitment rules, Cadre Schemes, Medical Attendance Rules, and Provisions related

to Compassionate Employment, Provisions related to Lateral Recruitment, Revision of TA/DA Rules, SPARROW in Performance & Management System etc.

### 3.2 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 107626 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.

### 3.3 Manpower

The total manpower of Coal India Limited including its subsidiaries as on 01.01.2025 is 2,22,692. Company wise status of manpower is given below:

Sl No.	Company	Manpower Strength as on 01.04.2023	Manpower Strength as on 01.04.2024	Manpower Strength as on 01.01.2025
1	ECL	51074	48711	47678
2	BCCL	37037	33920	32599
3	CCL	34975	33990	33420
4	WCL	34390	33352	32442
5	SECL	41832	39528	37959
6	MCL	21827	21493	21184
7	NCL	13753	13770	13466
8	NEC	667	585	558
9	CMPDI	2855	2751	2738
10	DCC	133	113	Manpower of DCC included in SECL figure
11	CIL(HQ)	667	648	648
	<b>TOTAL</b>	<b>239210</b>	<b>228861</b>	<b>222692</b>



### 3.4 Employee Welfare:

Coal India Limited strives to provide the best facilities for Welfare of its employees and their families. The facilities 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: -

### 3.5 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. **There are total 2,86,138 quarters in CIL.**

### 3.6 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 several 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.

### 3.7 EDUCATION FACILITIES

The subsidiary companies of CIL have been providing financial assistance and infrastructure facilities to schools operating in mining areas, such as DAV, Kendriya Vidyalaya, Delhi Public School, and other educational institutions run by the state government, to provide quality education to the employees' children. **A total of 67 schools under Project School are fully financed by CIL, 12 schools receive occasional grants, and 26 schools are provided with infrastructure support.**

### 3.8 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.

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.

- b. 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.

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 IIT.

### 3.9 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. **A total of 320 dispensaries, 1,042 doctors, 505 ambulances, 64 hospitals, 4065 Beds and 2 mobile vans in CIL.**

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.



### 3.10 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 various statutory welfare facilities for the coal mines such as Canteen, Rest Shelters etc. **A total of 364 Canteen, 19 Creches, 143 Pit Head Baths & 526 Rest Shelters are provided in CIL.**

### 3.11 NON-STATUTORY WELFARE MEASURES

#### a. 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. **A total of 24 Central Co-operatives, 108 Primary Co-operatives, 138 Credit Societies are available in CIL.**

#### b. 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. **A total of 332 Bank branches, 35 Extension counter, 05 satellite bank branches are available in CIL.**

#### c. Holiday homes

Coal India Ltd. provides facilities of Holiday homes at places of tourist attraction, at concessional cost, for the benefit of its employees & their families. These facilities are also available for retired employees.

#### d. Recreational facilities

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.

#### e. Sports

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 including in the coalfield areas.

### 3.12 CIL WELFARE BOARD MEETING:

Coal India Welfare Board is the decision-making forum regarding welfare policies for betterment and improvement of living condition of company' employees.

The members of CIL welfare board comprising of Central Trade Union representative and representation of Managements meet regularly to discuss on the welfare measures and review the implementation of different welfare scheme; the meeting of the Welfare board is being conducted regularly.

### 3.13 EMPLOYEE TRAINING

The training statistics for the employees of CIL for last 3 years is given below:

Particulars	2022-23	2023-24	2024-25 (upto 30.11.24)
Executives	23351	30270	19058
Non Executive	72284	73550	46313
<b>Total</b>	<b>95635</b>	<b>103820</b>	<b>65225</b>

Training details in respect of contractual workers is given below:

Particulars	2022-23	2023-24	2024-25 (upto 30.11.24)
Contractual Workers	102719	110971	106324
Total Contractual Workers Trained	36644	39374	29046



### 3.14 Employees' 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.

### 3.15 CONTRACT WORKERS

Coal India Limited is a source of employment to the nearby villagers. There are about **1,06,324** contractors' workers employed in mines through registered contractors for various outsourced work as on 01.12.2024. 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.

In addition to the above, the Company provides medical treatment at the Company's hospital free of cost, to the contractors' workers. All the contractors' workers are 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/ EPF). The payment of wages to the contractors' workers is ensured through bank to avoid any exploitation on this count.

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 Information portal". Comprehensive database, including bank account number and Aadhaar number of all the workers engaged by different contractors in CIL & its Subsidiaries is uploaded on this portal. This portal provide success to all contractors' workers so that they may view their personal details including rate of wages and payment status.

Further, Ministry of Labour & Employment vide its Gazette Notification dated 18th February, 2022 exempted Subsidiaries of CIL to engage the contractor workers on the works specified (prohibited) at serial nos. 1 to 3 under S.O.2063 dated 21st June, 1988, Published in the Gazette of India, Part-II Section-3, subsection(ii) published by Ministry of Labour & Employment for five-year w.e.f. 07.12.2021.

### 4. NLC India Limited:

There are about 22,319 (as on 30.11.2024) contract workmen deployed in NLCIL & its joint ventures through various registered contractors and outsourced agencies. The contractor employers are required to follow all statutory compliances as per the agreement entered into between the contractor employer and NLCIL. The Principal Employer (i.e., NLCIL) is strictly monitoring compliance of all the statutory requirements. It is also ensured that wages are disbursed only through bank to the contract workmen and all statutory benefits are provided to them.



The following welfare measures are being extended to contract workmen, viz., wages, EPF, gratuity, ESIC, payment of compensation, payment of bonus and ex-gratia, Death Relief Fund, etc. In addition, the company provides medical benefits at the NLCIL hospital, uniforms, quarters, plots to construct hutments, to the contract workmen. The facilities like free education up to 12th standard, educational assistance and tuition fee reimbursement etc. for the wards of the contract workmen are provided by the Company.

## 5 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.

## 6 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.

## 7 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.

## 8 Organisational Culture Building Initiatives

- i. 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.

- ii. All the superannuating employees are bid farewell and their retiral dues are settled under the Project "Samman". The Chairman, CIL and 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.

## 9. 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. Some of the Subsidiaries have also taken knowledge management initiatives by introducing portals like e-Pathsala & e-Gurukul for employees, where unique experiences are shared by employees.

## 10. PEOPLE DEVELOPMENT INITIATIVE MONITORING POLICY

- i. Gratuity - Employees on their retirement receive Gratuity payment upto ₹ 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.
- 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

## 11. 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."

## 12. RESETTLEMENT & REHABILITATION POLICY

### 12.1 Coal India Limited

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 rights) 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.

## 12.2 NLC India Limited:

The extensive land requirement for integrated projects of NLCIL necessitates invoking the law for the acquisition of private property leading

to involuntary displacement of people in lignite bearing localities for mining and adjacent strategic locations for stationing the production and service facilities. NLCIL is sensitive to the painful involuntary relocation of displaced families due to above projects and strives to minimize the trauma of displacement. NLCIL is continuously and consciously balancing the techno-economic and the socio-economic goals of its projects.

NLCIL has developed several Resettlement Centres (RCs) in the vicinity and these RCs are provided with good infrastructure facilities and amenities. The eligible Project Affected Families have been smoothly resettled in these RCs and have also been provided with rehabilitation measures in addition to legal compensation for loss of assets, as directed by the appropriate Government from time to time and with the cooperation of the District Administration.

NLCIL has been following the National Policy on Rehabilitation and Resettlement, 2007 for the benefit of the Project Affected Population, for lands acquired up to 31.12.2013. Several R&R measures have been implemented in coordination with the R&R Administrator, i.e., Collector of Cuddalore District.

For lands acquired from 01.01.2014 onwards, compensation is given as per schedule I of RFCTLARR Act 2013. Further, as per approval of NLCIL Board in its 524th meeting held on 25.11.2022, the revised Minimum Land Compensation of ₹ 25 Lakhs per acre for the agricultural lands (inclusive of all components of RFCTLARR Act provision) for the land acquired from 01.01.2014 onwards. In respect of House site lands in rural areas, the Minimum Land compensation was fixed as ₹ 2.5 crore per acre and ₹ 5.0 crore per acre in respect of House site lands in urban area as per the guidance of District Administration and the Government Order issued by the GoTN.

Further, there is provision for continuous employment in various outsourced works or one time grant or annuity for displaced families. In



addition, the displaced families are also provided with subsistence grant, transportation cost and other benefits for their livelihood, skill development, etc.

### 13. Care for Environment 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 is committed to protect environment by practicing and following sustainable mining practices right from mine planning stage. Various pollution control measures and initiatives are being taken up concurrently with mining operations, for maintaining acceptable / permissible limits of major physical and chemical attributes of environment namely air, water, hydrogeology, ground vibrations, noise, land, etc. –

#### A) Air Pollution and its Control Measures:

To control and reduce dust generation during drilling, blasting, loading and coal transportation, CIL has taken up various initiatives enumerated in the MoEF&CC approved Environmental Management Plan (EMP) of projects. The EMP is prepared factoring the impact on existing environment and forest due to coal mining undertaken after conducting an Environment Impact Assessment (EIA) study of each project. Mist spraying systems, mobile water sprinklers and automatic sprinklers have been provided to mitigate air pollution & its control measures.

Some of the important initiatives taken by CIL are as follows:

- i. Implementation of First Mile Connectivity to reduce transport of coal by road.
- ii. Transportation of coal by conveyors, covered trucks & loading in railway rakes through Silo.
- iii. Blacktopping/ Concrete & repairing of coal transportation roads and strengthening of haul roads.
- iv. Deployment of trolley mounted and mobile fog cannon sprinkling system.
- v. Installation of CAAQMS system for real-time monitoring of ambient air quality & integration with the CPCB & SPCB server wherever provisioning of the same is made available.



- vi. Installation of PM10 analysers for real time monitoring of PM10 concentration in ambient air.
- vii. Mobile water sprinkler tankers and road sweeping machines have been deployed across all the subsidiaries for air pollution control.
- viii. Development of wind breaker system, vertical greenery system and green belt plantation.
- ix. Deployment of additional Surface Miners and Continuous Miners in opencast & U/G mine respectively for blasting free coal extraction.

### **B) Water Pollution Control Measures:**

- i. Wherever and to the extent possible, the mines are operated on zero discharge
- ii. Mine discharge water is stored in huge sump which acts a water harvesting structure.
- iii. For mine discharge, pumped out mine water is treated through sedimentation prior to its discharge.
- iv. Effluent Treatment Plants (ETP) are set up in workshops.
- v. Effluent from residential colonies is also treated through conventional means as well as designated 61 Sewage Treatment Plants (STPs) in townships.
- vi. Effluent water quality monitoring as per set standards is undertaken and results submitted to statutory authorities.
- vii. Continuous Water Quality Monitoring stations for real time monitoring of effluent water quality.
- viii. Subsidiaries of CIL takes No Objection Certificate (NOC) for each project from Central Ground Water Authority, Ministry of Water Resources, Gol. NOC is granted based

on detailed Hydrogeological Report and Groundwater Modelling.

- ix. Water for nearby community for domestic and irrigation purpose.

### **C) Mine Water Management:**

Mine Discharge Treatment Plants (MDTP) are installed in mines for treatment of discharged mine water on the surface for second phase treatment. Treated mine water is then used partly for dust suppression, fire-fighting, plantation, washing etc. As per the need of the local community, treated mine water is supplied to the nearby villages for drinking & irrigation purposes. In order to assess the impact of mining activities on ground water, monitoring of ground water levels in dug wells & piezometer is being carried out in and around of the mine lease hold area. For ground water recharge within mine premises and nearby villages, initiatives like rainwater harvesting, digging of ponds / development of lagoons, de-silting of existing ponds / tanks etc. have been taken. Rain water harvesting structures have been constructed for ground water recharge. Regular monitoring of mine, workshop and domestic effluent is carried out as per rule and desired actions are being taken. Reports of the same are regularly submitted to SPCBs and MoEF&CC.

### **D) Noise Pollution Control Measure:**

For control of noise pollution, various measures like proper maintenance of equipment, green belt development around the mine and residential area, blasting in day time and use of ear muff / ear plugs at noisy areas are adopted.

- **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. In addition, guidelines have been issued in



2022 for management of coal mines those have been discontinued / abandoned / closed before 2009. 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:

1. Public health and safety are not compromised
2. Environmental resources are subjected to minimum physical and chemical deterioration
3. The post-mining use of the site is beneficial and sustainable in the long term
4. Opportunity to maximize socio-economic benefits

#### F) Greening Initiatives:

- Reclamation of the mined-out areas and external OB dumps are major environmental mitigatory activities taken up by CIL. Reclamation of mined out areas are being done as per the Environmental Management Plan (EMP), approved by MoEF&CC and Mine Closure Plan (MCP) prepared as per the guideline of Ministry of Coal. Top soil is preserved, stored and used in plantation areas in the opencast mines. Concurrent reclamation and rehabilitation of mined out areas are taken up for gainful land use. After technical reclamation is completed, plantation is carried out which is termed as biological reclamation.
- Plantation and Green belt are developed through extensive tree plantation programme every year by the Subsidiaries of CIL. Avenue plantation, plantation on OB dumps, plantation in and around mines, residential colonies, and available government land are undertaken in

the existing as well as the new projects.

- Additionally, under Green Credit Program launched by MoEF&CC, Coal India Limited and its Subsidiaries have taken initiative for taking up plantation in degraded forest land in various states.
- **Eco-restoration:** For effective Bio-reclamation of disturbed land, scientific studies are carried out to select suitable species of plants for afforestation on three tier plantation concept. Forest Research Institute (FRI) has been engaged by CIL for sharing their expertise in the field of eco-restoration in the reclaimed areas. Many Eco- restoration sites have been developed in subsidiary companies of CIL with technical collaboration of FRI.
- **Eco-park in Reclaimed land:** Eco Parks have been developed in many of the mined out areas and command areas of CIL.

#### 13.2 Singareni Collieries Company Limited (SCCL)

SCCL is presently operating 17 opencast mines and 22 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.

### 13.3 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 30.1 MTPA of lignite & 20 MTPA of coal and power generating capacity as on November 2024 is 6071.06 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).

### 14. AUTHORIZED CAPITAL:

#### (i) Coal India Limited (CIL):

- (i) The Authorized Equity Share Capital for CIL as at 31.03.2024 is ₹ 8,000.00 Crores and Authorized Preference Share Capital is ₹ 904.18 Crores.



**Profitability of the last five years (Fig. in Lakh Rupees)**

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25 (upto Sep 2024)
Tipong(UG)	(-) 6799.52	(-) 4533.74	(-) 3817.55	(-) 2244.22	(-) 1477.38	(-) 557.90
Tirap (OC)	(+) 29.19	(-) 10825.53	(-) 5906.58	(-) 5810.35	(-) 6608.39	(-) 3085.12
Tikak (OC)	(-) 8700.40	(-) 5587.24	(-) 4327.27	(+) 3009.78	(-)4321.27	(-) 2912.85
<b>TOTAL</b>	<b>(-) 15470.73</b>	<b>(-) 20946.51</b>	<b>(-) 20427.81</b>	<b>(-) 5044.79</b>	<b>(-) 12407.04</b>	<b>(-) 6555.87</b>
			Admn Exp (-) 4736.26			
			Workshop Debit (-) 708.37			
			Loss on Sale (-)931.78			

**Profitability of the last five financial years of CIL (Consolidated)**

(₹ in Crores)

Particular	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25 (Upto Sept, 2024)
Profit Before Tax	24,071.32	18,009.24	23,616.28	43,274.60	48,812.61	22,300.58

**(ii) NLC India Limited (NLCIL):**

The authorised capital of NLC India Limited is ₹ 2,000 Crore and paid-up equity is ₹ 1,386.64 Crore (Post buy back - 2018). The investment by Govt. of India as on 30.11.2024 is as under:

Investment	(₹ Crore)
Equity - GOI Portion: (72.20%)	1,001.16
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.

**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 7.5% of the total all India production.

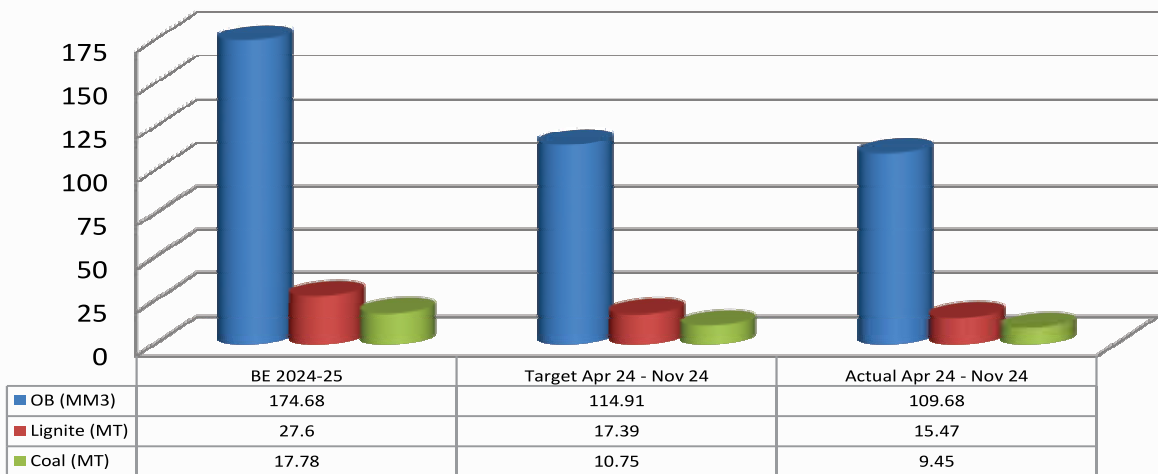
**15. Production Performance (NLC India Limited)**

Overburden removal, lignite production, gross power generation and export of power during the year 2024-25 are indicated below:

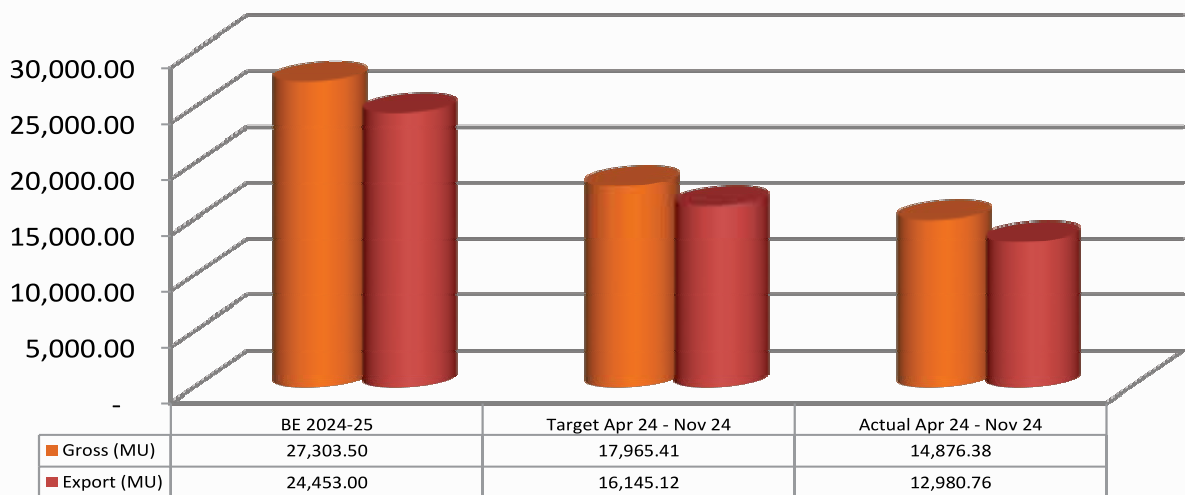


Product	Unit	BE 2024-25	2023-24	2024-25 (Upto Nov'24)		Dec 2024 to March 2025 (Projection)
			Actual	Target	Actual (Provl)	
Overburden	MM <sup>3</sup>	174.68	151.23	114.91	109.68	59.77
Lignite	MT	27.60	23.68	17.39	15.47	10.21
Coal	MT	17.78	12.64	10.75	9.45	7.03
Power Gross (Thermal)	MU	24,904.00	19,543.77	16,360.00	13,443.20	8,544.00
Power Gross (RE)	MU	2,399.50	2,100.09	1,605.41	1,433.18	794.09
Total Power Gross (NLCIL)	MU	27,303.50	21,643.86	17,965.41	14,876.38	9,338.09
Power Export (NLCIL)	MU	24,453.00	18,890.07	16,145.12	12,980.76	8,307.88
Power Gross (NTPL)	MU	7,446.00	5,462.34	4,927.00	3,754.28	2,519.00
Power Export (NTPL)	MU	7,055.00	5,068.11	4,668.00	3,475.68	2,387.00

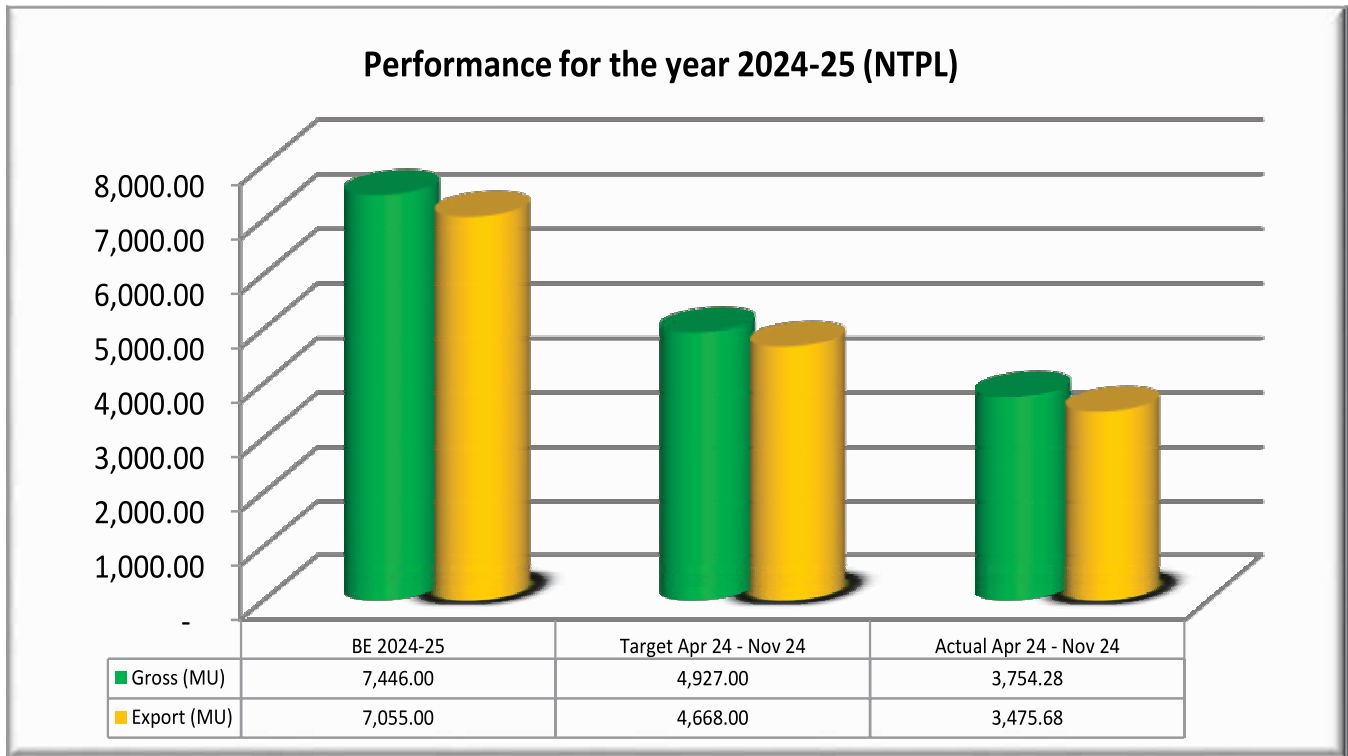
Performance for the year 2024-25



Performance for the year 2024-25 (NLCIL)







### 15.1. Productivity:

The productivity performance in 2023-24 and 2024-25 are furnished in the table below:

#### Output per Man Shift (OMS):

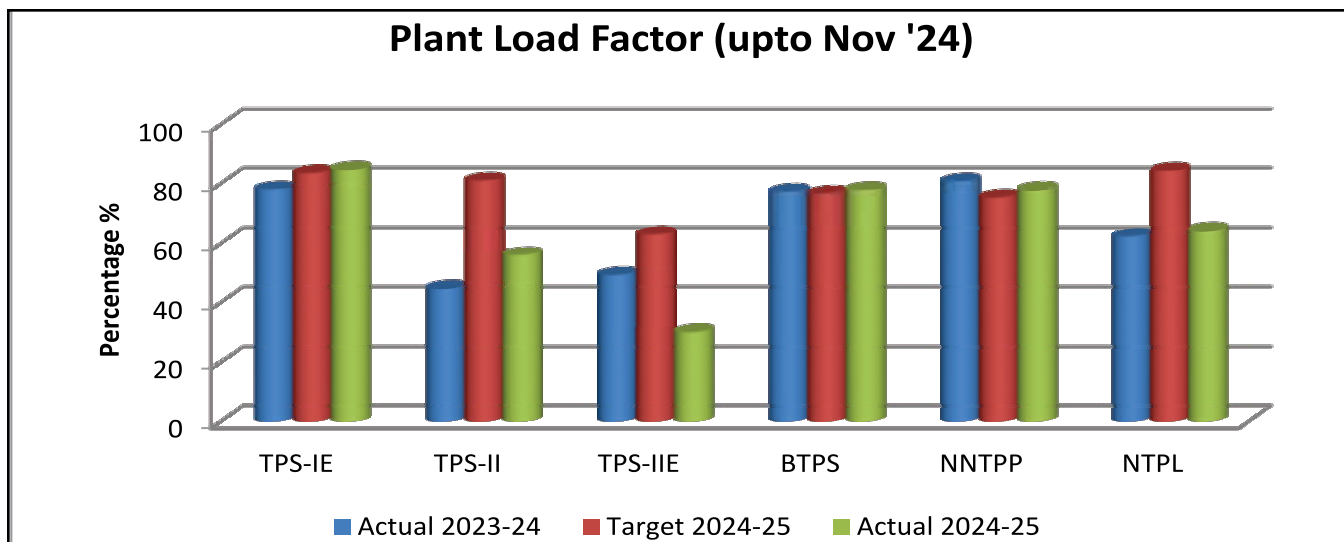
OMS	Unit	2023-24 Actual	2024-25 (upto Nov'24)	
			Target	Actual (Provl)
Mines	Tonne	17.33	18.30	16.95
Thermal	KwHr	36478	40484	38409

### 15.2 Plant Load Factor (PLF) – NLCIL :

The PLF of NLCIL Plants during 2023-24 and 2024-25 are as under:

PLF (in %)	2023-24	2024-25 (upto Nov '24)	
	Actual	Target	Actual (Provl)
T.P.S-IE	77.83	83.31	84.54
T.P.S-II	44.55	80.78	55.77
T.P.S-II E	49.03	62.84	29.97
Barsingsar TPS	77.05	76.37	77.62
NNTPP	80.54	75.12	77.69
NTPL	62.19	84.14	64.11





## 16. Singareni Collieries Company Limited

The Singareni Collieries Company Limited (SCCL) is the State level Public Enterprise with equity participation in the ratio of 51:49 of Govt. of Telangana and Govt. of India respectively. SCCL is producing around 7.5% of the total all India coal production.

### Coal Production

(In Million Tonnes)

2024-25 (Provisional) Jan - Dec, 2024					
Company	Target (Jan-24 to Dec-24)	Act	Ach %	Jan 23 to Dec 23	Growth
SCCL	72.10	67.12	93.09	69.57	-3.52

### Coal Despatch

(In Million Tonnes)

2024-25 (Provisional) Jan - Dec, 2024					
Company	Target (Jan-24 to Dec-24)	Act	Ach %	Jan 23 to Dec 23	Growth
SCCL	71.30	65.03	91.21	70.50	-7.76

### Sector Wise Dispatch- SCCL

(In Million Tonnes)

SECTOR	JAN23 TO DEC23	JAN24 TO DEC24	Growth%
POWER	60.11	58.89	-2.03
CAPTIVE POWER	3.17	1.55	-51.10
MAJOR CEMENTS	2.93	1.41	-51.88
SPONGE IRON	0.38	0.22	-42.11
Heavy Water Plant	0.54	0.50	-7.41
E-AUCTION	0.83	0.49	-40.96
OTHERS	2.54	1.97	-22.44
<b>TOTAL</b>	<b>70.50</b>	<b>65.03</b>	<b>-7.76</b>



**Productivity (OMS):** Productivity target (Overall Mines) for the current year and previous year is as follows

(In Million Tonnes)

Year	Singareni Collieries Co. Ltd.		
	UG	OC	Overall
2023-24	1.19	13.24	5.42
2024-25 (Up to Dec)	0.98	13.24	5.25

**Manpower:** As on 31.12.2024 Employees on roll of SCCL are 40,893 including 1878 Female Employees.

**Singareni Thermal Power Plant:** Presently, 2X600 MW Singareni Thermal Power Plant is in operation in the Mancherial district of Telangana. For the year 2024(From Jan- Dec) the power generated through is 7986 MU. The establishment of another Thermal power plant (1X800 MW) is under tendering process.

**Solar Power Plant:** SCCL has planned 532 MW Solar power plants on its available land. Out of this 245.50 MW commissioned so far. Remaining under various stages of tendering.

**Employment opportunity in SCCL:** Massive drive for recruitment for vacancies through External and Internal sources is being taken up by SCCL. Up to Dec'24 SCCL provided the employment for 21,993 including 4,790 persons through external recruitment up to Dec 2024 after Telangana State formation.

During 2024, for total posts of **599 Nos.** (Executives & Non-executives) examinations are being conducted through CBT.

**Plantation :** Under the Government's flagship programme "Haritha Haram", SCCL is undertaking plantation in Mined out area, OB dump, any other area and outside leasehold area.

In 2024 up to November 15.20 Lakh (including 4.43 lakh free distribution) saplings are planted in 551 Ha.

In SCCL since 1984 So far, plantation done in an area of 15,231 ha with 5.47 Crs. of saplings was done (1984 -2024). About 2.29 crores of saplings have been distributed to the public.

**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 are in vogue are being continued.

**Summary of Welfare activities of SCCL is as below:**

After formation of Telangana State, the profit share given to the employees of Singareni has increased from 18% to 33%. Due to this, a total benefit of ₹ **3583.94 Crores** has accrued to the workers from 2014 to 2024. The retirement age for the SCCL employees too is enhanced to 61 years by the Telangana Government.

Due to simplification of the Compassionate Employment scheme, a total **17,203** number of employees have been benefited and **4,790** persons employed through external recruitment up to Dec' 2024 after Telangana State formation.

During 2024, for total posts of **599 Nos.** (Executives & Non-executives) examinations are being conducted through CBT. Out of 599 No.s posts, Recruitment of **401** persons were completed and remaining is under process.

SCCL has introduced a scheme to provide an **Interest Free Housing Loan of ₹ 10 lakhs to its eligible employees.**

A total of **59,845** employees were paid **Telangana increment** with an additional financial impact of ₹ **5.04 Cr.** Per month w.e.f from August, 2014.

A.C. connection facility to the employees' houses is being provided in phased manner.



₹ **93,500-** has been paid to the employees under Performance Linked Reward Scheme for the year 2023-24. Festival advance has been increased from ₹ 10,000/- in 2014 to ₹ 25,000 in 2024.

Contributory Post-Retirement Medicare scheme is being implemented for retired workmen and their spouses. Corporate medical facilities extended to Parents of the employees.

Child care leave to female employees is granted and is extended to 26 weeks from 12 weeks earlier.

Lump sum amount increased to ₹ 25 lakhs in lieu of dependent employment or Monthly Monetary Compensation (MMC).

Fees are being reimbursed for the children of workers studying in IITs/ IIMs.

Paid Holiday declared on 14th April to commemorate the Birthday of Dr.B.R.Ambedkar. Optional paid holiday declared on account of Sankranti / Ramzan (Eid-ul-Fitr) / Christmas for Singareni Employees.

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 centers 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. Janta 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 821 beds provided to take care of its employee's health. SCCL is providing Promotive, preventive, therapeutic, (In Patient, Out Patient, Diagnostic, Pathological,) occupational, referral services (75 Super Specialty Hospitals empanelled with SCCL at Hyderabad, Karimnagar, Warangal and Khammam etc.

**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.

**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.

### Employees' participation in management:

- SCCL is in forefront in adopting the employees participation in Management by making the representatives of the employees involved in the joint negotiations and decisions are made after due consultations.
- The concept of employees participation in management has been put into operation long time ago at 3 levels in Singareni Collieries Company Limited (SCCL) i.e unit/mine, area and company levels, which have yielded satisfactory results in improving industrial peace and establishment of harmonious industrial relations.
- Apart from the above, a 3 tier-Grievance Procedure ie. at unit level, at area level and Company level is being implemented to resolve the problems of the employees in a time-frame.
- After conducting elections to the trade unions through secret ballot on 09.09.1998, there has been tremendous improvement in the industrial relations scenario, which has reflected in the decrease of number of illegal strikes to a very low rate and in making the Company turn around and earn profits consecutively for the last 26 years.

### Principles adopted In Negotiations with the Unions on Demands:

- JBCCI Guidelines are the bench mark for deciding any issues in connection with wages, allowances, service conditions etc

- All the appointments, promotions and transfers are against clear identified vacancies.
- Implementation of work norms evolved through scientific studies
- Enforcing all the legal rights accrued to Management under statute to maintain discipline, work standards etc.

### Contract workers:

- The SCCL outsourced certain non-core activities, low value addition jobs or jobs of intermittent nature such as civic maintenance and repair works, house keeping, security, transport, plantation and nurseries in addition to over burden removal in opencast Mining operations by way of awarding contracts to outside agencies at unit rate for all outsourced jobs except OB removal which is at stripping ratio. The contractors in turn engage their employees to execute outsourced jobs.
- First time, profit bonus was shared to the 27,518 contract workmen through their contractor on the Direction of Govt. of Telangana @ ₹ 5000/- persons for the performance year 2023-24.

### Non-Discrimination:

- SCCL being a public sector undertaking is following all statutory/constitutional provisions, provisions under JBCCI/NCWA agreements and PRCs regarding service conditions, pay & perks and other privileges/working conditions. No discrimination is shown basing on gender, caste & religion. All the employees working in establishment are being treated equally.

### Grievance Management:

- SCCL is following an established 'Grievance Redressal Procedure' to solve the genuine grievances of the employee containing 3 stages ie. 1) Mine/Department level 2) Area



level and 3) Appellate Authority (Corporate) level, for redressal of the genuine grievances of employee and the system is being implemented smoothly and successfully and it is playing a vital role in maintaining industrial peace in the Organization as required under the provisions of Sec-9C of ID Act, 1947.

- The grievance redressal machinery shall deal with matters concerning individual employee and issues arising out of day-to-day working of the establishment, leaving general matters to be taken up by the Recognised /

Representative Status Trade Unions, for amicable settlement with the management.

- In addition, SCCL is also following a novel method of redressing the grievances of employees by Director (P,A&W) receiving grievance of the employees personally on a specified date in each Region of the company. (SCCL has 3 Regions with each Region consisting of 8 to 14 mines) and a reply given in writing to each petitioner on the status of redressal of grievance by the concerned department on the grievance received.

