

UltraTech Cement GRI Content Index

STANDARD DISCLOSURES PART I: Profile Disclosures

1. Strategy and Analysis

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
1.1	Statement from the most senior decision-maker of the organization.	Fully	2,3
1.2	Description of key impacts, risks, and opportunities.	Fully	6-8, 10-11, 45 Further information can be referenced from our Annual Reports at: http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 12) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 14)

2. Organizational Profile

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
2.1	Name of the organization.	Fully	Cover
2.2	Primary brands, products, and/or services.	Fully	5, 17-19
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	6,7, 21
2.4	Location of organization's headquarters.	Fully	Back cover
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	4,5
2.6	Nature of ownership and legal form.	Fully	4 Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 29) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 31)
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	We are not restricted by industry sectors or type of customers while providing products and services 2,3,4,5,13,30 Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 7) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 9) Details of employees are mentioned in the Workforce Development section.
2.8	Scale of the reporting organization.	Fully	Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (Chairman's letter to shareholders and Page 9) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (Chairman's letter to shareholders and page 13)
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	9
2.10	Awards received in the reporting period.	Fully	9

3. Report Parameters

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	45
3.2	Date of most recent previous report (if any).	Fully	Our previous report was published for the year 2008-10. It can be accessed at http://www.ultratechcement.com/images/downloads/Alternatives_in_Action-UltraTech_Sustainability_Report.pdf

3.3	Reporting cycle (annual, biennial, etc.)	Fully	Reporting cycle is bi annual
3.4	Contact point for questions regarding the report or its contents.	Fully	Back cover
3.5	Process for defining report content.	Fully	10,11,45
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	45
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	45
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	45
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	Footnotes on pages 6,7,8,22,41,42,43
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	42
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	47
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	48
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	45,46,47
4. Governance, Commitments, and Engagement			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 15) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 17)
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 15) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 17)
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	14,15
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 21) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 22)
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	15
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 19) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 21)

4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (Page 5,19,44) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 6,21,44)
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Details of vision and mission can be found at http://www.adityabirla.com/the_group/our_values.htm
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	15,16
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	15
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	Our well established systems and policies towards maintaining the highest standards of Environment norms adopt precautionary approach to anticipate and minimize environmental impacts. This is facilitated through development of products which have lesser environmental impact and adopting industry best practices to reduce environmental impact of our manufacturing operations.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	We subscribe to the United Nations Global Compact and Cement Sustainability Initiative
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	16
4.14	List of stakeholder groups engaged by the organization.	Fully	10,11
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	10,11
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	10,11
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	10,11

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3 DMA	Description	Reported	Cross-reference/Direct answer
DMA EC	Disclosure on Management Approach EC		
Aspects	Economic performance	Fully	50
	Market presence	Fully	50
	Indirect economic impacts	Fully	50
DMA EN	Disclosure on Management Approach EN		
Aspects	Materials	Fully	50
	Energy	Fully	50
	Water	Fully	50
	Biodiversity	Fully	50
	Emissions, effluents and waste	Fully	50
	Products and services	Fully	50
	Compliance	Fully	50
	Transport	Fully	50
	Overall	Fully	50
DMA LA	Disclosure on Management Approach LA		
Aspects	Employment	Fully	50
	Labor/management relations	Fully	50

	Occupational health and safety	Fully	50
	Training and education	Fully	50
	Diversity and equal opportunity	Fully	50
	Equal remuneration for women and men	Fully	50
DMA HR	Disclosure on Management Approach HR		
Aspects	Investment and procurement practices	Fully	50
	Non-discrimination	Fully	50
	Freedom of association and collective bargaining	Fully	50
	Child labor	Fully	50
	Prevention of forced and compulsory labor	Fully	50
	Security practices	Fully	50
	Indigenous rights	Fully	50
	Assessment	Fully	50
	Remediation	Fully	50
DMA SO	Disclosure on Management Approach SO		
Aspects	Local communities	Fully	50
	Corruption	Fully	50
	Public policy	Fully	50
	Anti-competitive behavior	Fully	50
	Compliance	Fully	50
DMA PR	Disclosure on Management Approach PR		
Aspects	Customer health and safety	Fully	50
	Product and service labelling	Fully	50
	Marketing communications	Fully	50
	Customer privacy	Fully	50
	Compliance	Fully	50

STANDARD DISCLOSURES PART III: Performance Indicators

Economic			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Economic performance			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	13
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	20-22
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 78,93) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 67,84)
EC4	Significant financial assistance received from government.	Fully	We have not received any significant financial assistance from the government
Market presence			
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	We abide by all national regulations of wage payments and pay equal to or above minimum wage requirements at all the plants. The entry level wage for males and females is equal
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	12
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	12,43 (footnote # 45)
Indirect economic impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	35,37

EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	33
Environmental			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Materials			
EN1	Materials used by weight or volume.	Fully	41
EN2	Percentage of materials used that are recycled input materials.	Fully	6,20,38,41
Energy			
EN3	Direct energy consumption by primary energy source.	Fully	6,38,41
EN4	Indirect energy consumption by primary source.	Fully	38,42
EN5	Energy saved due to conservation and efficiency improvements.	Fully	20-22
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	20-22
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	42
Water			
EN8	Total water withdrawal by source.	Fully	26,39,42
EN9	Water sources significantly affected by withdrawal of water.	Fully	No water sources are significantly affected by our withdrawals
EN10	Percentage and total volume of water recycled and reused.	Fully	20,39,42
Biodiversity			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	25
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	25
EN13	Habitats protected or restored.	Fully	7,36
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	7,25
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Fully	25
Emissions, effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	6,39,42
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	42
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	20-22
EN19	Emissions of ozone-depleting substances by weight.	Fully	42
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	7,23,42
EN21	Total water discharge by quality and destination.	Fully	26
EN22	Total weight of waste by type and disposal method.	Fully	43
EN23	Total number and volume of significant spills.	Fully	There were no significant as a result of our operations in the reporting period
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Fully	Across our sites we are not involved in any activity related to transporting, importing, exporting or treatment of waste deemed hazardous under Basel Convention
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Fully	No water body or habitat is significantly affected by our water discharge or runoff
Products and services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	17-19
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Fully	No packaging material has been reclaimed during the reporting period
Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	None during the reporting period
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Fully	23

Overall			
EN30	Total environmental protection expenditures and investments by type.	Fully	20,40
Social: Labor Practices and Decent Work			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Employment			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	30,43
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	30,40,43
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	13 Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 78,93) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 67,84)
LA15	Return to work and retention rates after parental leave, by gender.	Fully	32
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	30,43
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	There is no documented policy on this matter; however, such changes are informed to employees through management circulars
Occupational health and safety			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully	27
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Fully	6,40 No cases of occupational disease were identified during the reporting period
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	32
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	Our formal agreements with trade unions cover health and safety aspects
Training and education			
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	30,31,40,43
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	43
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	100%
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	Please refer our Annual Reports for additional information. http://www.ultratechcement.com/images/downloads/UltraTech_annual_report2010-11.pdf (page 15) http://www.ultratechcement.com/UltraTech_AnnualReport2011-12_eBook/ (page 17)
Equal remuneration for women and men			
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully	Everything else being equal, the ratio of basic salary of men to women is 1:1
Social: Human Rights			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Investment and procurement practices			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Fully	The Company follows all applicable laws on the matter and all the agreements have undergone human rights screening

HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Fully	100% contractors are being screened and the clauses on Human Rights are part of the contract
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	Trainings are imparted on the subject through various training programs, but the total hours on this account are not captured explicitly
Non-discrimination			
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	There were no incidents of discrimination during the reporting period
Freedom of association and collective bargaining			
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Fully	43 (footnote # 46)
Child labor			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	32
Forced and compulsory labor			
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor.	Fully	32
Security practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	32
Indigenous rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	None during the reporting period
Assessment			
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	32
Remediation			
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully	None during the reporting period
Social: Society			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Local communities			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	All our operations have implemented local community engagements and development programs 7,35,44
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	During our community engagement programs and assessments, we have not come across any significant negative impacts on the community due to our presence in the area
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	During our community engagement programs and assessments, we have not come across any significant negative impacts on the community due to our presence in the area. Hence no mitigation measures have been implemented
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	100%
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	100%, pg 16
SO4	Actions taken in response to incidents of corruption.	Fully	There were no incidents of corruption during the reporting period
Public policy			
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	16
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	None during the reporting period
Anti-competitive behavior			

SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	None during the reporting period
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	None during the reporting period
Social: Product Responsibility			
Performance Indicator	Description	Reported	Cross-reference/Direct answer
Customer health and safety			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	17
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	None during the reporting period
Product and service labelling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	17
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	None during the reporting period
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	17
Marketing communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	We adhere to all laws related to marketing, communications and advertising. In India, we abide by the standards defined by Advertising Standards Council of India
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	None during the reporting period
Customer privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	No such incidents during the reporting period
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	None during the reporting period