

SAFE RESPONSIBLE AGILE

adani
WORLD ENVIRONMENT DAY- 2020
5TH JUNE
THEME- "CELEBRATE BIODIVERSITY"
PARSA EAST KANTA BASAN COAL MINES
VILL-PARSA, DIST - SURGUJA (CG)



Sustainability Report
2019 - 2020





Mission

Nurturing businesses that address national importance and creates value for stakeholders.



Vision

To be a world class leader in businesses that enrich lives and contribute to nations in building infrastructure through sustainable value creation.





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About the Report

This report is annual disclosure of Adani Enterprises Limited- Natural Resources' sustainability performance prepared in accordance with the GRI Standards Core option, including the Mining and Metals Sector Supplement. Additionally, environmental performance reflected in the report has been calculated using the factors and values provided in the Green House Gas (GHG) Protocol and Inter-Governmental Panel on Climate Change (IPCC). Various national and local rules, regulations and guidelines have also been followed to assist in AEL- Natural resources business's environmental and social footprint evaluation.

The report contains information pertaining to the period April 1, 2019 to March 31, 2020, and information for preceding years has been provided only where available and applicable. This Sustainability Report aims to provide relevant disclosures and information that meet the needs of individuals and groups across various stakeholder groups, and investors.

To maintain a high standard for reporting, we engaged outside experts to review and consider any constraints with data availability and quality, our reporting commitments and stakeholder expectations, and the appropriate level of assurance.

Boundary

The report contains disclosure for the prioritized material issues- details of which have been provided in the chapter titled 'Stakeholder Engagement and Materiality Assessment'. The scope of 2020 report includes sustainability data from our mining projects in India, namely (1) The Parsa East and Kanta Basan Coal Block (2) Gare Pelma Sector-III Coal Block (3) Talabira II & III Coal Block and qualitative sustainability data of our mines in Indonesia and Australia namely Bunyu and Charmichael respectively. Historical data in this regard has been provided where it is available.

Assurance

2018 we began with independent assurance, as we believe that assurance of key non-financial information forms part of good corporate governance and has the ability to enhance strategic decision making. This journey includes undertaking assurance readiness reviews for key performance indicators (KPIs) in different areas of our business, followed by the implementation of recommendations for improvement resulting from the readiness reviews completed.

The report has been externally assured by TUV Rheinland. The company is an

independent agency with no financial interest in the company other than assessment and assurance of this report. Company's senior management was proactively involved in the reporting process including assurance of the report.

Feedback

Continuing with its commitment towards sustainable Development, the AEL- Mining Business will henceforth produce sustainability report on periodic basis aligning with its reporting cycle to the extent possible. For your suggestions and feedback, kindly write to us at pramod.kumar2@adani.com

Managing Director Message



Rajesh S. Adani
Managing Director

“ Our vision for a sustainable future is guided by sustainable production, energy efficient technologies and operation in consonance with the protection of the health & wellbeing of our people & local communities, responsible management of our environmental impacts and attainment of broader business and economic goals while partnering India’s journey of self-reliance. ”

Dear Stakeholders,

We are pleased to share with you an account of sustainability performance of our India business covering three operational mines and of Indonesia & Australia operations as a case study. Despite an increasingly challenging environment and outbreak of global pandemic, we continue to grow sustainably protecting health & wellbeing of our people, conserving natural resources, empowering local communities and addressing the critical energy needs of the nation.

With increased production and greater market share this year was undoubtedly an eventful one on many accounts. We were able to deliver on our promises to create enduring value for our shareholders defying unprecedented domestic and global challenges. While we are cognizant of the volatile environment, we are also hopeful for the prospects of our business, since mining contributes significantly to power generation, manufacturing and construction which are indispensable for meeting the increasing infrastructural demands of India.

This year was a crucial test of our operational resilience as well. Against a global pandemic that resulted in infecting millions of people, disrupting supply chains and bringing economies across geographies to an abrupt halt, we are configuring our processes to operate cautiously under strict safety norms & meet the consumer demands. While we closely observe the pandemic situation and possible impacts on our business, we are also doing everything that is possible on our part to help save lives and livelihoods.

During this year, the government announced structural reforms to the coal sector while also recognizing mining to be a key focus area. We are hopeful that, providing “Infrastructure” status to the mining sector

will unleash tremendous opportunities and power the sector for the next level of growth. Deriving strength from these opportunities, we have built up a strong Integrated business model and stand prepared to meet the growing energy requirements of our nation and for achieving self-reliance in the vision for an 'Atma Nirbhar Bharat'.

Our Integrated business model is strongly driven by our Sustainability Strategy which prioritizes on the interconnectedness of People, Planet, Profit and Partnership which facilitates our ability to provide energy solutions to our customers without compromising the long-term interests of all stakeholder groups. We are leading the clean energy transformation taking place not just in India but globally, and our Group is building one of the largest integrated energy portfolios.

Over the years, we have presented a robust balance sheet regardless of fluctuations in the market, ensuring business continuity. This year we peaked the capacity of 100+ Mn metric tons per annum with an enhanced project pipeline. We also delivered robust performance working on our three coal blocks at Parsa East & Kente Basan (PEKB) in Chhattisgarh, Gare Palma III (GP III) in Chhattisgarh and Talabira II & III in Odisha. PEKB continues to produce at peak rated capacity of 15 MMT, while (GP III) and Talabira II & III became operational during the year. This year marks our foray into the Washery service business as well after receiving the LOI for Hingula washery project for 10 MMT.

While we cater to the essential needs, we are also cognizant of our responsibility towards the environment. By continuing to operate in consonance with United Nation's Sustainable Development Goals, we are dedicated to acknowledging, managing and reducing our impact on the natural environment responsibly. On this endeavour, we have improved our processes by re-designing our operations to ensure limited impact to the ecosystem and biodiversity. We have made use of energy efficient measures and embraced digitalization across most of our

functions to ensure conservation & judicious use of scarce resources. Beyond immediate impact, we have also recalibrated our businesses to benefit our people, local communities, and the surrounding environment across the regions we operate.

Hence, as one of the largest Mining Developers and Operators (MDO) in India, our commitment to society goes beyond the scope of operations. During the reporting year, we spent ₹9 Crore in various community development programmes developing educational facilities at remote locations, improving health care and encouraging women entrepreneurship & significantly contributing to building inclusive and sustainable communities.

Our journey ahead is full of promising opportunities as well. We are looking at expanding our portfolio in the coal & other minerals business as MDO and taking complete advantage of prospects emerging out of India's strides towards self-reliance. We will strongly focus on strengthening our portfolio and create jobs to provide the required traction at the local economy level and utilize the recovery phase from the lockdown to ramp up production helping in building a resilient organization that is ready for future challenges.

As we march our way into a prosperous future, on behalf of the board of directors and our shareholders, we would like to thank all our employees for their hard work and unstinted support in achieving organizational goals by delivering on projects profitably while maintaining occupational health and safety performance, preserving environment and improving our relations with the communities and all stakeholders across the regions we operate.

Jai Hind !

CEO Message



Vinay Prakash
Chief Executive Officer

“To leave a great legacy as a ‘sustainable company’, Adani Enterprises Limited-Natural resources division is dedicated to create a positive environmental and societal impact for the future generations. With this aim, we have also progressed our commitment to transparency, by disclosing our performance, commitments and way forward since 2018.”

Dear Stakeholders,

I thank all the employees from Adani Enterprises Limited - Natural Resources division for your warm and continuous support, especially in this challenging situation during the global outbreak of COVID-19. Adani Enterprises Limited-Natural Resources is doing its best to promptly respond to the COVID-19 crisis that is affecting the world.

As part of response measures, we analysed the unprecedented crisis quickly and are actively preventing the spread of the disease among our employees as well as our suppliers. From a business management perspective, we are committed to minimize the business impacts of pandemic by working to ensure that there are no interruptions to the operation that stretches from our business location to our customers.

In our natural resources division, we continued to be a leader, delivering industry a leading performance. In our mining services business, we peaked the capacity of 100+ Mn metric tons per annum with an enhanced project pipeline. We strengthened our footprint in the washery service business having received LOI for Hingula washery project of 10 MMT. We delivered robust performance, working on our three coal blocks at Parsa East & Kente Basan (PEKB), Gare Palma III (GP III) and Talabira II & III. During 2019- 20, we signed two long term mining contracts for Gidhmuri Paturia coal block of Chhattisgarh State Power Generation Company Ltd. (CSPGCL) (5.6 MMT) and Kurmitar Iron Ore Mine of Odisha Mining Corporation Limited (OMC) (6 MMT).

As we take our first step into the next half-century, we are acutely aware of our obligations and roles in sustainable operations. As leaders shaping the growth of India in the next decade, AEL- Natural resources division will continue to create environmental and social values while achieving positive economic outcomes. To this end, we are expanding environmentally-conscious investments in digitizing our mining facilities to strengthen our environmental monitoring. Our work towards maintaining coal dust related issues, preventing air emissions and conserving energy have yielded good results for us and community. For the year in review, we are pleased to report that our environmental footprint is well in control and there were no cases of community backlash. We are also promoting ways to improve the ecological biodiversity in the areas of operations by institutionalising mechanisms such as transplanting trees and safeguarding top soil.

Safety remains a core value, and I am pleased to report that we ended 2020 with a strong safety performance and no fatalities. Every year, our safety performance is improving, giving us confidence that we effective oversight and management, we can achieve results. With the current situation of pandemic, we realise that safety of our employees and workers will have to be prioritized and will need additional investments. We are well prepared to take these steps for the betterment of people associated with us.

This year marked progress in our work with communities. In FY 20, our relations with the

communities improved best testified through zero grievances reported. Through the CSR arm of our business, we have invested significantly in making communities self-reliant through entrepreneurship development. At the same time, we are making consistent efforts in building the future workforce of India by operating quality education activities. Nearly 5 years ago, we have established school for children of mine affected persons near PEKB mine, which led to the current mindset change towards education.

To leave a great legacy as a 'sustainable company', Adani Enterprises Limited- Natural resources division is dedicated to create a positive environmental and societal impact for the future generations. With this aim, we have also progressed our commitment to transparency, by disclosing our performance, commitments and way forward since 2018.

Although our daily lives are undergoing rapid changes because of COVID-19, through solidarity and cooperation, which will successfully overcome the challenges the pandemic has brought us. We look to a new decade with optimism, knowing that while companies like ours have more to do, we can still be part of the solution.

We thank you for your continued interest and ask for your unyielding support.

Thank you.

Key Highlights

569

Full-time
Employees

₹ 1910 Cr.

In Revenue

15.5 MMT

Total Coal
produced

Awards and Recognition



Great Place To Work

Rajendra Ingale, Amitabh Mishra and Anshuman Sinha receiving the award for India's Great Mid-size Workplaces in 2019, during the felicitation ceremony of Great Place to Work® Institute (India), held on July 19 in Mumbai.



Greentech Safety Award

Adani Group won the top honour in the Metal and Mining category at the 18th Annual Greentech Safety Award 2019. This award is a testimony to the Company's commitment to safety.



Apex Safety Award

AEL received the 'Platinum Award' in the Mining sector, at the Apex India Occupational Health and Safety Award 2019.

**Biological
Reclamation**

56.1 Ha

**Paid in Salaries
and Benefits**

₹ 65 Cr.

LTIFR

0

**Community
Investment**

₹ 9 Cr.



Annual Mine Safety Fortnight-2019

Parsa Kente Colliery Ltd (PKCL) won the highest honour for overall performance, for the 5th consecutive year, at the Annual Mine Safety Fortnight-2019. PKCL won the 1st prize in General Working, Health and Safety of Contractor categories and 2nd prize in the Vocational Training category. The award was handed over to the PKCL team by Mr R. Subramanian, DG, Mines Safety, Dhanbad.



Mjunction awards

At the 13th Indian Coal Markets Conference and Awards 2019 organised by hashtag#mjunction, Adani Group bagged 4 pivotal awards. The winning categories are 1) Coal Importer of the Year 2) Coal Transporter of the Year 3) Coal Port Performer of the Year 4) Coal Mining Contractor of the Year



Safety Award

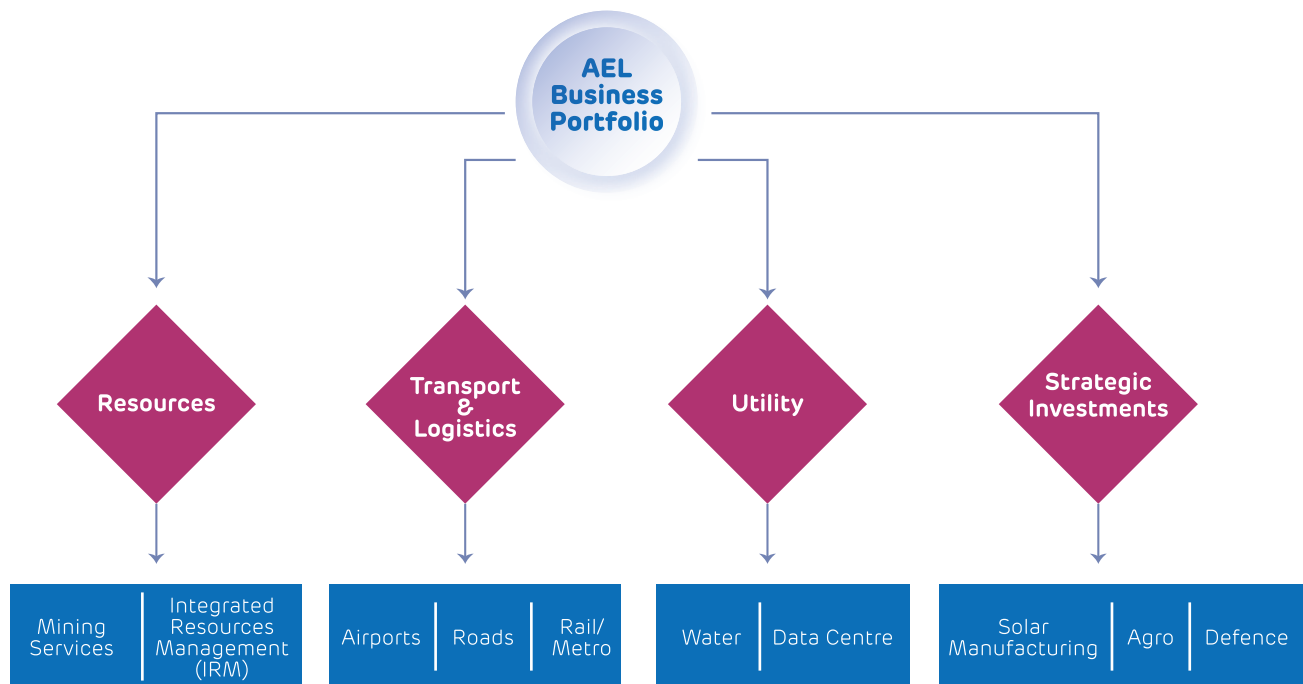
AEL received the first prize for Safety Management Plan at the Safety Fortnight Programme 2019-20, organised by Directorate General of Mines Safety, Gare Pelma III Collieries Limited/Chhattisgarh State Power Generation Company Limited (GPIICL/CSPGCL). This was the first time GPIICL/CSPGCL was participating in the programme.



Adani Enterprises Limited- Natural Resources

Growth with goodness is the mantra

Adani Enterprises Limited is a leading business, solving some of the infrastructure and energy needs in India, Indonesia and Australia. The Company has diversified interests in various businesses such as mining, renewables, defence & aerospace, airports, roads and infrastructure. It is an industry leader in providing solutions, supported by robust safety standards, superior execution and technical proficiency. AEL was founded in 1988 and has been publicly traded on BSE & NSE since 1994.

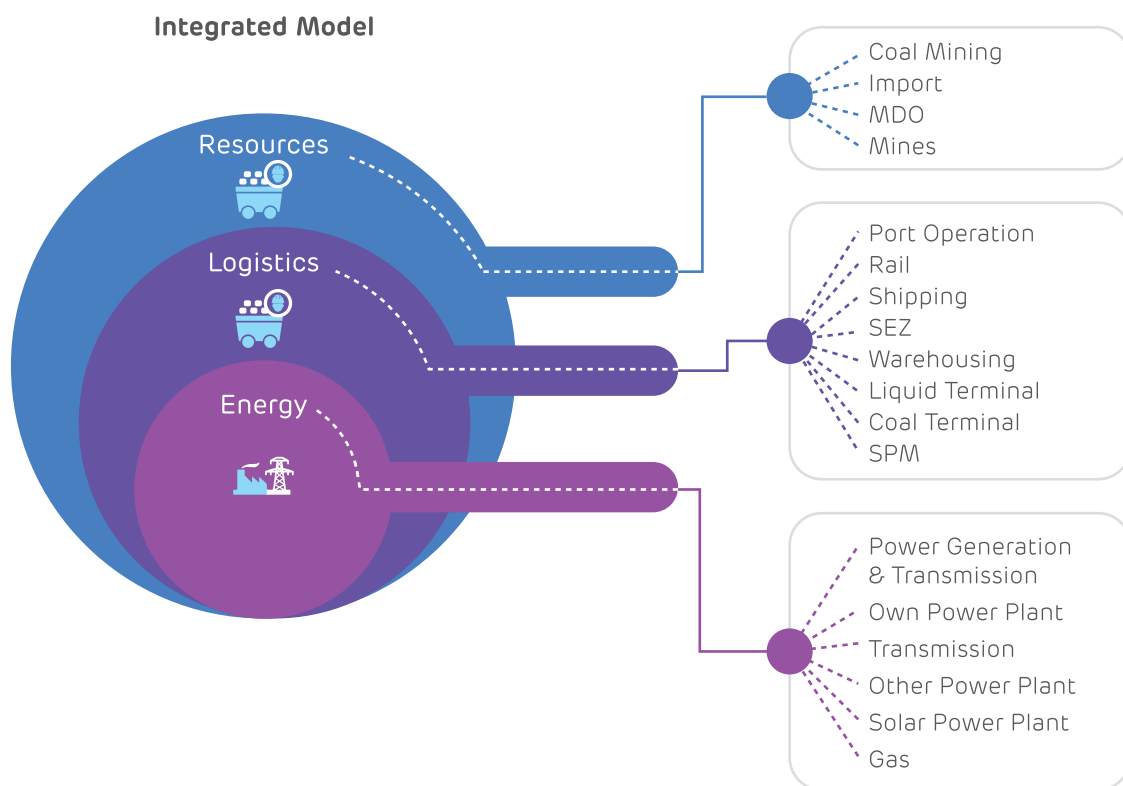


AEL derives its competitive advantage from the integrated business model of Adani group that provides synergistic infrastructure and support facilities. The group's commercial sea-ports on the east and west coast of India, network of rail & road logistics and energy businesses allow for seamless integration while multiplying the benefits. This unique model enables us to create value for the customers through efficient delivery of our products and services.



Integrated model with expertise in entire supply chain to provide customers

- Resources- obtaining coal from the mines, including oil & gas production in the future
- Logistics- multimodal network of rail & road logistics and sea-ports
- Energy- Power generation, transmission and distribution; renewable energy & gas distribution





Adani Enterprises Limited- Natural resource division fulfils the gap in the availability of coal in India by sourcing high quality coal from ASEA and pacific region countries namely South Africa, USA, Indonesia etc. Our "door to door – coal delivery model comprises taking the risk, responsibility and accountability of sourcing the coal from suppliers, managing sea-borne logistics, providing intermediate holding facility at discharge ports and inland transportation to finally delivering coal at the doorstep of customers. We have scaled up the business by integrating the complete supply chain from coal mines to the customer through operational excellence. This unique approach has allowed us to create a base of over 600 satisfied customers across various industries such as Power, Cement, Steel and Iron amongst others.

**Largest importer in India
and largest off taker in
Indonesia, South Africa
and USA for India**
**Traded approx. 66 million
tons of coal**

We are also focused on growing coal production and mineral reserves through the exploration and management of mines allocated to Public Sector Undertakings under the Coal Mines Act, 2015. As a company supported by a team of experienced staff and latest technology, we are widely recognised as the first private company to pioneer the concept of Mine Developer and Operator (MDO) in India. As a mine developer, we carry out the entire gamut of activities right from land acquisition, R&R, mine planning to development and operation of mine and coal extraction and coal transportation up to the owner's loading silo on behalf of the mine owner who holds the mining lease. We have won contracts in 9 coal blocks and successfully running operations at three locations in India, a joint venture coal operation in Bunyu, Indonesia and Charmichael, Australia.



India

1501 MMT
Coal Resources

100 MMTPA
Peak coal production capacity

16 MMTPA
Peak Iron production capacity



Indonesia

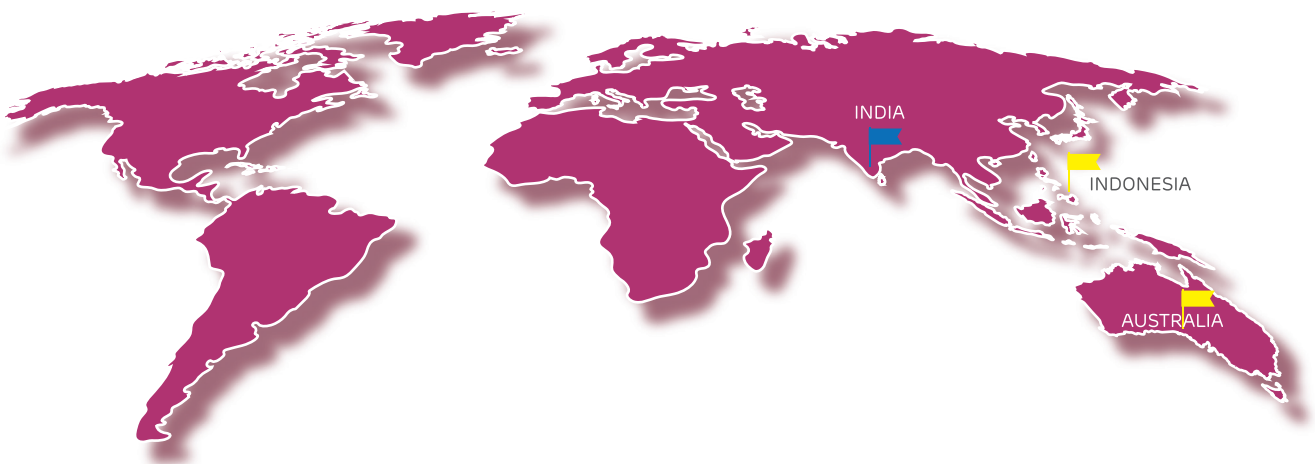
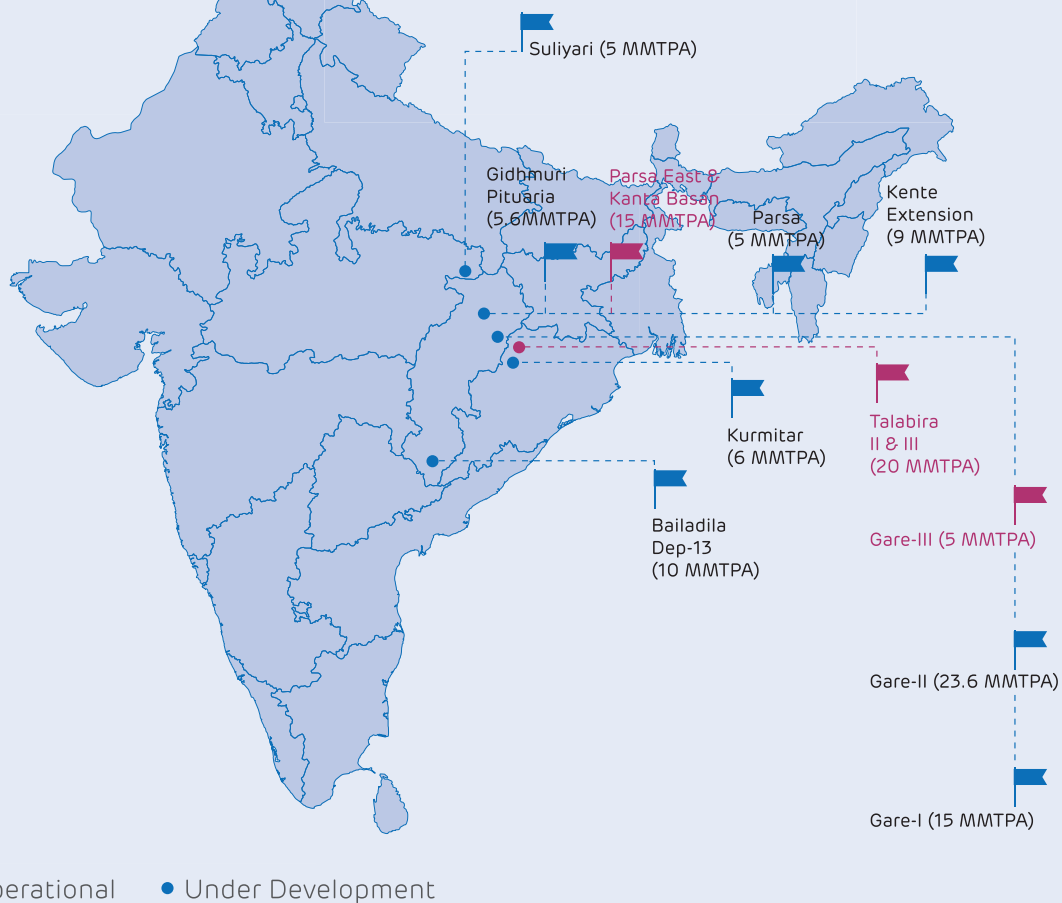
269 MMT
Coal Resources

8 MMTPA
Peak production capacity

FootPrint

We have established our presence in emerging coal markets such as Sri Lanka, Thailand, Vietnam, China, Dubai etc and operational presence in 11 locations within India and 2 globally.

With four global offices, 18 branch centres and a head office based out of Ahmedabad, our footprint is international. Our expansive country-wide network of more than 10 marketing offices and 20 operational ports enables us to have the reach and scale to provide services to business partners.

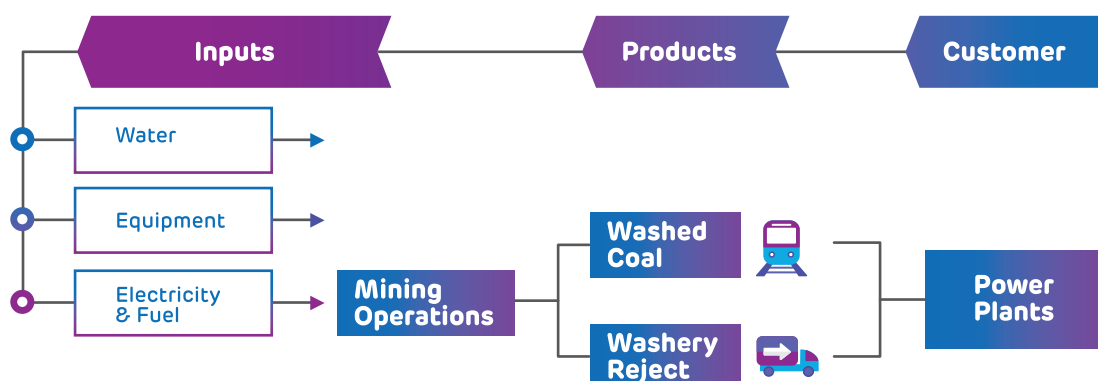
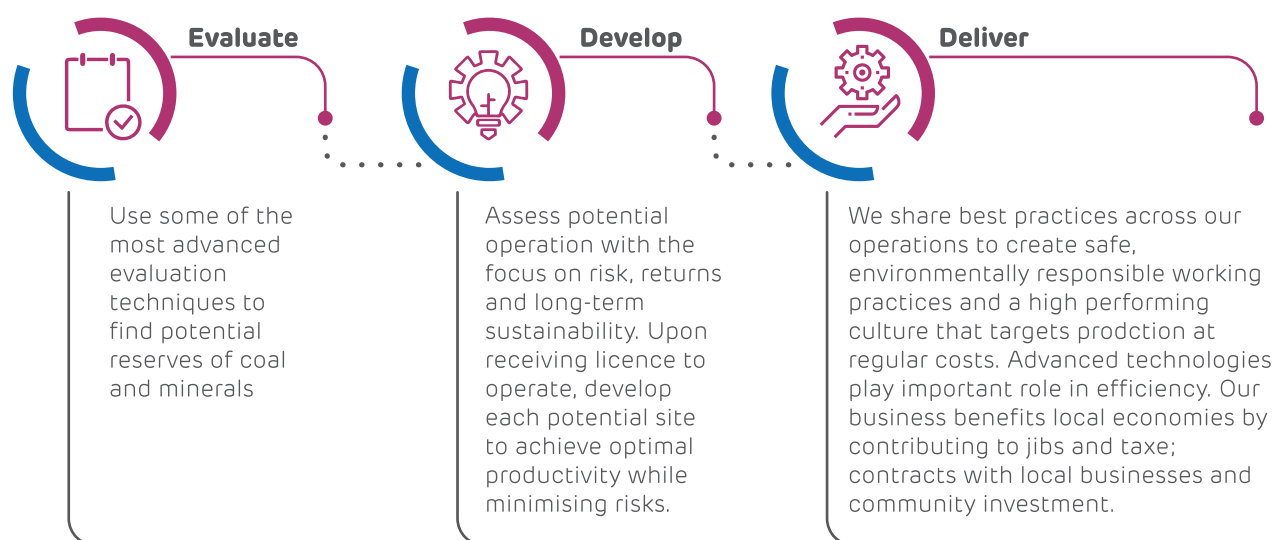


Value Creation for our Stakeholders

AEL's-Natural Resources' solutions are intended to service the power plants in India which lack the expertise, skill and resources to consistently secure raw material for power generation. The management of the mines is supported by all the supply chain partners (suppliers, logistics, employees) involved in the mining and distribution of coal. The mining is planned to be sustainable, considering the stringent Indian regulations for safe mining.

This business model proposes the creation and delivery of value for all stakeholders, which have been determined within the project development framework. The main value the project creates for the customers is

the timely availability of quality coal that meets all their needs of raw material. Within the value chain, suppliers/contractors included in the AEL supply chain can enhance their value, be part of an integrated business model while being up-dated on innovations and safety issues concerned to the mining operations. Logistics partners, could progressively be integrated within an innovative model, being aware of the operational efficiencies, thus having competitive advantage on their competitors. Employees, develop in skilled professionals by being trained on latest technologies, new procedures, instead of the usual transaction between employer and employee.









Stakeholder Engagement & Materiality

As a part of our stakeholder engagement standard under Sustainability Management Framework, our corporate sustainability team obtained stakeholder inputs from the community, suppliers and senior management to determine key sustainability issues, risks, and opportunities. Stakeholder engagement forms the critical link in identifying critical concerns that have the potential to turn into risks for the business. It also gives us an avenue to explore opportunities to operate sustainably.



Stakeholder engagement forms the critical link in identifying critical concerns that have the potential to turn into risks for the business.

Stakeholders	Modes and frequency of Engagement	Issues Discussed
Investors 	Quarterly Investor meets, Annual reports, investor communications, half-yearly financial reporting, website and email, market announcements, annual general meeting, and industry conferences.	Profitability, Business growth, compliance, Safety, Economic Development (Page no. 26-45)
Community 	Regular site visits and team interactions with leaders and communities, complaints and grievance mechanisms.	Water impact, CSR activities, employment (Page no. 54-69)
Employees 	Monthly web sessions, emails, Quarterly town-hall meetings, email, newsletters, social events, performance reviews, direct engagement between people leaders and their teams	Employment, diversity, benefits, Training & Development, Career Growth, Safety (Page no. 30-41; 46-53)
Customers 	Monthly meetings, reports, face-to-face discussions	Cost, Production, Compliance, Biodiversity, Labour laws, Air Emissions, Dust (Page no. 30-79)

We conducted a internal materiality assessment for the development of this report.

The purpose of the assessment was to define the focus areas for the report. In turn, these areas will drive our sustainability strategy and planning. The scope of the assessment covered our three operational mines, which is aligned with the scope and topic boundaries of this report. We did not include our exploration and development projects given the limited scope of the current impacts at these locations.

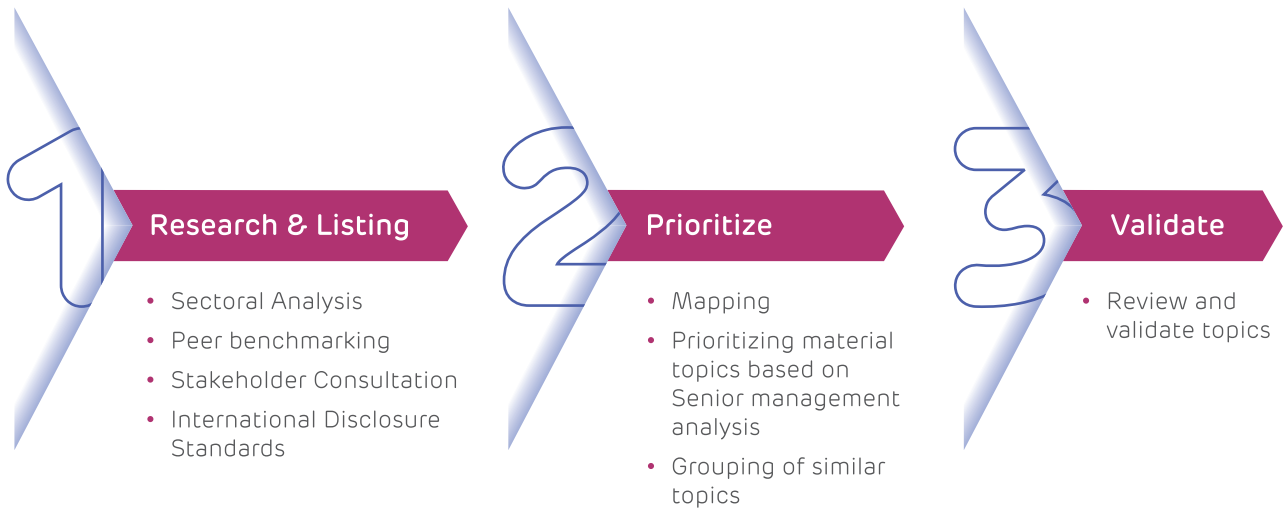
We considered a broad range of sustainability issues that are common to mining operations. To do so, we conducted peer and industry benchmarking of topics. We analyzed international standards and guidelines, such as the Global Reporting Initiative (GRI) topic-specific disclosures. Our risk management committee evaluated emerging issues that could affect our business operations as well social situations that may influence stakeholders' quality of life and perceptions of the mine.

We clustered the list of topics into categories using the GRI topic-specific disclosures as a guide. This helped refine the long list of topics into a structured, concise list of topics based on common terminology.

We assessed the topics by internally discussing with senior corporate and operations management to determine the importance of the topics. We reviewed the results alongside peer group companies' assessment.

The resultant topics were defined on a broad range of high, medium, and low importance. Topics in the 'high' range are considered material for our company and are the focus areas of this report. Topics in the 'medium' range are flagged as part of a watch-list for future review. Topics in the 'low' range are considered non-material, and while these topics may be important in some operating contexts, our materiality assessment process determined that they had a low impact on our operations. The figure below provides an overview of the assessment process.







Sustainability Strategy

Our approach to existence

Sustainability is fundamental to our ability to provide energy solutions to our customers while balancing the long-term interests of all stakeholder groups. Our commitment to corporate responsibility and sustainability—built on a strong foundation of transparency, governance, and ethics—creates value for AEL and stakeholders by helping us mitigate risks, reduce costs, build brand value, and identify new market opportunities.



Embedding Sustainability into business

Through our interconnected model we outline, how we deploy capital to execute our strategy in ways that reflect our corporate values, delight our customers, and generate profits for our shareholders. These are embedded in our Responsible Mining Framework which provides a comprehensive guidance for execution, monitoring and management of topics most important to our business. The framework is an auditable process

specification outlining mandatory requirements to implement management systems at all Adani Mining sites.

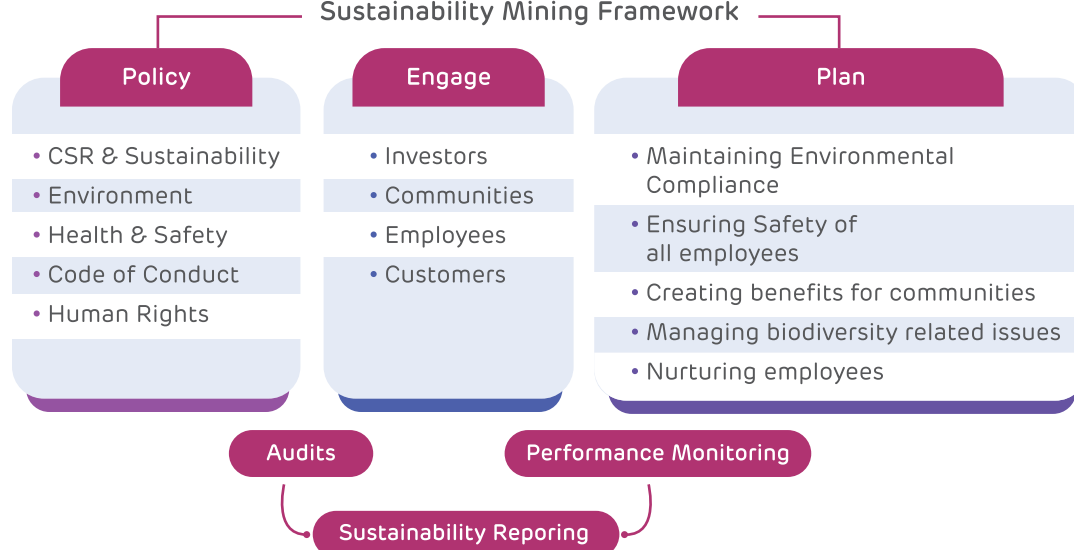
Under the SMF, we clearly define policies that guide our strategic direction to enhance economic, social and environmental performance. We engage with stakeholders to identify the most critical issues which require our action.

Sustainability Implementation



VISION: To be a world class leader in businesses that enrich lives and contribute to nations in building infrastructure through sustainable value creation.

Sustainability Mining Framework





We set ambitious goals for our company and make strategic investments to advance in the areas of environmental sustainability, and social impacts. Through our expertise, we enable more people to access energy and help address society's most complex issues—from energy efficiency, to economic empowerment and human rights. We empower and invest in attracting and retaining talented employees who enable the fulfilment of our goals.

Our effective utilization of natural resources and focus on corporate responsibility result in trusted relationships that support the growth of our business. Through these activities, we strive to solve India's energy needs, efficiently manage our workforce, improve the communities in which we operate, and, ultimately, generate financial capital that is reinvested in our business and returned to stakeholders.

The three strategic focus areas are:

Running a safe and responsible business by managing safety risks to reach zero harm and consistently generating superior returns, demonstrating our values, and leading in environmental, social and governance performance.

Protecting the environment by implementing processes of international standards and investing in technology with a goal to minimise negative impacts, conserve natural habitats and preserve resources.

Creating co-benefits for the people by undertaking development activities in the region, supporting government efforts through timely tax payments and providing livelihood opportunities to the marginalised.





Governance

AEL is committed to maintaining high standards of ethics, corporate governance, honesty and accountability, aligned with our Vision and Values, in all aspects of our business. We enact robust corporate governance processes and ensure our employees understand, and consistently abide by the code of conduct.

The Board of Directors (the Board) is primarily responsible for the oversight

of management, as well as that of AEL's strategy and business affairs. The Board ensures that appropriate governance mechanisms are in place to monitor the Company's performance, including progress and continuous improvement efforts concerning its economic, environmental and social performance. The Board has eight members, four of whom are independent, non-executive directors.

Board of Directors



Gautam S. Adani
Executive Chairman



Rajesh S. Adani
Managing Director



Pranav Adani
Director



Vinay Prakash
Director



Hemant M. Nerurkar
Non-Executive
Independent Director



V. Subramanian
Non-Executive
Independent Director



Vijaylaxmi Joshi
Non-Executive
Independent Director



Narendra Mairpady
Non-Executive
Independent Director

50 %
**Representation of
Independent Directors
on the Board**

20+
**Average experience
of top management
(in years)**

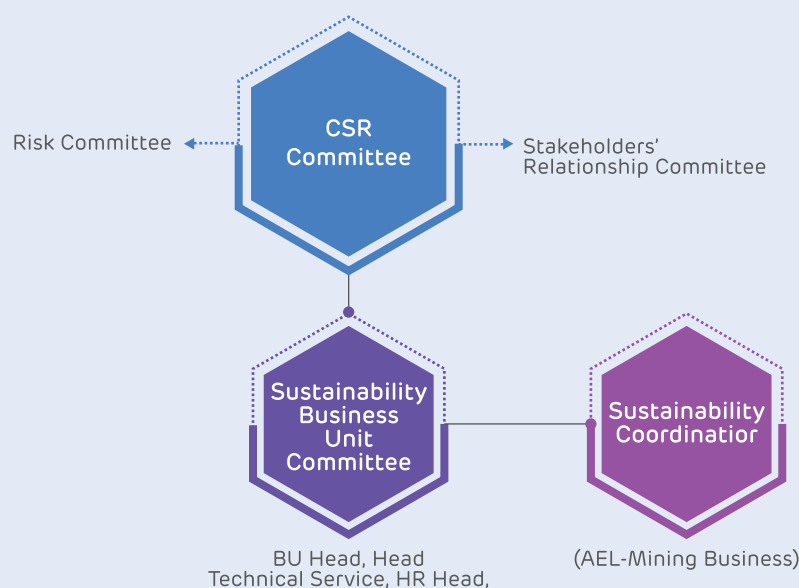



Sustainable development considerations are integrated into AEL's decision making processes, and the company's Board is ultimately accountable for ensuring we execute as per our sustainability approach.

The CSR Committee formally reviews and approves AELMining Business's Sustainability Report, confirming that all identified material aspects receive coverage in the report. Senior management has reviewed and ensured the accuracy of the data and information contained in this report.

The CSR Committee considers sustainable development matters and assists the Board by overseeing, monitoring and reviewing AEL's practices and governance in sustainability, environment, safety, occupational health, and social performance, including the human rights

and security of communities. The scope includes reviewing our annual sustainability reporting process. The Committee is informed by quarterly reports from Corporate Sustainability Leadership Committee, which is responsible for overseeing implementation of Company policies; ensuring compliance with applicable legal and regulatory requirements; and reviewing performance, and external reporting associated with these matters. The Risk Committee and Stakeholder Relationship Committee assists the Board in its oversight of key stakeholder concerns and risks pertaining to safety, environmental and social issues apart from the financial risks. At the unit level, Sustainability business unit committee takes day to day decisions regarding performance and implementation of strategy.





AEL's CSR Policy, Environment Policy, and Safety Policy also enhance the sustainable development of our operations and are supported by performance standards. In addition, AEL has a range of policies supporting ethical business principles and practices. These include the Code of Conduct, the Director Independence Policy, and Investor Relations Policy. All new employees undertake training to ensure they understand their obligations under AEL's Code of Conduct.

The Company's employees, consultants and contractors, are expected to follow ethical practices, in accordance with our

Code of Conduct and Anti-Corruption Policy. The policies are reviewed regularly by senior management and is available on our website: www.adanienterprises.com. The Code articulates definitions and expectations related to the avoidance of situations that may constitute a conflict of interest. Company representatives are expected to avoid all situations where personal interests or activities interfere or appear to conflict with the best interests of the Company, or adversely influence the proper discharge of his/her obligations, duties and responsibilities to the Company and its shareholders.

Risk and Compliance Management

AEL has established strong internal control systems and best in class processes commensurate with its size and scale of operation. We have a dedicated Risk Management Committee to ensure the adequacy and effectiveness of internal control systems including those related to the strengthening of a company's risk management policies & systems. The senior management team delineates the overall tone of risk management through its corporate values, clearly assigned risk responsibilities and an exacting review mechanism.

As a proactive organization, we believe in preparing ourselves for the uncertainties. In line with this, we have developed and established a comprehensive risk management system in accordance with ISO 31000: 2009, that facilitates identifying both internal & external risks. Within the business, Corporate Risk Management Cell (CRMC) works with each business vertical to establish and monitor the specific strategic, financial and operational risks. CRMC is responsible for assessing each risk and determining which of them are critical for the business

which in turn is addressed on priority. Risk assessments are regularly conducted using approved criteria to determine the likelihood and seriousness of risk events and to identify potential impacts. Material Risks identified in this process are managed through the implementation of risk controls that are monitored and audited regularly for effectiveness. For day-to-day operational risks, we have implemented "Legatrix", a software-based solution to manage compliance. "Legatrix" enables senior management with a onestop view of the organization's compliances & control mechanism through comprehensive compliance dashboards & provides necessary information at the operating level by creating a comprehensive matrix on laws and its management. A fullfledged legal, as well as environment department, has been established specifically for Mining business to ensure compliance with various rules and regulations including Environmental Laws. No cases of corruption, environmental and social Non-compliance were reported during the reporting year.



Challenges & Opportunities

Covid-19 impact on business & our strategic response

As the world grapples with an unprecedented crisis due to the outbreak of Covid-19 pandemic, our mining activities have been significantly impacted. With strong measures to contain the spread of virus & ensure the safety and well-being of our personnel, we have stood the ground by reevaluating our operating plans with the addition of enhanced safety control norms.

Although different industries across the economy like key end-use segments such as power, steel and cement have suffered a huge setback due to the pandemic, the demand for thermal coal remains robust to meet the power requirements of the country although coal prices may see a downward trend.



Changing Regulatory landscape

Government of India's new The Mineral laws (Amendment), 2020 Bill has removed end-use restrictions for participating in coal mine auctions and open up the coal sector fully for commercial mining by domestic and global companies. This is favourable move for Indian private mining companies such as ours who can now participate in auctions transforming the mining sector in the country, boosting coal production and reducing dependence on imports. Adani Enterprise limited- Natural Resources business is well positioned to take advantage of the new regulatory framework.

AEL is on top of the regulatory changes and closely monitors any policy movements that may impact the business. To that extent, AEL also participated in new consultative process such as the proposed Environment Impact Assessment (EIA) Bill 2020 under the Environment Protection Act, 1986; The Industrial Relations Code 2020; Code on Social Security Bill, 2020 and Occupational Safety, Health and Working Conditions Code Bill, 2020.



Safety is our topmost deliverable

The company has a well laid occupational health and safety policy, with the following objectives:

- To develop the culture conducive to safe working in the mines and beneficiation plant.
- To improve working conditions and environment.
- To propagate safety measures and create safety consciousness among workers supervisions and officials.
- To train work as well the supervisors in their respective fields of operations.
- To reduce scope of accident and to aim at accident free performance.
- To adopt measures for improvement in health standards.
- To ensure that no long-term ill effects on health due to beneficiation and industrial environment

Improving the safety quotient every day!

395

No of Employees

496

No of Workers

0

Fatality Rate per Mte
of Coal Mined

0

Serious Accidents

217

Nos. of Training
Conducted

3247

Employees Trained

Caring for health and wellbeing beyond everything else

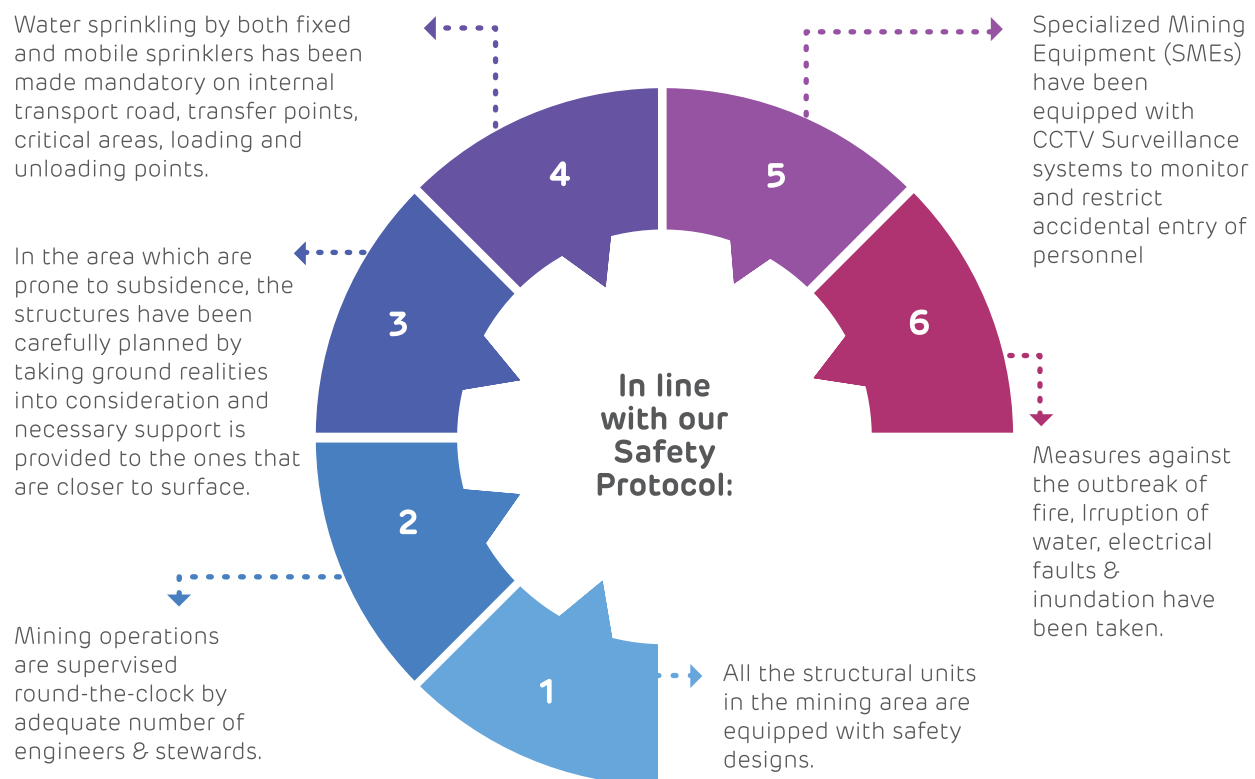
The safety and wellbeing of the people we employ, contractors we engage and communities in which we operate remains our topmost priority.

We are aware that operating in mines is a risky affair and any misstep on our part is likely to cause serious injuries and casualties. By nature, mines are also meant to be dynamic. Operating in a dynamic setting mandates implementation of the highest standards of policies and practices that undergo routine checks.

We are also cognizant of the fact that to continue creating value for our stakeholders, "improving our safety

protocols" is vital and therefore we have been investing significantly in our people and capabilities to ensure a safe and healthy working environment at our operational sites and offices.

Through our continuous efforts, we have developed Standard Operating Procedures (SOPs) in line with best practices of the world for every single role that is a part of our mining activity. Right from mining at deeper locations, movement of vehicles, handling of chemicals and extraction of coal; each aspect of the job is performed under strict adherence to established practices.



The Risk Management Committee oversees measures for safety in the organization. We have also constituted a senior management safety committee along with the Pre-Trip Inspection (PTI) Safety Committee which implements the health and safety policy and sets our annual safety targets.

Leveraging technological knowhow, we have put to use integrated security command centre at PEKB that igves a holistic view to the security team duly covering surveillance and safety. The centre uses video analytics to provide intelligent operation control and incident management system. The technology helps our engineer to monitor real-time activities by transmitting the required data to base offices. This has been instrumental in preventing casualties & injuries especially in our mines.

Our engineers, contractors and workers undergo extensive training to operate in a complex environment. Safety In-charges, engineers and stewards receive best in class infrastructural support to keep round the clock vigil in identifying and averting any incident likely to cause harm and incur loss of life and property. As a routine practice, every single person present at our mines is given PEP talks before the works start to introduce them to the work that lies ahead in the day and necessary precautions that must be taken. To strengthen our understanding about what could possibly go wrong at mining sites, we organize regular training programmes and awareness camp in association with certified training consultants.

Safety Committee	Number of Members FY' 2019-20	Percentage of Total Workforce
PTI Safety Committee (Mine Level)	35	7.2
Safety Committee for Washery & CHP	17	4.13

Inculcating responsible behaviour & safety consciousness through multi-level monitoring

To avert occurrence of incidents, improve awareness & enhance safety standards, continuous assessment and analysis at each stage of risk is indispensable. At our mining sites & office locations, we have vigorously pursued multi-level monitoring of various risks by building capabilities to anticipate, identify, evaluate, control and monitor every incident that is likely to cause harm.





ANTICIPATE

- Job specific risk assessments to understand the nature of hazards & exposure levels for workers & employees engaged across all parts of our operations
- Design of mine plans, wells and equipment to prevent incidents
- Use of finite element computer simulations to predict the magnitude of surface strain, ground movement and slope. Scientific data for such models are collected before the actual mine operations are start

IDENTIFY

- Detect operational and process safety incidents like outbreak of fire, inundation, air blast, sudden rush of back fill material, hazards due to failure of pit slope, waste dump, surface fire/coal stack fires and possible dangers due to storage of explosives
- Compliance with quality assurance standards (ISO : 45001)
- Development & Implementation of standard operating procedures (SOPs) at site levels

EVALUATE

- Inspection, maintenance and improvement of site infrastructure to protect our people and assets against the identified risks
- Regular review of the safety measures to control any eventualities
- Deployment of site wide initiatives for preventing hazards identified through our risk assessment process, safety audit programs, and incident investigations

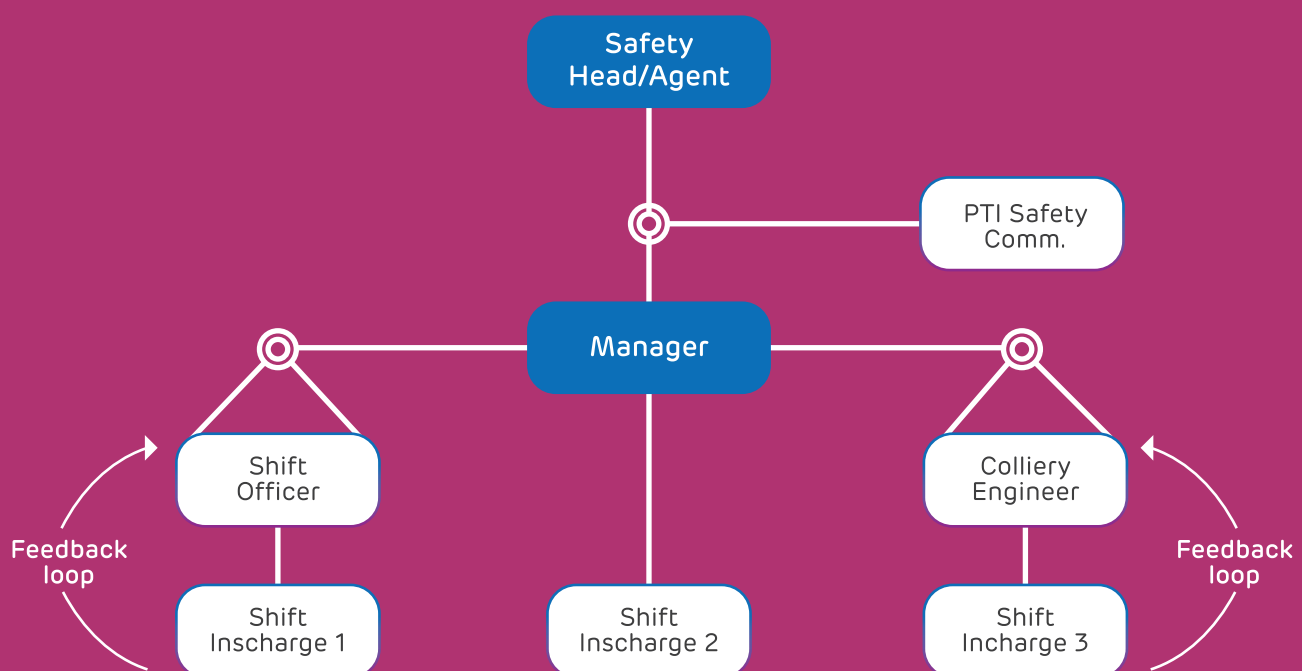
CONTROL

- EHS Training & Awareness programme for workers, contractors & employees
- PPE kit for each & every personnel
- Working together with contractors to address concerns wherever required

MONITOR

- Safety Protocols & incidents are regularly updated & reviewed by site in-charges, safety officers & finally the risk management committee
- Monitoring of adverse weather conditions including ground stability and pressure/temperature of materials by subject experts
- Continuity plans and emergency preparedness systems

Safety Organisation at Mine



Monitoring our performance year-on-year

SI No.	Parameters	2017-18	2018-19	2019-20
1	Fatal Accidents	0	0	0
2	Non-fatal Accidents	1	0	0
3	Number of Near Miss Incidents	2	11	7
4	First Aid Cases	1	0	0
5	Total Man-Days lost due to accidents	6	12	0
6	No. of Occupational Diseases	0	0	0
7	Frequency rate of Accident	0.54	0	0
8	Severity Rate of Accident	3.22	0	0

Process Safety



Our modus operandi is developed in accordance with the guidelines of "Director General of Mines Safety" (DGMS), Ministry of Labour & Employment (Govt. of India). The deployment of all our equipment, machinery, apparatuses, appliances and other materials are in tune with the requisite Indian & International Standards (under IECEX) and DGMS Testing Protocols. Submission of necessary reports to govt. have been made ensuring compliance with relevant technical requirements.

Occupational Safety



Coal mining, without adequate precaution can be hazardous. Anticipation of hazards & job specific risk assessment has helped us improve the identification of occupational illness and gain more effective control of causes of that attribute to such. All our site activities are run by a safety protocol that has been designed as per site specific peculiarities to support efficient site operation minimizing identified health and other risks.

As a part of this protocol, we have equipped all our site personnel with extensive training, counselling and insurance support in addition to

personal protective equipment (PPEs) and hearing protection devices. For immediate & timely help in case of any minor injuries, we have equipped all our mines with adequate First Aid Centres & other necessary infrastructure. Additionally, we have been practicing "periodic rotation of shifts" to help minimize exposure to occupational health hazards for our workers & employees.

Respiratory illness is a major occupational illness at coal mining sites. To prevent respiratory hazards from dust along the main mineral transportation road (inside the mine),

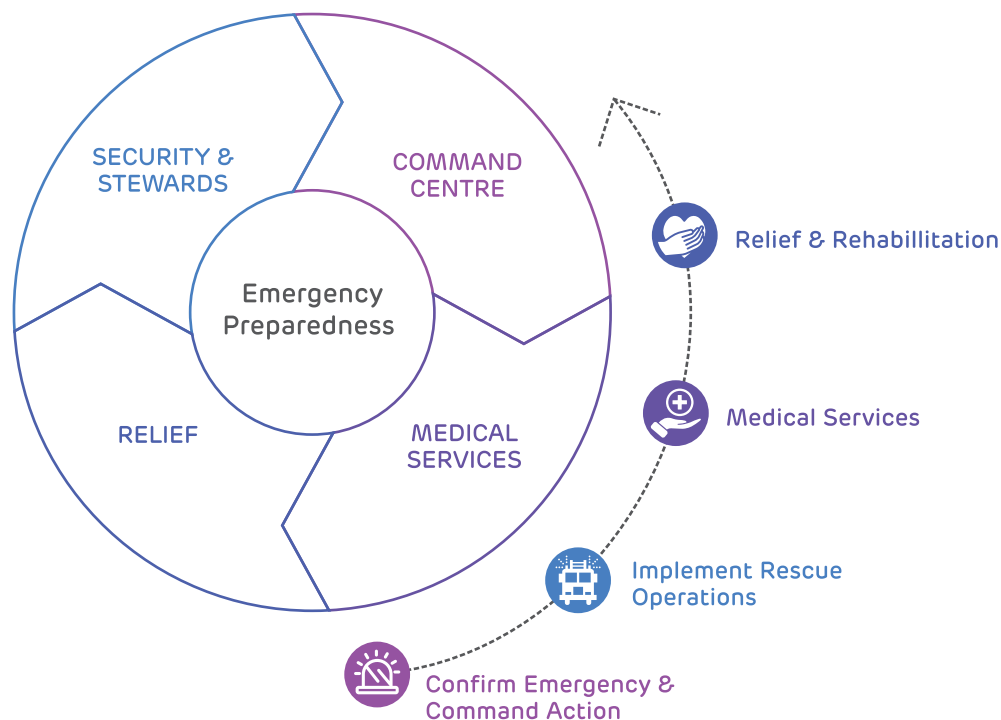
approach roads to the mine, stockyard & siding various measures have been taken including:

- Dust suppression systems (water spaying) at faces before and after blasting and while loading of coal
- Water spraying on roads, fixed sprinklers with dimers on haul roads
- Leak proof transport vehicles with regular maintenance
- Provision of tree plantation & dense vegetation cover around the mines

Emergency Preparedness



Our emergency preparedness is defined by speed, accuracy and effectiveness of recovery. It rests on four core elements – Command, Security & Stewards, Ambulance services & Relief & Rehabilitation.



Our Initiatives - Training & Development



To build and develop capabilities, imbibe resilient management systems and encourage leadership & responsible behaviour at our work sites all our employees, workmen & contractors are extensive trained with job specific requirements. Our endeavour through Mock drills, height training, fire-fighting workshops, celebration of "Safety Kumbh" and Fire Safety Day has increased the awareness level of our employees and reduced safety response rate. Every year, during Safety day celebrations, we recognize best practices and honour our workers and employees who have made contribution towards upholding & implementing our safety protocols.

Workmen Safety Induction



Every person prior to entry into the mining area is made aware of the safety precautions through pre-loaded video module. New employee including the ones engaged by contractors undergo eighteen days mandatory induction prior to securing authorization for work in specific jobs in the mine area. Prior to induction, which spans over two weeks, they undergo audiometry, spirometry & eye tests in addition to skill test as a part of their health screening. In addition to this, they are also trained in all other general aspects of safety & health to Improve control & prevent occurrence of incidents.



Re-orientation Training



Workforce whose nature of job or in future 'designation & work location' might change undergo three days training on safety prior to their authorization into the mine. Annual Safety Refresher training was also imparted to Site Supervisors and Crew to create zero accidents in carrying out tasks every day.

Specialized Trainings



We offer specialized training for our workforce who perform extremely critical role in accordance with mine rules, safety protocols, EHS policies and relevant standards. We have incubated/tied-up with Vocational Training Centres impart some specialized training to all our workforce. Few of the topics which are covered are as:

- Monsoon Preparation
- How to stabilize the dump failure
- How to do effective blasting with minimum resources and maximum output
- Following the traffic rules and regulations into the mine premises
- Following the code of practices about different machinery and operators

In the reporting year, 3247 employees and workmen were trained on various safety parameters such as fire safety.





Investment in Health & Well-Being



Building a resilient organization is only possible with a workforce that is healthy, agile and fit to undertake operations and push boundaries. With significant investment in health and wellness programs we have increased our productivity and ensured greater employee satisfaction across all levels. During the pandemic we ensured that our employees, workers and their families are protected through the crisis. For critical operations that continued, we implemented several health and hygiene measures including emergency response for Covid, Virtual doctor consultations,

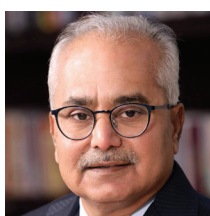
Online guidance on mental, emotional, and nutritional health in addition to govt. mandated directives.

Throughout the reporting year we increased our investment in

- Health check-up for all the employees, contractors and workers by dedicated team of doctors. (online during Covid-19)
- Sports and fitness initiatives
- Seminar and workshops on mental health, yoga, stress management and meditation we also understand that a healthy workforce is a product of a healthy environment. To improve workplace safety, reduce costs related to absenteeism and maintain continuity in the business we have strived to:

- Ascertain the risk matrix across all our operational sites
- Investigate on concerns that might become harmful and result in respiratory or musculoskeletal illness
- Develop the surrounding areas of mines to reduce dust and other irritants

In addition to pre-employment medical screening, we organize regular medical check-ups for all our personnel to monitor their health & well-being. Some of our routine tests include blood tests for traces of heavy metals, hearing tests and respiratory and lung function monitoring. Moreover, we conduct regular biological and radiation testing for the staff & workers exposed to hazardous chemicals.



Calm in Crisis

To help our employees plan for a crisis, embrace uncertainty and staying in control when times get tough we organized a session with Gurudev Sri Sri Ravi Shankar. The event was presented by G V Prasad- MD & Co-Chairman, Dr. Reddy's.



Against all Odds

Kapil Dev joined us for a session to motivate our employees. He stressed on building optimism and developing positive thinking to overcome all odds. The event was presented by M V Ramana, CEO, Branded Markets (India & Emerging Markets) at Dr. Reddy's.



Strong Financials amidst changing external environment

A strong balance sheet combined with a resilient business model has strengthened our ability to create value for our shareholders during uncertain times. In the current scenario, we have re-evaluated our operations, and are closely looking at opportunities by aligning our strategy with changes in external factors affecting our business.

Despite challenges accruing from a slowing domestic economy & outbreak of a global pandemic, the

Financial year marked another year of our robust performance, driven by stronger growth in coal production across all our mines. Our PEKB mine reported a stable growth in domestic coal production during the year-taking the ROM to 15 MMT.

During the reporting year, the organization entered into long term MDO contracts of, Bailadia iron ore mine (10 MMT) and Suliyari coal block (5 MMT) taking our total production capacity to 72 MMT.

With significant investment in our people & resources we have been able to augment our extractive capacity with each passing year. The commissioning of new projects in the reporting year have strengthened our portfolio across high-value growth projects and help our business stay strong and sustainable.

With the recent reforms in commercial coal mining getting implemented, we are confident to attract more investment from global investors and get access to latest technologies. Additionally, the permission to excavate & sale methane including other minor minerals present in the coalfields is a favorable opportunity to advance our capabilities & contribute towards harnessing India's rich potential.

Particulars	FY20
	Amount (In Cr.)
Total Revenue	1,910
Operating Expenses	790
Employee Benefits	65
Finance Cost	347
Depreciation	100
Other Expenses	110
Total Expenses	1,412
PBT	497
EBITDA	944



Our People make the difference!

Our business model is built by people who are instrumental for the progress of our work and sustainability of our operations. We are committed to attract and train the best people across different geographies and help them develop into professionals, who can handle challenging assignments under dynamic working conditions and help us run some of the most remote and operationally challenging mines.

In building an organization of future, our people practices encourage professionalism and promote individual dignity, and advocate respect for human rights. In addition to the applicable statutes, our human resources initiatives are driven by our commitment to operate in consonance with the UN SDGs, United Nations (UN) Universal Declaration of Human Rights, and the applicable International Labour Organization (ILO) core conventions on Labour standards.



United Nations
Global Compact



In line with our people's centricity and people first approach we undertake following initiatives to build and maintain a high-performance organization with best in class people

Employee Engagement Initiatives



We believe it is the happy and engaged employees who contribute the most towards creating a rewarding experience for our workers, contractors and other stakeholders. We have taken various steps to improve bonding between employees, develop teamwork and increase cohesion among employees from diverse regions. Worth mentioning are Town Hall sessions with CEO, Pre-Diwali Celebrations and talk shows with leading personalities.

We also encourage our employees and their family members to participate in fun activities, webinars that focused on health,

sportsman spirit, mind detox and other interactive sessions for ensuring well-being of our colleagues and their family members.

Every year we also organize networking and peer to peer learning events across all our mines where employees from different sites interact and learn from each other's strength and mistakes and enable sharing of technical expertise. In addition to keeping our workforce engaged and motivated, we also empower them through requisite training to become responsible and responsive professionals and take crucial decisions with utmost sincerity and diligence.

The 'Adani Parivaar' Philosophy

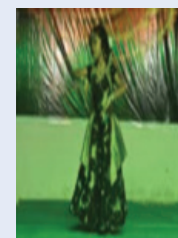
To make employees feel connected, valued and respected we have envisioned a philosophy of belongingness that has helped us foster warmth and develop camaraderie among people. All our employees are a part of one big family, which we proudly call the 'Adani Parivaar'. It is here that we regularly take up Celebrations of birthdays, festivities, family day functions and events like Town Hall (where the CEO addresses the entire workforce),

Mr. Vinay Prakash, our CEO, and Mr. Pranav Adani, Director, Adani Enterprises Limited engaged with the employees of AEL - Coal & Mining on a theme-based Town Hall session. They addressed the gathering about the importance of "ESG – Environment, Social, and Governance" and debriefed APEX discussions. The session was organized at Adani House, Gurugram and all other business locations were virtually connected through video conference.



Pre-Diwali Celebration

To celebrate the festival of lights, a pre-Diwali function was organized at Parsa site where employees and their families participated in a series of events including music, dance and games which was followed by a festive dinner.



FASTag Help Desk

A FASTag info session was organized for all Adani House employees in association with IDFC Bank which helped to clarify their concerns about the mandatory norm on national highways.



In managing our human resource programs, we focus on the following key principles:



Compensation and incentives



To recognize professional's competence, seniority and retain expertise across key functional areas we provide competitive compensation that is best across industry standards. All our employees and their immediate families enjoy medical insurance benefits as per company's insurance policies. Our employees are covered under ESIC & EPF benefits in addition to our group's insurance against workplace accidents. Our workers at each location can avail health benefits at local hospitals as covered under free medical insurance.

In addition to the fixed compensation and insurance benefits, we ensure variable compensation pay to acknowledges the level of dedication and the results achieved based on our business performance each financial year. For more details, please refer to Annual Report FY 19-20 Page no. 234-235, 243-246, 251, 254-256, 288

Rewards and Recognition Programmes



We value the exceptional work that our people do and do not treat them as mere employees working for the company but as entrepreneurs who are free share to their ideas & opinions in doing things differently. Exercises like the 360-degree feedback mechanism and two-way communication have bridged the gaps across organizational hierarchy and helped us promote a healthy work environment.

To recognize employee contribution and build motivation of our workforce we have introduced various awards like Employee of the Month, Spot Recognition Awards, Communication Champion Awards, Pratishta Awards etc. that appreciate individual contribution at regular intervals. Organization-wide practices like these promote employee engagement and satisfaction, which in turn encourages them to give their best at work.



Investment in Human Capital



In managing our human resources we follow 3 Principles that guide all our employee related initiatives and programs.



Employee Strength



We have always believed that growth and sustainability is built on an organizational culture that respects employee diversity and is inclusive to everyone regardless of their gender, age group, race, nationality, or religion. We employ people with diverse backgrounds and innovative ways of doing things.

We have endeavoured to build a workplace that encourages employee to learn and respect different cultures, languages and festivals. This has been implemented through celebration of Ganesh Chaturthi, Christmas, Eid...and other such events.

Employee Strength

Seniority	Male	Female
 Permanent	554	15
 Contractual	490	0
Total	1044	15

Employee Details

34
Number of management (or executive/ officer grade employee (Nos.)

5.23
Ratio of non-management cadre to management cadre employees

8.8
Employees Turnover (%)

Incubating a culture of Learning



Digital disruption, advancement in automation, rapid evolution in technologies, and changing regulatory framework demands continuous skilling, upskilling and reskilling of workforce to adapt to new working environments and come up with ideas & solutions to beat the competition and respond to any eventualities.

We ensure that all our employees and the management constantly equip themselves with new skills, technical know-how to upgrade their knowledge and come up with innovative ideas. This is annually audited by HR and closely monitored by senior managers. Creating a culture of continuous learning also entails the following benefits for the organization as a whole:

- The more employees learn, the more they can contribute to the organization.
- It is more cost-effective to invest in training and development of existing employees than hiring new ones. Training and development programmes for employees also help in reducing attrition
- Opens career development opportunities for employees which not only makes them feel valued but also enhances their productivity.
- Collaboration with Leading Institutions for Experiential Learning

Training Details

16,062

Total training man-hours

1,278

Total training man-hours of on-roll employees

14,784

Total training man-hours of contractual employees

15.17

**Learning [or training] opportunities
(hours per employee/year)**

E-Learning License – The company has obtained an e-learning license for Harvard Manage Mentor to encourage learning and leadership development skills among its employees.



North Star Training Programme – To encourage the spirit of learning and development in employees we in partnership with Emeritus Institute of Management Singapore have launched executive management programme. The course module is designed to sharpen the application of management techniques and framework by means of case studies, discussions, projects etc.

Post Graduate Diploma from AIIM – To equip professionals with interdisciplinary approaches to problem-solving in areas like infrastructure, energy, health care, education etc. we have developed Post Graduate programme in Infrastructure Management from Adani Institute of Infrastructure Management (AIIM). The programme focusses on enhancing industry experience and understanding of technical processes that are a part of critical mining operations.



Performance Review Training Programme

We organized a two-day Performance Review Feedback Training programme for reporting managers at Shantigram Township. The programme aimed at enhancing an participant's performance and work efficiency by providing frequent and continuous feedback.

In addition to this, we also run a number of certification and training programmes. Some of them include the NDT-Level ii (non-destructive testing processes), Effective Industrial Relations strategies and community liaising which help the organization with a number of statutory clearances in the shortest time possible and help us in promoting a healthy, safe, productive and a people-friendly work environment for the employees.



Fostering Inclusive and Sustainable Growth of Communities

Our support system

Mining Sector offers a unique opportunity to create social benefits for all stakeholders including employment, Economic development of local economies and building of infrastructure. Being an entity that can invigorate social change, comes with its own challenges. The intrinsic way the business is conducted may result into increased pressure on local infrastructure and stress the natural resources. This may be a cause of

dissatisfaction between the company and the community and may result in delays in projects, and in turn increased project costs.

We recognize the importance of establishing good relationships with communities surrounding our mines. Robust relationships built on a foundation of trust are critical throughout the entire mining cycle, from exploration and development

adani
Foundation

जीविकोपार्जन पर आधारित

through to operations. We view them as an essential part of securing our social license to operate.

Community engagement is key to our approach to community relations. We aim to engage with those affected due to mine activities as early as possible to build a strong foundation for the development and operations stages of our projects. During the project conceptualisation phase, we conduct Environment Impact Assessment (EIA) and Social Impact Assessment (SIA) which forms the basis of our engagement with communities. The communities are prioritised based on the extent of impact on them due to mining activities.

As part of Indian obligation under the Corporate Social Responsibility Act, 2013 and The Mines Act, we ensure compliance with the norms. We do not deter from making investments beyond the compliance requirements for it is the

community development that takes the precedence. In order to ensure that investments are rightly made to support community aspirations, we have orchestrated a CSR Policy that guides our actions, priorities and responsibilities. Aligned with the policy prerequisites, each site identifies its own local priorities based on the broad social challenges facing the communities. The teams along with Adani Foundation, a society established under Adani Group, prepares executable annual action plans and budgets for all programs. Adani Foundation leverages the expertise and integrate funds from various Adani group of companies to make meaningful impact in the communities.

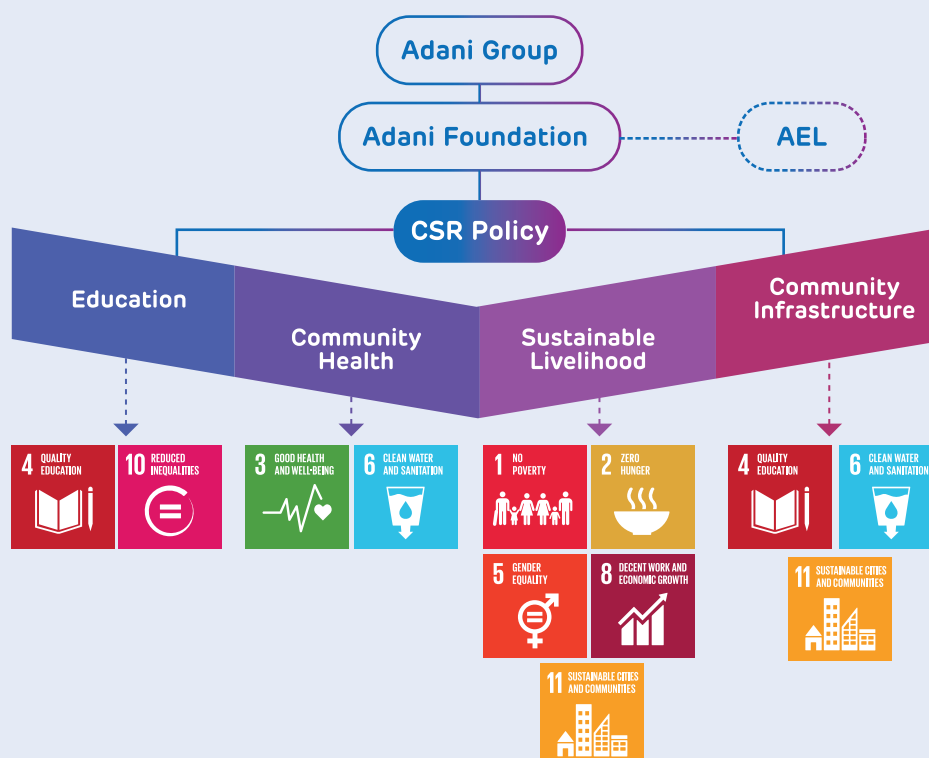
Our interventions are planned to be implemented in a phased manner so as to nurture the societal fabric while addressing some of the most critical social challenges faced by communities. This is the reason, in some of our projects the impacts are visible only in the medium term.

The CSR committee is the key custodian of monitoring the CSR policy and activities in the company that are designed to drive sustainable social and economic growth of the local communities. It delineates a policy of proactive engagement with key stakeholders to discover opportunities and solve challenges in an open and transparent manner. Building and maintaining strong and meaningful relationships with the communities throughout the mining cycle is considered the main priority of the business. This committee also directs and oversees the strategic guidance and supervision of developments to address the sustainability requirements of the company.

Main Tenets of CSR

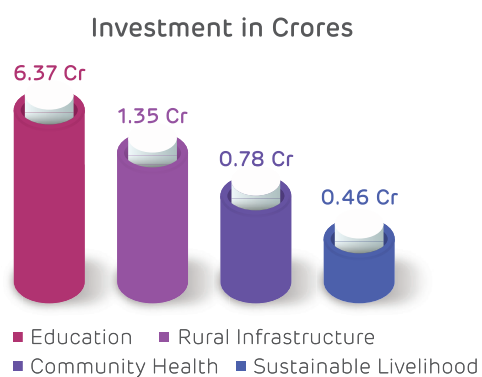


The majority of social and economic initiatives under the CSR programme are targeted towards marginalised and underprivileged sections of the society. These initiatives can be classified under four core areas – Education, Community Development, Sustainable Livelihood and Rural Infrastructure. Under each of these core areas, flagship programmes have been launched that have received praise from the community and the industry for successfully driving societal change.



Direct Beneficiaries:
5556

Indirect Beneficiaries:
3857



For more details on CSR impacts, refer to our Adani Foundation's Annual Report FY 19-20 at https://reports.adani.com/annual_report_adanifoundation/index.html

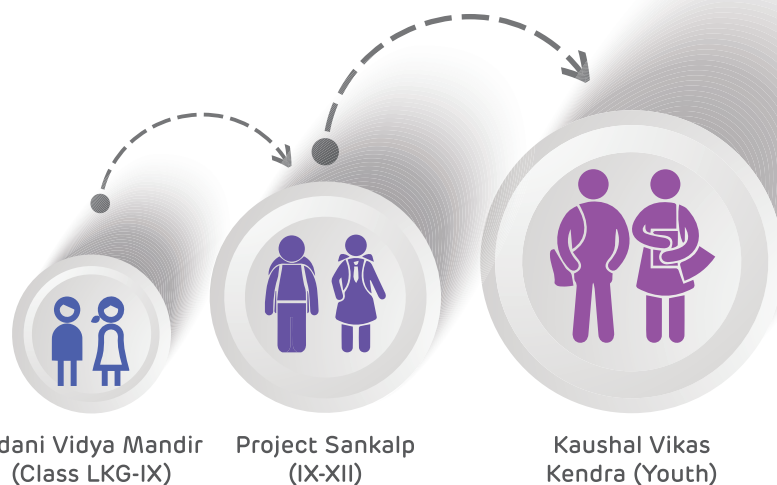


Education

Education is the most effective tool for transformation and, therefore, contributes towards making a better society and a prosperous nation. We mostly operate in regions, where there is a dearth of quality infrastructure to support educational needs of children and limited resources available with families to send children to school consistently, throughout the year. In many situations, children are pulled out

of school to support as an earning member of the family during the peak harvest season.

Aligned with our vision to nation building, we support children of marginalised community and youth through free-of-cost, high-quality education and skill training.



Adani Vidya Mandir- Enabling the skillforce of tomorrow



Adani Vidya Mandir (AVM) is the one of the first flagship programs of Adani group, built on the concept of access to free quality education for children. It is the first CBSE affiliated private school in Salhi, Surguja District, Chhattisgarh that caters to 672 students enrolled in various classes from LKG to Class IX. The school provides cost-free quality education to children belonging to economically challenged families. A holistic curriculum of AVM focusses not only on academics but also co-curricular activities, and nutritional development

of children making it one of the winning education models in the country. The school is equipped with world-class facilities such as art room, audio-visual room, sports, dance and music room. As an additional measure to encourage the families to send their children to school, free transportation, school uniforms, text books, breakfast and lunch are provided all students at no additional cost.

672
new enrollments in LKG
to Class IX

Project Sankalp



Project Sankalp is our special assistance project that prepares students of class X & XII to appear in the competitive exams, confidently. Through one to one mentorship mode, special attention on subjects such as Science,

Mathematics and English is given to select students appearing for the board examination.

78
students supported



Kaushal Vikas Kendra



India is a country with rich demographic dividend, meaning majority of the people living are in the working age and can contribute to overall development of the nation. Economic development of India can be accelerated if we eliminate the gap between demand and supply of skilled human resource. In areas close to our mines, we set up Kaushal Vikas Kendra – Centre of Excellence for imparting skill development training to youth and ensuring their

employment under National Skill Development Council (NSDC) guidelines. The centre at PEKB is equipped with facilities to provide skill training in fields related to Sewing Machine Operator (SWO), Fitters, Welders, Electricians and Hospitality. This state-of-art centre also has a hostel, kitchen and dining/recreational areas facilities for students enrolled in long duration residential training programs.

Digital Gram



In line with Government of India's ambitious project to digitalise Gram Panchayats, we have partnered with Gram Panchayat Parsa, Shivnagar and Ghatbarra in Surguja District, Chhattisgarh to promote computer literacy. Under this project, local communities are provided basic computer education, and are sensitised to make digital transactions.

Adani Surguja Football Academy (ASFA)



ASFA was established in Ambikapur, Chhattisgarh, to promote and prepare aspiring footballers for international and national sports leagues. The football training is offered free of cost to underprivileged, and talented players of the region, aged between 10-17. This residential academy grooms

the budding players from rural corners of India to show their excellent sports skills at the district, state and national level.

46
Students enrolled





Community Health

Equality in health is the foundation to achieving equality in other important socioeconomic areas such as education, pay, access to resources and wealth. Health tragedies for individuals impose massive economic, productivity, and social costs on business and governments around the world. The areas that AEL - Mining operates in are mostly remote where communities have limited access to basic healthcare. To overcome these barriers, affordable and accessible basic healthcare facilities is an interest area where we invest.

**Target Based
Intervention
SuPOshan**

**Community
Based Projects
Mobile health
care units, Health
camps, Project
Sanjeevani**



Project SuPoshan



One of the toughest challenges facing India is a double burden of malnutrition- a combination of conditions such as undernutrition and obesity. Project SuPoshan strives to address these two health challenges by using a life-cycle approach that includes community-based management. The project targets children under 0-5 years of age, adolescent girls, pregnant women, lactating mothers and women in the reproductive age. A balance of curative and preventive aspects defines the SuPoshan strategy, which aims at reducing and

eventually eliminating malnutrition and anaemia. Women from the community are trained as SuPoshan Sangini's to spread awareness, provide referrals and promote behavioural change among the target groups to achieve the objectives of the programme. Monthly health camp, conducted as a part of Project SuPoshan, saw active participation from members of communities who live near our project site.

5000
people benefited



Mobile Health Care Unit (MHCU)



Mobile care Units (MHCUs) are deployed to bring basic healthcare services to the doorstep in remote rural areas. These units offer free of cost general health check-up facilities and primary level medical treatments at village level apart from spreading awareness on most common health issues, from time to time.

The Mobile Health Care Unit located at Raigarh treated 1,399 patients during the month of November

Around 592 men, 558 women and 249 children have received treatment so far for various ailments at the MHCU



Mega Health Camps



Mega health camps are organised periodically to offer free of cost health checkups and administer necessary medication. Specialist doctors of ophthalmology, ENT, gynaecology, etc. participate in these camps based on the specific needs of the community.

1200
patients attended
3 Mega Health Camps



World Toilet Day 2019



Students of Milupara High School commemorated the World Toilet Day on November 19. The students led a march through the neighbouring areas to raise awareness about the benefits of using a toilet, the importance of maintaining clean and hygienic toilets and the ill-effects of open defecation.

Project Sanjeewani



This project has been launched as an integrated health programme to address the health situation in the villages of Surguja District, Chhattisgarh. The objective of Project Sanjeewani – W is to increase the role of rural women in creating an accessible and gender-just health service within the village. It provides a platform to the people of the community to debate and discuss on health issues and bring to focus transformative ideas on health, hygiene, sanitation and safe motherhood.



Sustainable Livelihood

The sustainable livelihood programme of AEL - Mining is geared towards empowering lives and broadening the scope of economic opportunities. This programme is focussed on building social capital by promoting the collective strength of the communities through women cooperatives and by introducing latest farming techniques to enhance the income of small and marginal farmers.



Project Annapurna



Project Annapurna ensures food security by promoting sustainable agricultural practices. Under the programme, small and marginalised farmers, affected by the mines project, are trained to adopt sustainable agriculture practices. Increased use better quality seeds, latest tools, good quality agricultural manure, organic pesticides and vermicomposting leads to increase in yield and thereby more profits. This need-based, participatory initiative is location specific and varies as per the local context.



As part of this project, collective spirit of farmer groups is harnessed for wider adoption and benefit from economies of scale.

600
farmers benefited



Project Vasundhara



Project Vasundhara, initiated in 2016, focuses on enhancing the income of small and marginal farmers. It encourages effective resource management through a participatory approach while promoting eco-friendly income generating activities that ensure the participation of women. The project also develops "Vasundhara

Farms" as a replicable model and encourages collaboration to follow best practices in farming.

50
farmers benefited



Project Unnayan- Women Cooperative



Women are the backbone of any society and have an equal place in decision making as the men. Our Women led Self Help Groups (SHGs), empower women to make economic decisions for themselves and their families. A single unit consisting of 10 women belonging to the same socio-economic status sit, engage and collaborate on various individual and community concerns. around 25 such units-SHG in PEKB have come together to form a women's cooperative – Mahila Udyami Bahuddehi Sahakari Samiti (MUBSS) that has taken charge to alleviate themselves from the below par socio-economic status. From stitching uniforms and bags, to manufacturing sanitary pads for use in villages, -utility

cloth bag, processing and packaging of quality spices, wheat flour, moringa leaf powder, manufacturing of white phenyl, supply of potable drinking water, stitching of school uniforms and cooking midday meals for students of AVM, the women have forayed into a diverse range of business models.

This 250-member group is charting an inspiring story of change with their rural group entrepreneurship model. MUBSS today has become the only women's cooperative from the state of Chhattisgarh to market its authentic and rustic line of products on India's leading e-commerce platform – Amazon.in.



Community Infrastructure

Infrastructure is critical to support other critical needs of the people. By strengthening rural infrastructure, our aim is to accelerate the economic growth and wellness of regions where we operate.





Jeevan Amrit- Providing Clean & Safe drinking water

One of the primary needs of the communities is water, and without access to clean and safe drinking water, the basic rights of people is compromised. We make progressive investments in strengthening rural water infrastructure by repairing hand pumps. We have also installed new handpumps with tap water facility at accessible locations in the village that reduces the drudgery of women.

In our PEKB mine area, Project Jeevan Amrit has been initiated with the aim of ensuring the availability of safe drinking water to community

members residing in and around the mining operations. The filtration device treats the nitrate content in the water and makes it safe for consumption. The entire facility is run and managed by MUBSS. Since its inauguration in October 2018; 1,16,000 litres of safe drinking water have been distributed in 9 villages in Surguja District, Chhattisgarh.

10000 people benefited

400 households befitted



Environmental Safegaurds is our way to conduct business

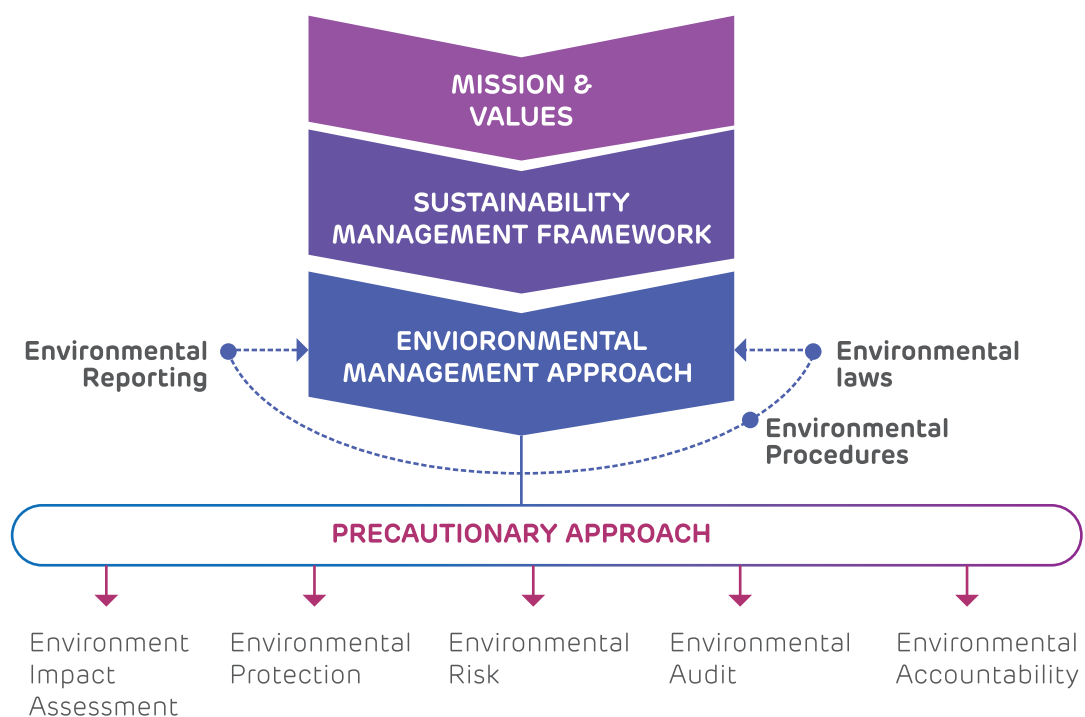
Mining business by nature is prone to environmental impacts and we are aware that these impacts may become risk for the business if not managed adequately. Our approach is founded on a commitment to not only comply with applicable laws and regulations but also to engage with our stakeholders on a regular basis to seek their feedback on our impacts and identify ways to respond to them. We work towards maintaining effective environmental management while also taking part in industry reviews of waste management, biodiversity, water stewardship.

Our Environment Policy addresses the key environmental risks our business faces and the commitments in these areas. This includes a commitment to avoid, minimize, mitigate and/or remediate our impacts on the environment, and to maintain overall ecosystem health and resiliency in the areas where we operate. The policy standards are integrated into the operational decision making to ensure those decisions avoid environmental impacts. Our approach and performance related to our material environmental issues — water stewardship, energy, and Biodiversity management— are described on the following pages.

Senior Manager- Environment is overall responsible for coordinating with various departments at mine site for

ensuring environmental monitoring and management. Officers at each of our operations respectively are responsible for the development and implementation of procedures and programs that comply with our Environmental Policy and Sustainable Mining Framework.

As part of our Environmental Management System ISO-14001, each mine is audited once every year to assess the operating procedures and internal control systems. Audits are conducted by third-party agencies ensuring complete autonomy in the process thereby fostering an ecosystem of learning. As a best practice and in order to promote cross-integration among mines, we ensure that regular experience sharing sessions are organised.



Energy & Emissions

AEL- Natural Resources division recognises climate change is one of the most significant challenges facing the world today. The mining sector has a role to play in reducing greenhouse gas emissions. We are taking action to manage our climate change risks and opportunities, consistent with our objective to sustainably deliver superior returns to our stakeholders.

Our operations require certain energy inputs, which result in a variety of emissions, including greenhouse gas (GHG) emissions. By effectively managing our energy needs, we may contribute to the reduction in GHG emissions across the mining sector and collectively help achieve global reduction targets, including those set out in the Paris Agreement.

Our operations currently manage energy use on a site-specific basis. We consider energy requirements and inputs as part of our mine planning and optimization initiatives, including as part of project design. For example, by optimizing mining fleet, grinding processes, and logistics, we can increase our efficiency and reduce our energy requirements. Energy and emissions management are key components of EIAs and corresponding management plans. We employ extensive environmental monitoring to track emissions to ensure compliance with all applicable laws and regulations. We also conduct regular dust monitoring around our operations and monitor the air quality of air emissions through installed control devices.



		FY 19-20	FY 18-19
Direct Energy	GJ	43,033.531	979205
Indirect Energy	GJ	113,539.96	811154

		FY 19-20			FY 18-19		
GHG Emissions	Units	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3
PEKB	tCO ₂	340011.55	25922.79	343243266	404340.74	18655.85	2556047.12
Talabira II&III	tCO ₂	172.27	150.89	2.226	61.56	13.20	26.10
GP III	tCO ₂	14262.64	103.58	1625.685	95.65	43.81	2.90

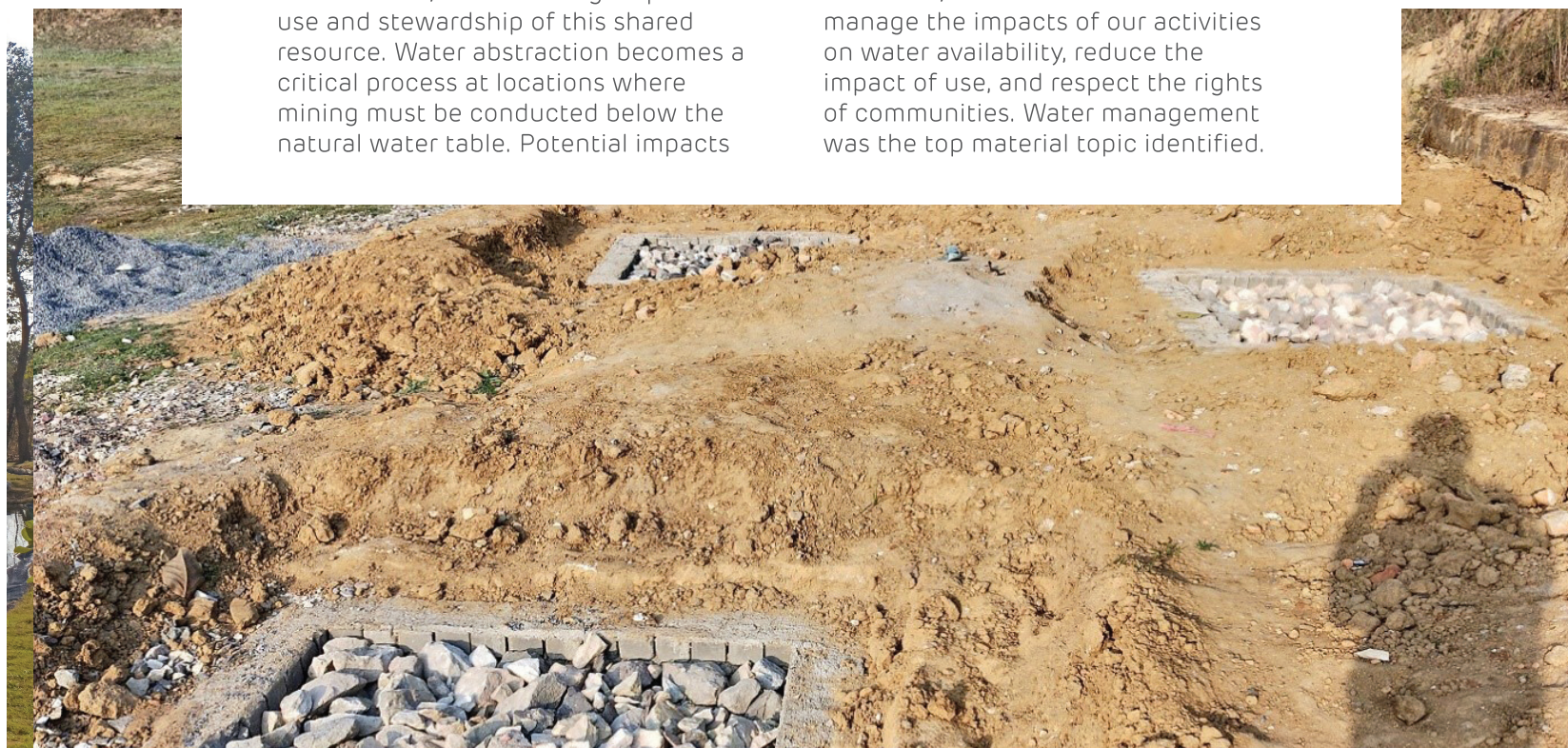
* GP III became operational in November 2019, all data wrt. GP III available for Nov 19-Mar 2020 Talabira began production, but coal still not transported

Water

Water is a shared resource holding a high value for communities as well as industries. A significant quantity of water is required for mining and processing operations, and treated water is discharged back to the natural environment, necessitating responsible use and stewardship of this shared resource. Water abstraction becomes a critical process at locations where mining must be conducted below the natural water table. Potential impacts

can occur at both the point of supply and / or downstream of our operational sites related to water availability, use, ecosystem value, aquatic and terrestrial habitats or community needs.

Therefore, it is essential that we manage the impacts of our activities on water availability, reduce the impact of use, and respect the rights of communities. Water management was the top material topic identified.

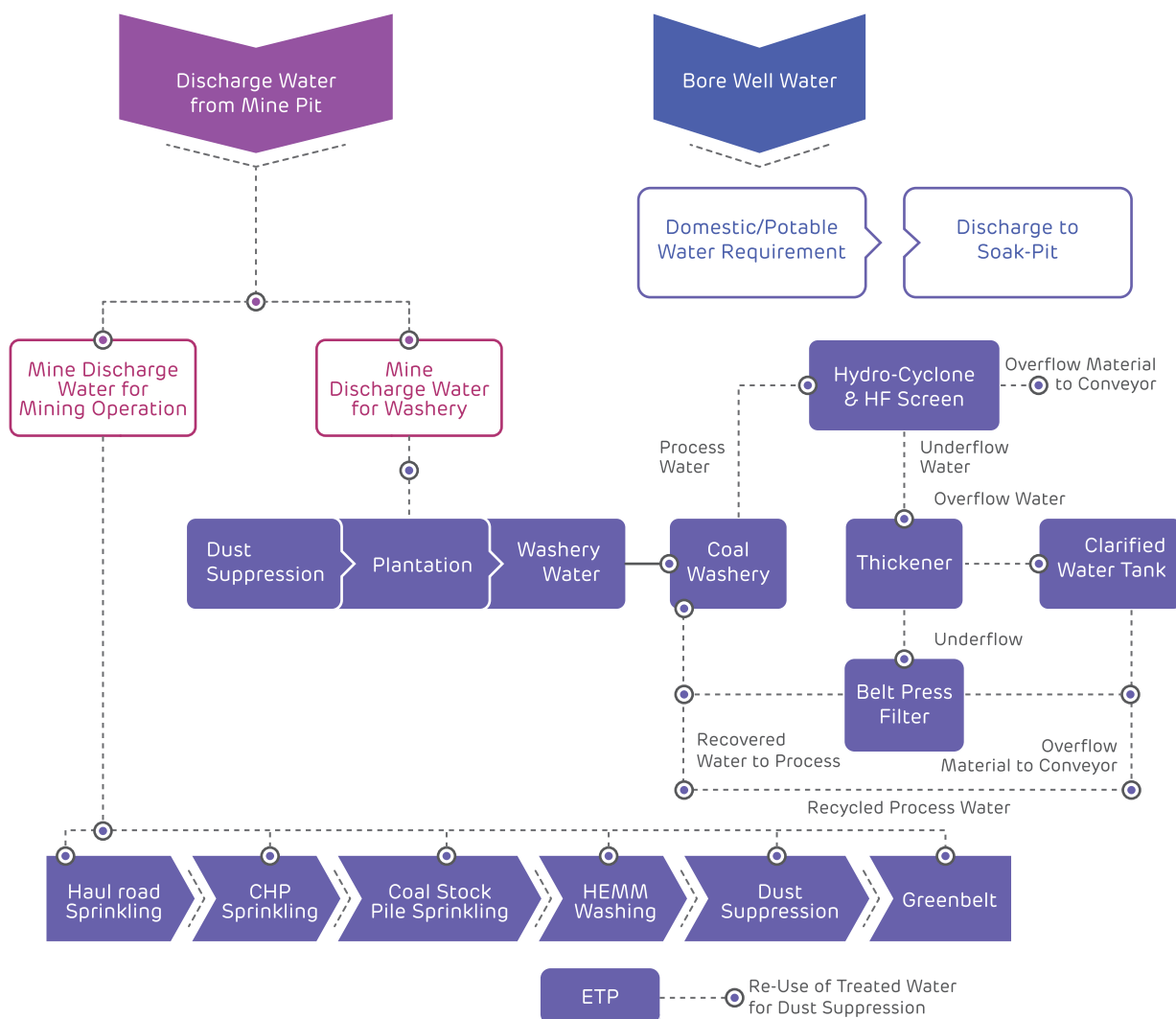


Our Approach

We are fully committed to responsible water stewardship, implementing a comprehensive water management planning process to minimize any negative impact on water sources, other water users and receiving environments. Throughout FY 19-20, our operations continued to commit to improvements in water assessment and management practices, evaluating water-use efficiency, initiatives to prevent unnecessary pressure on shared resources and measures to minimize environmental and social impacts aligned with our Sustainability Management Framework. Our mine operations all continuously seek to improve their site water management plans by routinely monitoring the water balance, conducting stakeholder consultations and reporting.

We launched Mine Water Recycling Project under which water abstracted from the mining area is treated and reutilized for washery operation, dust suppression and horticulture purposes. Owing to our commitment to minimize our environmental impact, we envisioned to adopt water reclamation system with zero discharge at our washery.

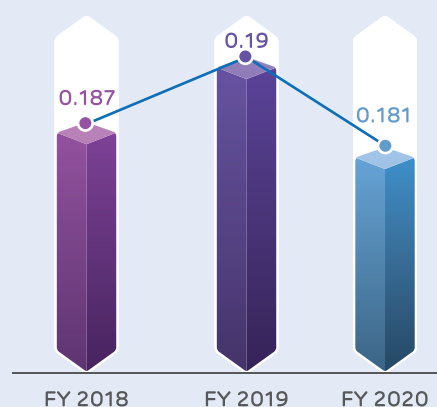
The used water collected from de-watering screens and other auxiliary equipment is passed through thickeners to recover all traces of water. The resultant slurry is disposed through authorized dealers while the water is recycled again for use in the washery.



		PEKB			GP III
Water Used	Units	2017-18	2018-19	2019-20	2019-20
Ground Water	KL	49275	44840	62225	5448
Seepage Water	KL	1557336	2805000	2656350	Nil

Due to our initiatives, we have been able to reduce our water use intensity per MT of coal production to 0.181 in FY 20 against 0.19 in FY 19.

Water Intensity/ MT of coal Production



Biodiversity and Land Use

Adani Enterprise Limited-Natural Resources considers its role in biodiversity stewardship to be a fundamental sustainability responsibility. As a mining company, equipment uses and blasting alters the physical attributes of the land and also impacts the biodiversity in the area. Mining activities also require various infrastructure to be developed to support the operations, which have a potential to damage the habitat of native species and affect the local ecosystem.

As we proceed on with the mining activities, it becomes pertinent to ensure that site reclamation is done without causing much damage to the environment. Since, mines have a definitive life, it is equally important to return the land disturbed to as close to its natural state as possible.





Our Approach

Ecological conservation forms a critical aspect of our project planning right from the time of survey, through construction, exploration to closure. Biodiversity management is one of the pillars of our Sustainability Management Framework, operationalised through biodiversity management plan at the site level. Impacts are assessed through proper assessment of biodiversity conditions, minimization of habitat degradation and contributions to habitat restoration during the life of mine cycle. Our objectives for biodiversity management include undertaking comprehensive

Environmental Impact Assessment (EIA) to document conditions before the development of new mines, monitoring biodiversity management programs and promotion of sustainable management of living natural resources through the fostering of partnerships that seek to integrate conservation needs and development priorities, and aiming to include community-based knowledge in the development of the plans, where available.

Impacts resulting from exploration are of highest intensity and therefore an



essential strategy during the exploration phase is to act in three phases- Avoid, minimise, restore. Instinctively and guided by our values, our first aim is to avoid degradation at all costs. In situations, where impacts can be minimised, we deploy techniques such as Tree Transplanter which help in transplanting trees of girth ≥ 6 Inches to another location. This way we maintain the natural ecosystem. The last resort plant twenty-nine times the number of trees destroyed during the process. Trees, local to the region are planted on the reclaimed land. Further, we develop Geo-Green Erosion Control Blanketing on

the reclaimed land that acts as a protective shield, preventing surface run off and dust emission.

Our operational sites comply with the requirements as laid down in individual biodiversity management plans. The plans are reviewed annually to include any new risks and opportunities arising in the area. During FY 20, we have successfully achieved physical reclamation of 82.67 Ha of land and biological reclamation of 56.1 Ha of land. Our integrated model of ecological restoration is supported by an in-house nursery that developed 141213 saplings in FY 2020.

		PEKB			GP III
Biodiversity	Units	2017-18	2018-19	2019-20	2019-20
Total Land disturbed	Ha	115.4	183.94	110.231	28.5
Biological Reclamation	Ha	28.3	56.08	56.1	0
Physical Reclamation	Ha	22	37.93	82.64	0

Tailings Management

Waste generating of the mining activities can have significant negative environmental consequences, including leaching iron, manganese and aluminum pollution into waterways and causing acid mine drainage. These runoffs can create both surface and groundwater contamination.

Open cast Coal mining activities generate waste in the form of solid rocks which are not economically

feasible to reprocess. These are usually used for reclamation purposes. There are small amounts of hazardous wastes that are generated as a result of processing of raw coal. These waste residues are collected and disposed through authorised dealers.

In FY 20, 9.27 MMT of waste was generated by our operations, of which more than 99%, was classified as non-hazardous waste.



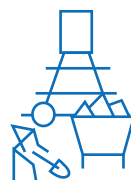
		PEKB			GP III
Waste	Units	2017-18	2018-19	2019-20	2019-20
Non- Hazardous Waste					
Overburden	m ³	19,490,000	32,813,460	39,370,466	1,488,656
Washery Reject	MT	1,185,347	3,020,471	3,291,170	NA
Hazardous Waste					
Spent Oil	KL	24.2	21	20.2	1 KL
Used Batteries	MT	1.54	7.48	Nil	0.032



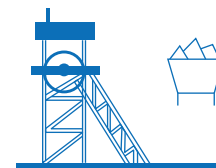
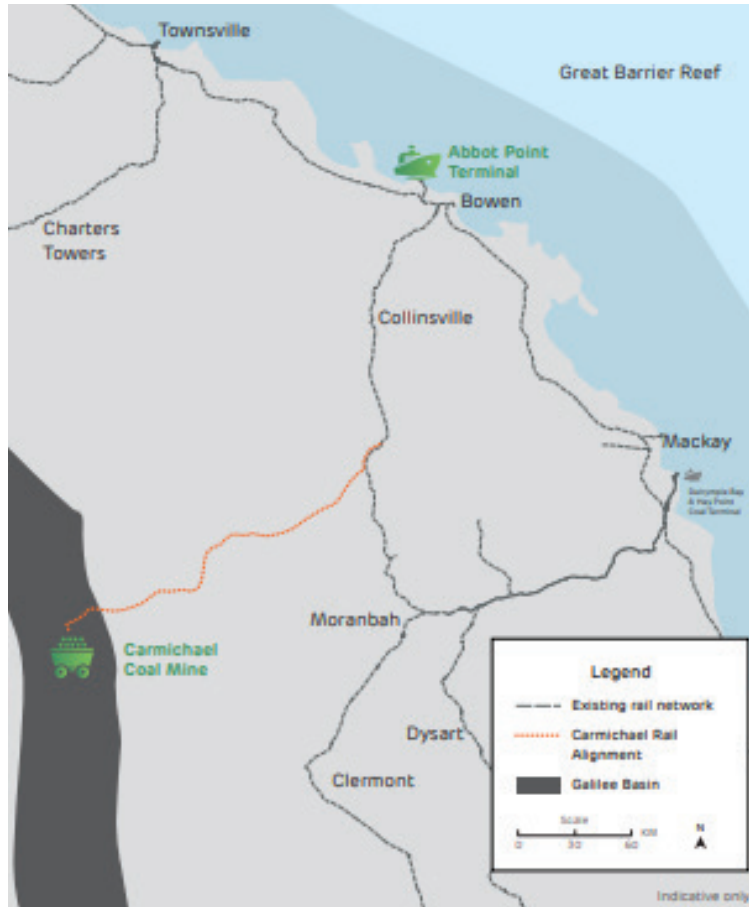


The Carmichael Project

Adani Mining's Carmichael Project is an integrated mine and rail infrastructure project under construction in the Australian state of Queensland. The mine is located more than 300km west of the Queensland coast in the North Galilee Basin – a thermal coal reserve, while the rail line is being built to connect the mine to existing rail infrastructure.



The construction of the Carmichael Mine and Rail project is providing direct jobs for people living in regional Queensland



The mine is located more than 300km west of the Queensland coast in the North Galilee Basin

The construction of the Carmichael Mine and Rail project is providing direct jobs for people living in regional Queensland, supporting small businesses and local communities through contracting opportunities and contributing to social infrastructure, and generating revenue for the Australian and Queensland government's through taxes.

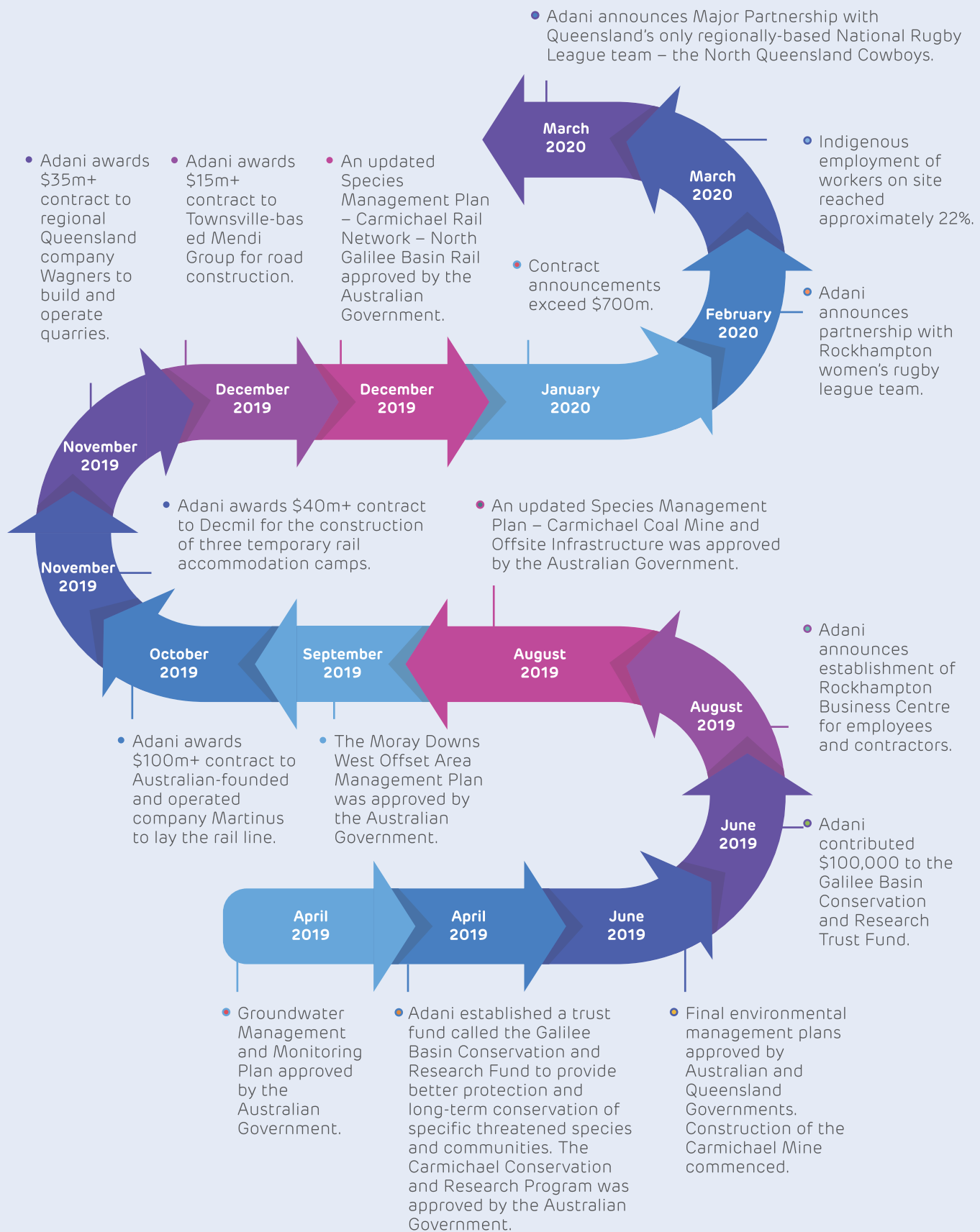
The first stage of the mine will produce 10 million tonnes per annum (mtpa) of high-quality thermal coal to assist countries in India and South-East Asia provide reliable baseload power for their

growing population while renewable energy technology progresses. The first coal export is scheduled for 2021.

The Carmichael Project received its final approvals in June 2019, bringing to an end more than eight years of heavily scrutinised planning and approvals processes. The project was subject to more scrutiny than any other mining project in Australian history.

Throughout this process Adani continued to strengthen its relationships and connections with local communities and Indigenous people.

The Carmichael Project highlights for FY20



Supporting local communities

Adani has been working with the local communities that are the mine and rail's neighbours, employees, suppliers and caretakers since 2010. Engaging with local communities and local councils, landholders, Traditional Owners and other interest groups has been central to shaping the way Adani Mining works to meet public expectations and deliver real social and economic benefits.

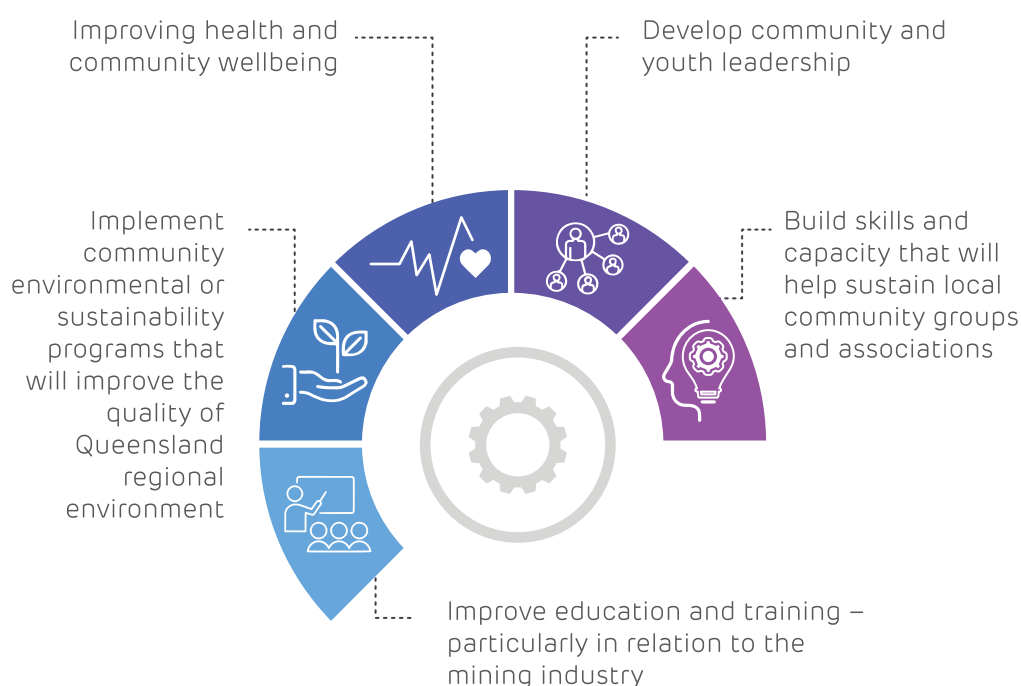
Adani Mining is delivering on its commitments to regional Queensland through priority job and business opportunities and an extensive program of community investment.

To facilitate employment opportunities Adani Mining has established its headquarters in Townsville and throughout the year opened a second regional office, this time in Rockhampton in the form of a

Business Centre. This allows Adani Mining to seamlessly connect with employees, contractors and subcontractors in the regions it has committed to supporting.

Adani Mining supports communities through its Community Partnerships Program which assists non-for-profit organisations and community groups with initiatives and events within the project footprint. This annual program is awarded quarterly.

A separate Community Development Fund also offers financial grants to programs that deliver direct and lasting benefits to the communities in which the project operates and has impact. Funding applications are assessed in line with the below criteria:





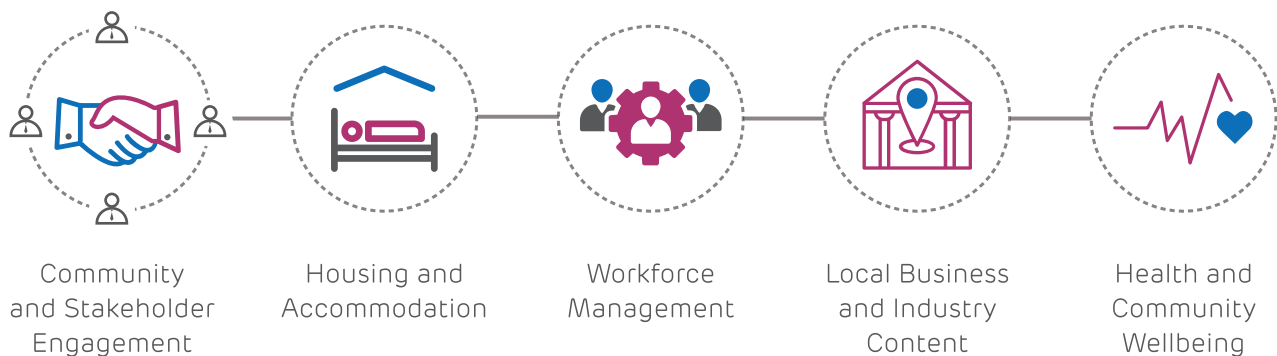
Community members can also find out information about the project by contacting a member of the team via a dedicated phone line or send questions via email.

Adani's Corporate Social Responsibility activities are focused on providing opportunities for residents of regional Queensland that they wouldn't otherwise have had. These opportunities

are delivered through initiatives focused on sport, education and wellbeing.

All of Adani Mining's activities are underpinned by social impact management strategies that provide mutual benefits to the communities and the Carmichael Project.

The strategies have been developed across five key areas including:



The purpose of the social impact management strategies is to identify the actions Adani Mining and its contractors are taking to enhance social opportunities. The strategies are adaptive and continue to evolve through annual monitoring and reporting and in consultation with government, community and key stakeholders.

This past financial year has seen Adani Mining proudly deliver more than \$500,000 in sponsorship and community partnerships with regional Queensland community groups and organisations. Adani Mining Pty Ltd has partnered with more than 30 community groups and organisations right across regional Queensland including, Charters Towers, the Burdekin, the Isaac region, Rockhampton,

Townsville, Mackay, the Whitsundays and more.

In March 2020 Adani announced a major partnership with the North Queensland Cowboys, regional Queensland's only National Rugby League representative team. The cornerstone of the partnership is the presentation of the North Queensland Cowboys Adopt-A-School program, the club's longest running community program. The program supports 50 schools across Townsville, Palm Island, Ayr and Bowen with visits from the club's players to promote health and wellbeing initiatives such as eating well and the importance of participating in sport and keeping active.



\$500,000 in sponsorship and community partnerships with regional Queensland community groups and organisations



50 schools across Townsville, Palm Island



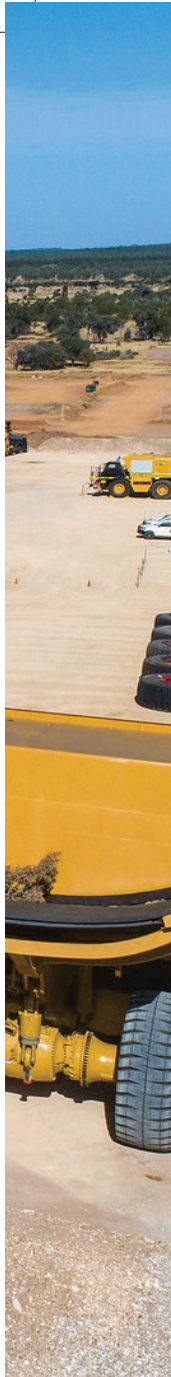
Strengthening local economies

The mining industry is known across Australia, and especially Queensland, for being the backbone of regional communities, providing high-paying employment and training opportunities, improved infrastructure and community contributions.

Adani Mining has been welcomed by regional Queensland communities due to the jobs and contracts the Carmichael Project will provide for generations.



The Carmichael Project at 10 million tonnes of coal produced per year, will deliver 1,500 jobs for people directly working on the mine and rail



Rockhampton and Townsville will be the primary employment hubs for the operation of the Carmichael Project, as well as benefiting throughout the construction phase of the project.

Contractors for the Carmichael Project's construction have largely been sought from across regional Queensland locations like the Isaac region, Mackay, the Whitsundays and Gladstone as well as Townsville and Rockhampton.

Throughout the year Adani Mining awarded more than \$700m in contracts for the construction of the Carmichael Project, bringing Adani's total investment to more than \$3.7 billion in Australia since 2010, the largest investment of any Indian company in Australia. This demonstrates Adani's commitment to Australian communities, especially in Queensland, while also recognising the global trade potential of strengthening the relationship between the two nations.

During the construction and ramp-up of the Carmichael Project at 10 million tonnes of coal produced per year, there will be 1,500 jobs for people directly working on the mine and rail, and an additional 6,750 jobs in supporting industries. Approximately 8,250 jobs are expected in this first phase of the project. Critically, all these jobs are new jobs that didn't exist before, many of which are being delivered to regional Queensland communities like Rockhampton, Townsville, Mackay and the Isaac region. The other thing to note is that these new jobs are not coming at the expense of jobs elsewhere in Australia.

Adani Mining's Carmichael Project is committed to:



Providing thousands of jobs for Australians in regional Queensland.



Operating safely, responsibly and in a sustainable manner.



Injecting billions of dollars in royalties into the local economy.



Playing its part in creating affordable energy for those in the world who need it the most.



Delivering shareholder value and benefits to the communities in which we operate.

Respecting those who came before us

Adani respects and recognises the Traditional Owners of the land on which the Carmichael Mine and Rail Project is located and is committed to creating sustainable employment and economic opportunities for indigenous communities.

Our Indigenous Land Use Agreements (ILUA) and Cultural Heritage Management Plans support the development of skills and training as well as how areas of significance are managed during construction and operations. These agreements have been in place since 2014 and will create multigenerational benefits for these groups.

Indigenous Land Use Agreement (ILUA)

An ILUA is a voluntary agreement between a native title group and others about the use of land and waters. These agreements allow people to negotiate flexible, pragmatic agreements to suit their particular circumstances. ILUA's cover topics such as native title holders agreeing to future development, how native title rights coexist with the rights of other people, access to an area, extinguishment of native title, compensation, employment and economic opportunities for native title groups, cultural heritage and mining,

Adani Mining works with the Traditional Owners under the guidance of these formal agreements and plans so we respect the rights, history, future intentions and requests of the Indigenous People. There are four ILUAs and Cultural Heritage Managements Plans for the Carmichael Project. These have been entered into with:

- Wangan and Jagalingou People
- Jangga People
- Birriah People
- Juru People



10% Indigenous traineeships



ILUAs and Cultural Heritage Managements Plans for the Carmichael Project

Indigenous Land Use Agreement (ILUA)

Adani Mining regularly engages with the Traditional Owner groups and the Indigenous community through project team briefings, information sessions, participation in regional forums and supporting Indigenous candidates through training and positioning them with employers.

The Carmichael Project will create multi-generational benefits for Traditional Owners and commitments under our Indigenous Participation Plan have been maintained, despite the project being reduced in scale.

The plan comprises the following commitments:

- A minimum \$7.5 million spend on Indigenous education bursaries and pre-employment programs
- A minimum 10% Indigenous traineeships
- A minimum 7.5% Indigenous employment target
- A minimum spend of \$250 million in Indigenous contracting and business development.

Significant opportunities and support are being provided to Traditional Owner businesses and Traditional Owner certified businesses, as well as other Indigenous businesses. Weighting throughout the Expression of Interest and tender evaluation process are geared toward ensuring these businesses are given the best chance of success where tenders are commercially competitive and technically sound.

To date, Adani Mining has entered into several contracts with companies run by indigenous people, and these companies will provide services directly to the Project. One example is Woongal Environmental Services. Woongal Environmental Services, a Wangan and Jagalingou owned business, monitors and reports on environmental impacts for the mine and rail project. Woongal is chaired by Gooreng descendant of the Port Curtis Coral Coast Nation, Tony Johnson. The partnership means Adani receives the scientific and environmental expertise required to deliver on its environmental management plans, while benefiting from the cultural knowledge of the Traditional Owners. Approximately 15 people are employed within the partnership, with 30% of the project team and 50% of the field crew being Indigenous people.

Throughout the year, Indigenous employment on the project reached approximately 20 per cent, well above the minimum 7.5 per cent target.



\$250 million in Indigenous contracting and business development



Woongal Environmental Services

Woongal Environmental Services, a Wangan and Jagalingou owned business, monitors and reports on environmental impacts for the mine and rail project. This includes an agreement to manage Black-throated Finch habitat on the non-mined areas of the leases, and the conservation area. Services through the contract

include environmental monitoring and management to support the finch including surveys, monitoring and reporting. The work will also include land and weed management, installing fences to protect important and sensitive habitat, installing fire trails and undertaking fire management.

Protecting the Environment

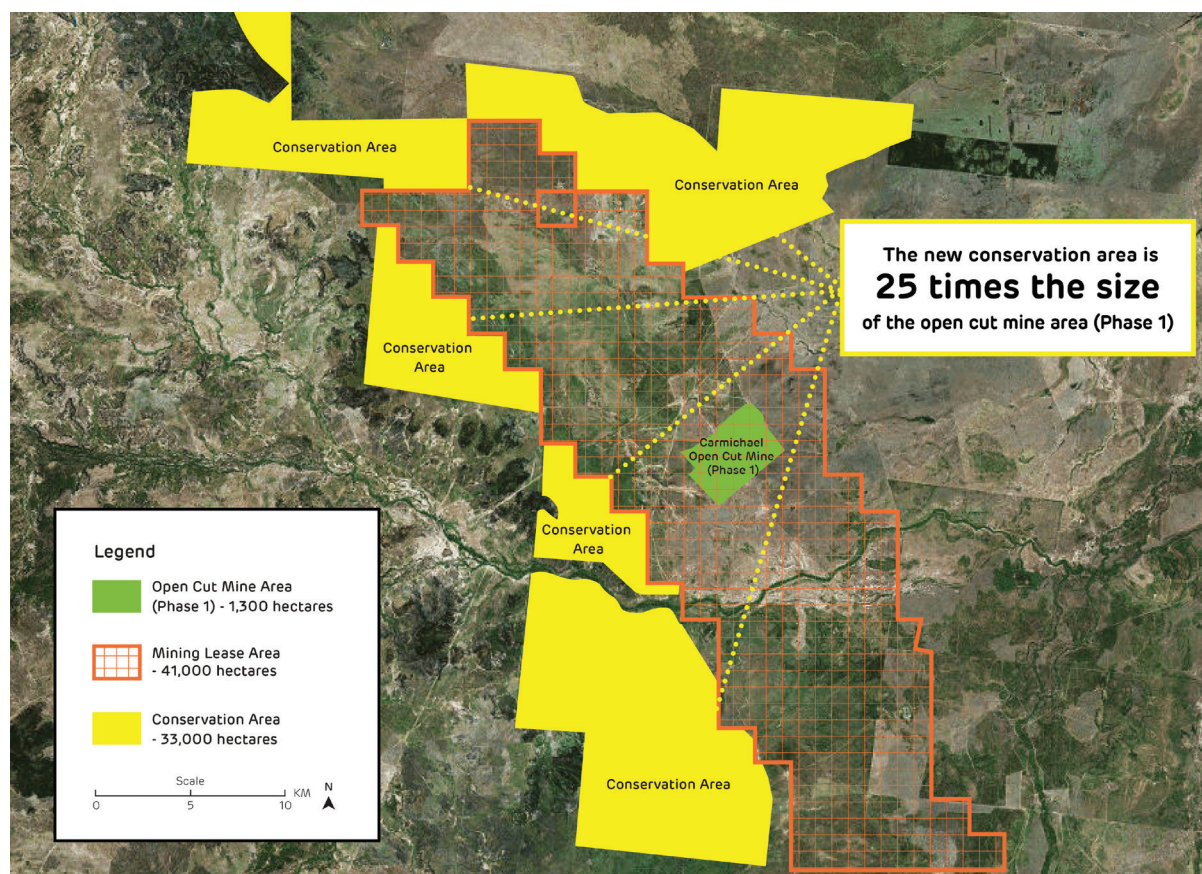
With construction underway on the Carmichael Project, the key priority is ensuring all operational activities are conducted safely and in line with the project's environmental management plans and approvals.

The Project received approvals from both the Queensland and Australian Governments in June 2019. With the approvals came more than 270 of the most stringent environmental conditions any mining project in Australia has ever seen, related to protecting local waterways, flora and fauna. This includes protecting the Black-throated

Finch, a small native bird known for a distinctive black mark beneath its beak. The finch is found south of Townsville and in the Brigalow Belt and Desert Uplands bioregions. The finch is also found near the Carmichael Mine.

As part of the environmental approval conditions for the Carmichael Mine, Adani has developed a targeted Management Plan to protect the population of local finches and their habitat and throughout 2019-20 has begun implementing the plan.

The plan draws on seven years of expert ecological studies, details a five-year





research program by experts and complies with strict Australian and Queensland regulatory conditions. The plan details a range of actions to protect the finch including weed controls, fire management, grazing management and enhancing water source locations.

In order to protect the finch, Adani Mining has secured a 33,000-hectare conservation area at Moray Downs West, land owned by the company. For context, the size of the conservation area is 126 times the size of the open cut mine area and is one of the largest privately managed conservation areas in Queensland.

Adani has signed an agreement with Woongal Environmental Services to manage Black-throated Finch habitat on the non-mined areas of the leases, and the conservation area. Woongal delivers environmental monitoring and management services. The new contract is a two-year program that will employ rangers, land and environmental managers, a graduate scientist and

support staff – the majority of whom will be Indigenous.

Services through the contract include environmental monitoring and management to support the finch including surveys, monitoring and reporting. The work will also include land and weed management, installing fences to protect important and sensitive habitat, installing fire trails and undertaking fire management.



Adani has developed a targeted Management Plan to protect the **population of local finches and their habitat and throughout **2019-20** has begun implementing the plan**

Water management at the Carmichael Mine

Adani Mining has been studying, assessing and reviewing water management at the Carmichael Project for almost a decade. We recognise the critical importance of managing any impact on groundwater in and around the mine site.

The project must comply with a strict regulatory framework to ensure groundwater is protected. This includes around 100 different conditions from the Australian and Queensland governments.

Adani Mining has been working closely with regulators over a very long period and provides scientific information about groundwater in and around the mine to inform how it is managed and monitored. This includes using data collected from our network of more than 100 groundwater monitoring bores.

Adani's Groundwater Dependent Ecosystems Management Plan (GDEMP) was subject to 10 rounds of assessments by the Australian and Queensland Governments over two years and received final approval in June 2019, bringing to an end more than eight years of heavily scrutinised planning and approvals processes.

The approvals were confirmation that the GDEMP complies with all regulatory conditions and included relevant independent reviews by Australia's pre-eminent scientific organisations CSIRO and Geoscience Australia.

Agreements are also in place between Adani Mining and local landholders

who share the same groundwater, to ensure that if their groundwater use is affected, they will be compensated either financially or through alternative water provision.

The mine's approvals also include provisions to protect the Doongmabulla Springs, these state the water level in the springs cannot drop more than 20cm.

The springs lie 11 km from the mine and their underground water source, the Clematis Sandstone, is not connected to the Carmichael Mine. It is separated from the mine by the Rewan Formation, a 250m – 300m underground claystone formation which acts as an impervious layer, restricting water from flowing between the underground aquifers.

The Carmichael mine will not take groundwater from the Great Artesian Basin and Adani will only take the groundwater required to support the mine at each stage of production.

Adani does not have access to free, unlimited water and like other industrial users, we will pay for the water we use.

Rewan Formation, a 250m – 300m underground claystone formation which acts as an impervious layer, restricting water from flowing between the underground aquifers

Fast Facts on Water Management

- The mine will use water for washing coal, general use in offices and workshops, and safety dust suppression measures.
- The mine will use groundwater from in and around the mine to ensure safe mining. This will come from local aquifers connected to the coal seams, not the Great Artesian Basin.
- The mine will also use rainwater, recycled water, and flood water from the Suttor River but only after farmers have taken their share and it's flowing at a rate of 2,592ML per day. Adani Mining must pay for use of this water upfront.
- Adani will only take the water required to support the mine at each stage of production. In its initial phase the Carmichael mine will produce approximately 10 million tonnes per year, and we will only take the water required to operate the mine at this production rate.
- The mine will not take water from the Great Artesian Basin because the two are separated by an underground 300m thick layer of claystone called the Rewan Formation, which acts as a natural impervious layer.

- The mine cannot take water from the Suttor River when it is in drought.
- The mine will have more than 100 monitoring bores to observe underground water level and quality.
- A levee wall and 500m buffer zone either side of the river will separate the mine from the Carmichael River to protect the riverine environment.



Flood water from the Suttor River but only after farmers have taken their share and it's flowing at a rate of **2,592ML per day. Adani Mining must pay for use of this water upfront.**



The Bunyu Mine Project

AEL's project in Indonesia was the Group's maiden overseas project in coal mining and operations, established to support the growing coal demand in energy-starved India. The journey led to the creation of PT Adani Global, a step down subsidiary of Adani Enterprises Limited with focus on coal mining, logistics and trading operations in Indonesia. Subsequently the company acquired Exploitation License from the Indonesian government in 2007. Located in the island of

Kalimantan, alternatively known as Borneo, the company has constructed a coal terminal to service its mining operations. The present capacity is 2500 TPH and to be upgraded to 5000 TPH. The total area is 2,607 Hectare with estimated coal resource of 269 Mn MT. The mining commenced at LIM during late 2007 and at MNM during late 2012 and the cumulative ROM production till end of FY'19-20 has been 38.03 million MT.



Mining operation at Bunyu can be described as "multi-seam, shallow dipping, open cut coal mining in a haulback configuration". The company has established coal crushing and conveying facility of more than 4 km in length. It is equipped with a state of art Jetty with average loading rate of 2000 MT per hour. The company also owns a

floating crane 'Surya Karya Pratama (SPK)' with average loading capacity of 30,000 MT per day. Run of Mine is first crushed then conveyed to Jetty to load into barges which carry it to the mother vessel at 8-10 Nautical Miles away into the sea where the coal is transferred from barges to vessel by the floating crane.

1. Presentation of PT. LIM CSR program to the Local Government of Bulungan District at Bupati Bulungan Office in compliance with the statutory guidelines of sustainable growth activities in the region.

PT.LIM complies with the statutory guidelines of CSR program and its presentation in the Bulungan Regent's office, as stipulated in the regulation that CSR programs must be sustainable and in line with government programs. It also, moves one step ahead always to be part of 'growth with goodness' in the region and set an example to emulate by others.



Pictures of the regional team with Bulungan district government officials at a presentation of CSR programs from all companies in Bulungan district, wherein Lamindo also participated and presented its sustainable activities in the region which was appreciated by them.

PT. LIM, received an award from the Governor of North Kalimantan in terms of the greater involvement of PT. LIM for the preparation of a sustainable Blue Print of CSR program for the North Kalimantan region. The awarding ceremony was attended by the Minister of Energy and Mineral Resources, Mr. Ignasius Jonan.



Always to be part of 'growth with goodness' in the region and set an example to emulate by others



Lamindo also participated and presented its sustainable activities in the region which was appreciated by them

2. Championing the CSR program on education “Lamindo Pintar”, Lamindo provided mobile library (education program) for Kindergarten, Elementary School, Junior High School, Senior High School in Bunyu Island.

The enthusiasm of kindergarten children with the presence of a mobile library initiated by PT. LIM has been the hallmark of the event Bringing Big Smile. This program has been able to achieve the motto of imparting good education and improve awareness levels among young children from the schooling level itself.

The cheerful atmosphere of kindergartners in welcoming the arrival of the mobile library in their school was heartwarming and encouraging scene for continuance.

A happy reading activity for elementary school children on Bunyu Island is inculcated and their cheerful atmosphere for the presence of mobile library is a rewarding gesture of the effort in

this direction. This program provides benefits to hundreds of students on the Bunyu island. This is one of the pillars of CSR programs in the field of education of PT. LIM in order to participate in educating the Indonesian people.



3. Caring for the environment we live LIM initiated a Collective Bamboo Planting program.

Bunyu Island is a natural habitat Bamboo growth and its preservation is the call of the day. The massive bamboo planting program as a part of afforestation drive was initiated by LIM on Bunyu Island aims to improve its footprint and maintain environmental balance, thereby providing many benefits to farmers and craftsmen of bamboo material ornamentation while ecological are naturally achieved.

This program aims at local livelihood development parallel to the preservation of environment of Bunyu Island in maintaining local

ecological balance. This is what good mining with sustainable growth of the local livelihood can do miracles.

Small but a big scale derivative seen in growth with goodness in the region.



**Good mining
with sustainable
growth of the
local livelihood
can do miracles**





4. Infrastructure Program in the Health and Hygiene segment, Toilet Construction for Kindergarten Tunas Teratai in Bunyu Island initiative of LIM as a part of CSR.

Taking the onus on improving the Health and Hygiene of the region PT. LIM has completed construction of many Toilet buildings for kindergarten schools in Bunyu island. After an initial survey was conducted for need assessment in this regard.

Upon timely completion taking stricter targets for construction, such toilets have been handed over to school authorities during year for its usage and upkeep making an impact in Bunyu island. This also, catered to the needs of the hamlet in this segment.

State of the art Toilet buildings that have been completed and handed over by PT. LIM for kindergarten in Bunyu island are shown. This program benefitted hundreds of kindergarten students of elementary schools and teachers in healthy living from an early age.



Toilet buildings that have been completed and handed over by PT. LIM for kindergarten in Bunyu island are shown

5. PT. LIM Repaired the village Road at Gunung Daeng Area (the Road Heading to Tambang).

Village Road leading to LIM mines was dilapidated due to heavy rains in the island. That had brought the lively hood of the local people to standstill. LIM undertook the responsibility of Road improvement activities in Gunung Daeng Village and proven its concern for the vicinity.

Road improvements in Gunung Daeng Village, provide benefitted all villagers and facilitated access for employees of PT. LIM to the mine site either.

This CSR initiative was well appreciated by villagers and the authorities as the entire work was completed by PT LIM without any external assistance. This is what growth with goodness is all about in our definition in the conduct of our business.



Road improvements in Gunung Daeng Village, provide benefitted all villagers and facilitated access



6. Health Program, Medication Package Donation to all schools' health units in Bunyu Island as a part of sustainable CSR activity (UKS = Unit Kesehatan Sekolah).

Initiating this drive for taking care of the health needs of the community, LIM Socialized the activities and educated the important role of the school health unit to students on the island of Bunyu. Caring for the health needs is one of the pillars of our community engagement.

The school health program provides benefits to thousands of students on Bunyu Island in the context of first aid in the event of an accident at school and teaches while educating how we must maintain health at school... Community education on cleanliness.



Caring for the health needs is one of the pillars of our community engagement





7. CSR Environmental Program, Beach Clean.

Looking at the flora fauna of the natural environment PT LIM as assumed its responsibility naturally and Beach cleaning drive and it's upkeeping activities on Bunyu Island with Bunyu Island habitats who lives near the beaches has been in out constant focus.

Beach cleaning provides benefits to thousands of Bunyu Island residents and maintains environmental balance, cleanliness and healthy living. Cleanliness is Godliness.

This activity also benefits fishing and local livelihood in this regard. This activity is one of our sustainable growth programs and centered at core of our theme.

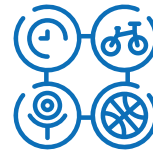


Beach cleaning provides benefits to thousands of Bunyu Island residents and maintains environmental balance, cleanliness and healthy living

8. Community engagement and Entertainment Program, New Year Fun Walk & Family Gathering.

PT LIM organized new year 2019 welcome program and gathered the entire village for the fun filled programs. The entire villagers enjoyed the activities, team sports and professional aerobics thoroughly. The handover of the door prize competitions in the new year celebration on the island Bunyu was also sponsored by PT. LIM.

This program aims to teach healthy living by maintaining fitness, teaching to respect each other, and maintaining good relations with employees and families of employees and a healthy and cordial community engagement. We live together and work together too.

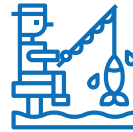


Maintaining fitness, teaching to respect each other, and maintaining good relations with employees and families



9. Employees engagement, Employees Fishing Competition at Jetty Area.

PT LIM organized fishing competition in jetty area to ease work pressure and to engage employees to fun filled activities, while improving their emotional bonding. This program provides benefits to thousands of employees in terms of refreshment, maintaining morale, teamwork, and maintaining good relations among employees.



Fishing competition in jetty area to ease work pressure and to engage employees to fun filled activities



10. Employees Health Program, Medical Check-up for Employees & Contractors.

PT LIM conducts annual health checkup for all the employees and contract workers as a part of its core activity to ensure good health and provide proper counselling from recognized professional medical practitioners. Variety of health check-ups and lab analysis prescribed based on age and medical fitness of the participant.



Variety of health check-ups and lab analysis prescribed based on age and medical fitness of the participant

Employee health examination activity in Bunyu mine site is an annual program largely participated by all the employees and contract workers to get proper medical attention.

In addition to the mandatory program as instructed by the Indonesian Ministry of Manpower, medical checkups provide benefits for knowing and maintaining employee health.





11. Employees Engagement, Inter-Departmental Badminton Competition.

This program is to maintain employee health, building sportsmanship, and develop overall good relations among employees of PT. LIM and contractor employees.

Amazing to know the fact that our players not only win locally, but also many regional and national events. PT LIM is proud to maintain such employees who not only contribute to production but also to the pride and repute of the organization. Kudos team!

12. Community engagement program, PT. LIM is part of sponsorship of Bunyu Cup Football Competition.

This is a part of active community engagement activity to support sporting arena showing our solidarity with the citizens of Bunyu Island and their activities being carried out by stakeholder's in Bunyu Island. This kind of participation improves good relations between the company and the environment we coexist.

It's not a surprise, PT LIM cultivates a team at School level as a part of growth of sports talent in the region and has its own team among employees too.



13. CSR on Education Program, Mini School Bus Donation to Gunung Daeng Village at Bunyu Island as part of coexistence and local help.

Understanding the need of the village children and based on the local participation, PT LIM donated a Mini Bus for commuting school children that too in heavy rains. This demonstrated our concern for the village needs and our inclination for being a part of them to run for them when they need something in urgency. Educational needs forms one pillar of CSR initiatives.

Activities for children going to school using the school bus provided by PT. LIM is heart touching. Caring and sharing is in our heart.

This program provides benefits to thousands of students at all levels, to get free transportation access to their schools on Bunyu Island.



PT LIM donated a Mini Bus for commuting of children to school





14. Employees engagement program, Indonesia Independence Day Commemoration & Outbound for Employees & Contractors.

Independence Day 2019 celebrations were organized in most befitting manner with fervor and honor. Team building outbound in celebration of Indonesia's Independence Day marked highlights of the day's celebration.

The celebration of Indonesia's Independence Day is meant to commemorate the heroes of Indonesia and teaches all Indonesians to always love the motherland and maintain nationality while respecting unity in diversity and living in harmony.



**Indonesia's
Independence
Day** marked
highlights of
the day's
celebration

15. Education Program, Workshop Training for SMK (Vocation High School) Negeri 1 of Bunyu.

Carrying on with education and skill development program as a pillar of CSR locally a workshop was organized to develop occupational skills at SMK (Vocation High School) Negeri 1 of Bunyu to Welcome interns in the mining area of PT. LIM. This is part of the CSR program in continuing with education and hiring local talent to improve livelihood of the region.

Apprenticeship is part of the sustainable education program of PT. LIM in advancing the education of all residents of Bunyu Island.



Education and skill development program as a pillar of CSR locally a workshop was organized to develop occupational skills at SMK



16. CSR Activity, PT. LIM join at Development Carnival & Culture Parade, PT. LIM got the 1st the best style & model.

A Boat miniature was made by employees of PT. LIM participating at the celebration's arts and cultural festival on the Island of Bunyu.

In the Art and cultural festival activities, PT. LIM written twice. The first prize in this festival.

A form of concern for PT. LIM for local wisdom in arts and culture and teach employees how to build good relationships with stakeholders.





17. CSR on Religion Programme, PT. LIM Handed over seven goats for seven mosques in Bunyu Island in commemoration of 2019 Eid al-Adha.

This Programme benefits thousands of Muslims on Bunyu Island, and teaches us all to respect each other's religions. live in harmony and peace.

This is an annual event and PT LIM always shows its generosity in participating in such Programme and be a part of the community.

18. Blood Donation was carried out at PT. LIM at Bunyu Mine Site in collaboration with the Indonesian Red Cross.

This Programme to help each other in need and maintain employee health balance. This activity is organized every year and lot of employees take part in it voluntarily. Similar event was organized in Jakarta too. This activity is in line with our groups vision of helping needy.





19. Sustainable Water Supply Program, PT LIM continuing arranged for well drilling for water supply in local schools and community building for enabling water supply to students & local community building in Bunyu.



Clean and potable water supply to all in the region is our motto. Community health and sanitation is our goal. PT LIM arranged for Handover of water supply pumps, 4 (Four) artesian wells for schools and Bunyu Selatan Village and Bunyu Barat Village.

Well drilling activities at the mosque undertaken in order to provide water for religious activities uninterruptedly.

PT. LIM conducted well drilling at schools, mosques, and homes of Bunyu

residents, procuring these wells as per request of the community through joint meetings. PT. LIM only drills wells while all costs are borne by the beneficiary community.

And this Programme provides benefits for students and teachers in learning activities while for the well in the mosque is beneficial for prayer worshipers and also beneficial for hundreds of residents of Bunyu Island.



20. PT. LIM cares, Handover of Lamindo Cares contribution for fire victims on July 16, 2019 at Kebun Sayur RT. 19 West Bunyu Village.

PT LIM responded positively when fire engulfed our community. Shared their pains.

Handover of fire disaster assistance to residents of Bunyu Island.

Concern for the disaster experienced by residents of Bunyu Island is one of the programs of PT. LIM, to ease the burden on those who have experienced natural disasters. We care.





21. Road Construction, North Kalimantan Provincial Parliament visited to Bunyu Mine Site in order to review the development of road construction that was built by PT. LIM from Pit No. 6 heading to Methanol Street on Bunyu Island.



As a part of Community Infrastructure Building for sustainable growth, a new road was constructed connecting our Mitra pit to Medco jetty area for easier access and villager's movement in forest area.

Land clearing activities for new roads was completely done by PT LIM inhouse team.

The visit of the Bulungan district government to the new road opening program conducted by PT. LIM and new road has been handed over to them for maintenance.

This road opens the mine access and connects with the road in Bunyu (Pertamina Methanol), opens the people's gardens and is connected to the Bunyu ring road in the future, so this road was planned by the government for greater village connectivity.

This demonstrated our strong vision and developmental drive while engaging with community in the infrastructure building for connectivity.

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Abbreviations

AEL	Adani Enterprises Limited
CSR	Corporate Social Responsibility
FMCG	Fast Moving Consumer Goods
GHG	Green House Gas
GIS	Geographic Information System
HEMM	Heavy Earth Moving Machines
IPCC	Inter-Governmental Panel on Climate Change
ICM	Integrated Coal Mangement
LTIFR	Lost Time Injury Frequency Rate
MDO	Mine Developers and Operators
MMT	Million Metric Ton
MMTPA	Million Metric Ton Per Annum
PEKB	Parsa East and Kanta Basan Coal Block
ROM	Run-of-Mine
SEBI	Securities and Exchange Board of India
SEZ	Special Economic Zone

