

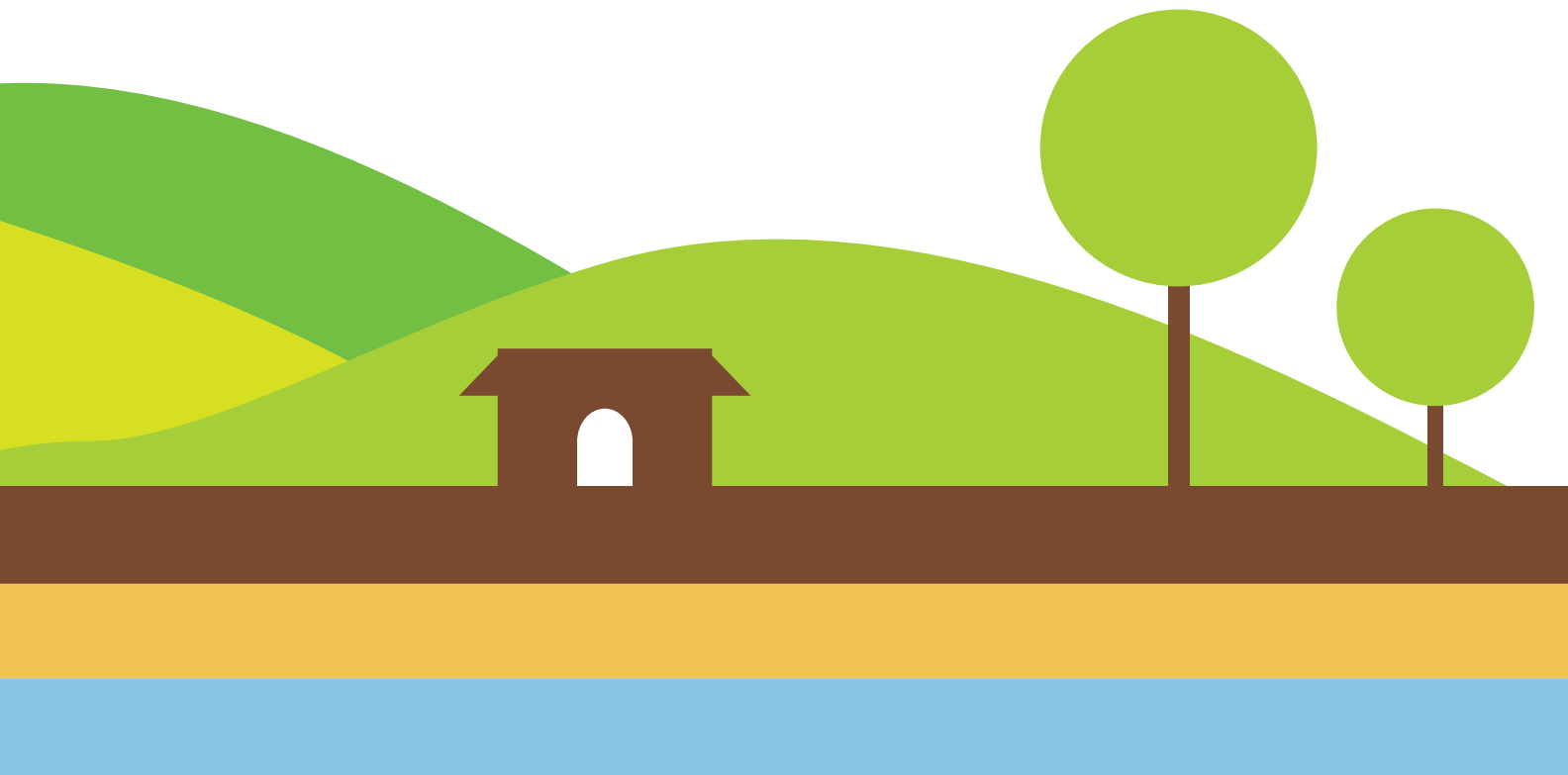


CHAMBAL FERTILISERS
AND CHEMICALS LIMITED

Sustainability Report 2014-15

SOOS

SAVE OUR SOILS!



Chambal Sustainability Policy

Chambal is committed to building a sustainable enterprise for the benefit of its present and future generations of stakeholders. The Company shall integrate and follow responsible practices into its business strategies and operations, to manage the three challenges – economic prosperity, social development and environmental integrity.

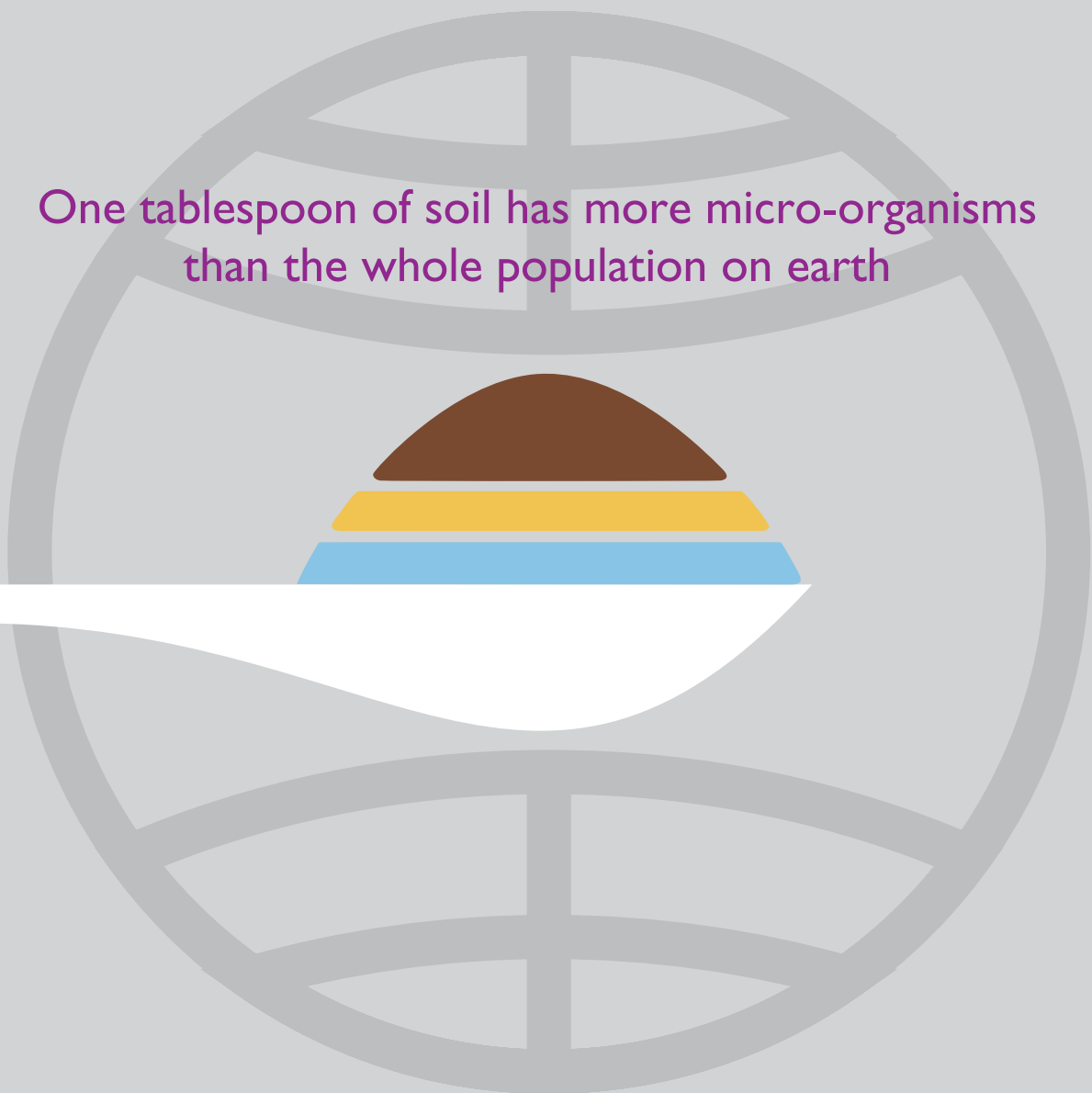
Towards this commitment, the Company shall:

- Build a sustainable enterprise that effectively balances financial strengths with social and environmental responsibilities.
- Deliver sustainable top-line and bottom-line growth while maintaining the highest corporate governance standards.
- Reduce its environmental footprint by investing in eco-friendly and reliable technologies and practices.
- Increase efficiency by optimum utilization of resources and technology.
- Promote sustainable farming practices to boost crop productivity in rural India through its soil testing facilities and other advisory services.
- Work towards improving the quality of life by making the communities self-reliant in areas within which it operates.
- Build lasting social capital through interventions in the infrastructure, healthcare, education, vocational domains and other social welfare initiatives for the community residing in the vicinity of its plants and other places in India.
- Ensure welfare, growth and safety of all people associated with the Company.
- Empower its employees and continuously develop their knowledge and skill sets, so that they realize their true potential and drive the Company's growth.
- Promote inclusive growth and equal opportunity by remaining a caste, gender and religion neutral organization.

Soils support

a quarter of our
planet's bio-diversity

One tablespoon of soil has more micro-organisms
than the whole population on earth



Soil

is a non-renewable
resource

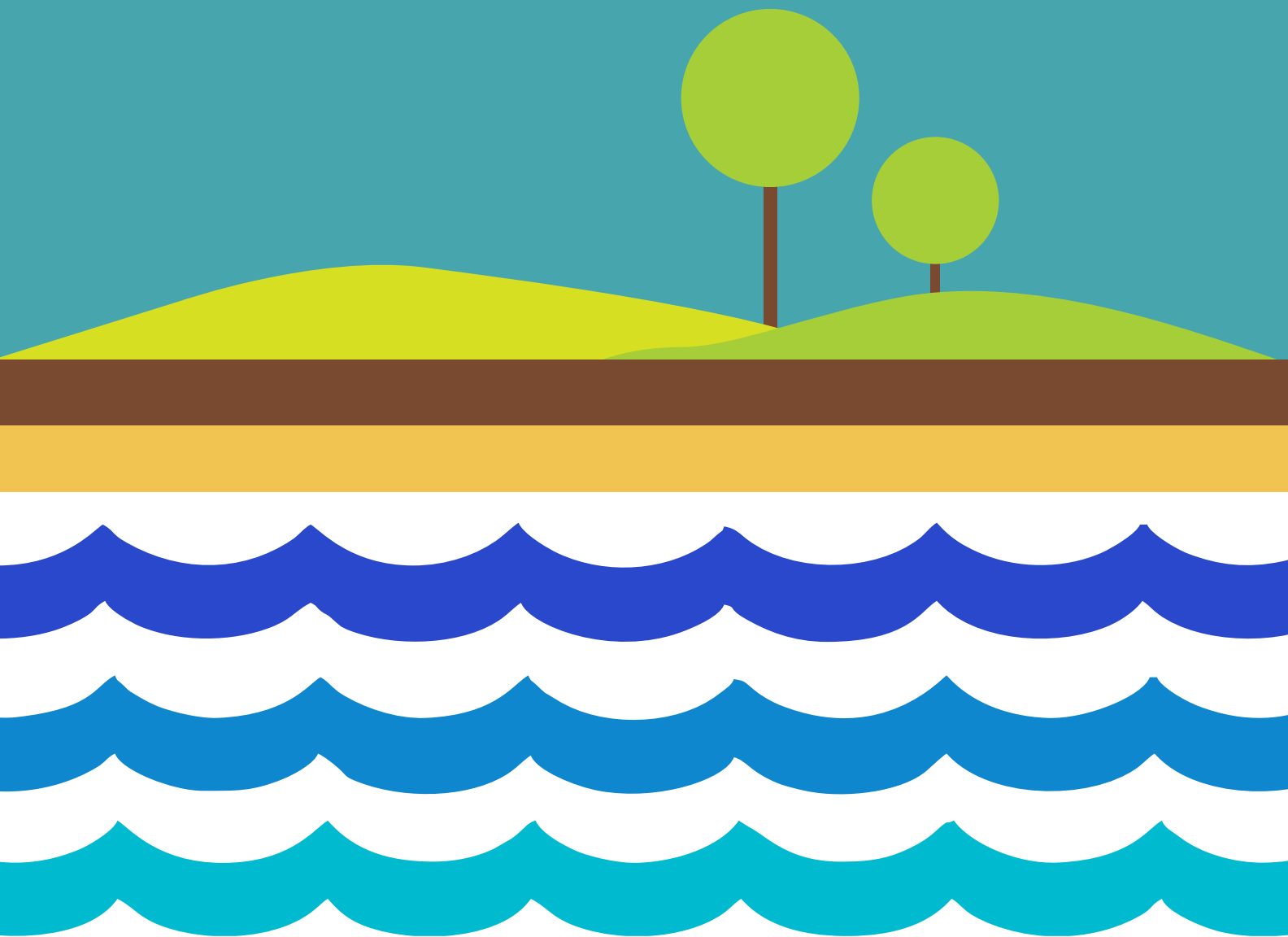
It can take up to 1000 years to build
one centimetre of top soil

1000

Soils

mitigate the effects
of climate change

Soils store and filter water, thereby improving
our resilience to floods and droughts



Soil is the key

to achieving food security
and improving nutrition
levels in countries



Healthy soils boost crop quality and productivity

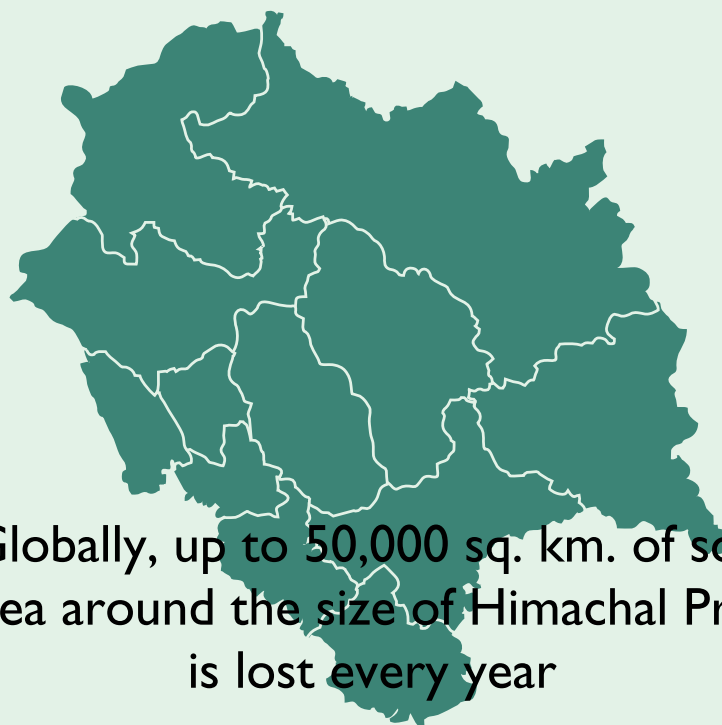
Soil is the foundation for sustainable development

Soils ensure a productive food system, improved rural livelihoods and a healthy environment

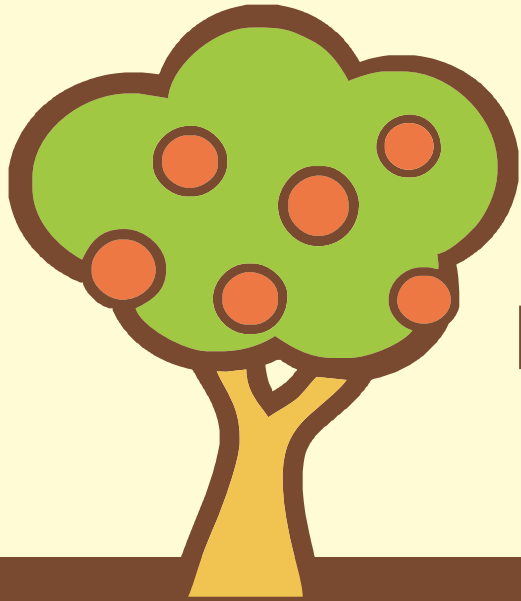


Experts estimate that
we only have 60 years
of topsoil left

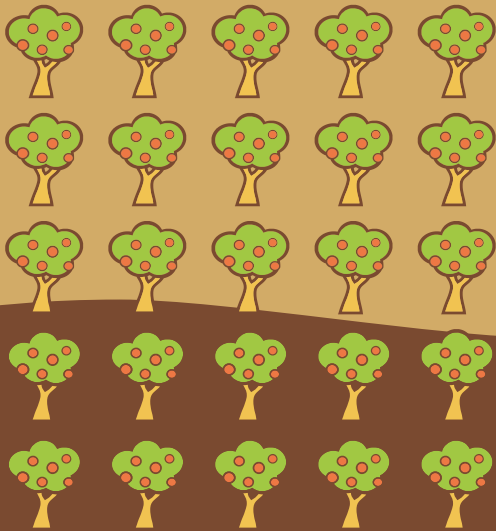
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Globally, up to 50,000 sq. km. of soil,
an area around the size of Himachal Pradesh
is lost every year



95%
of all food
produced on Earth
comes from soil

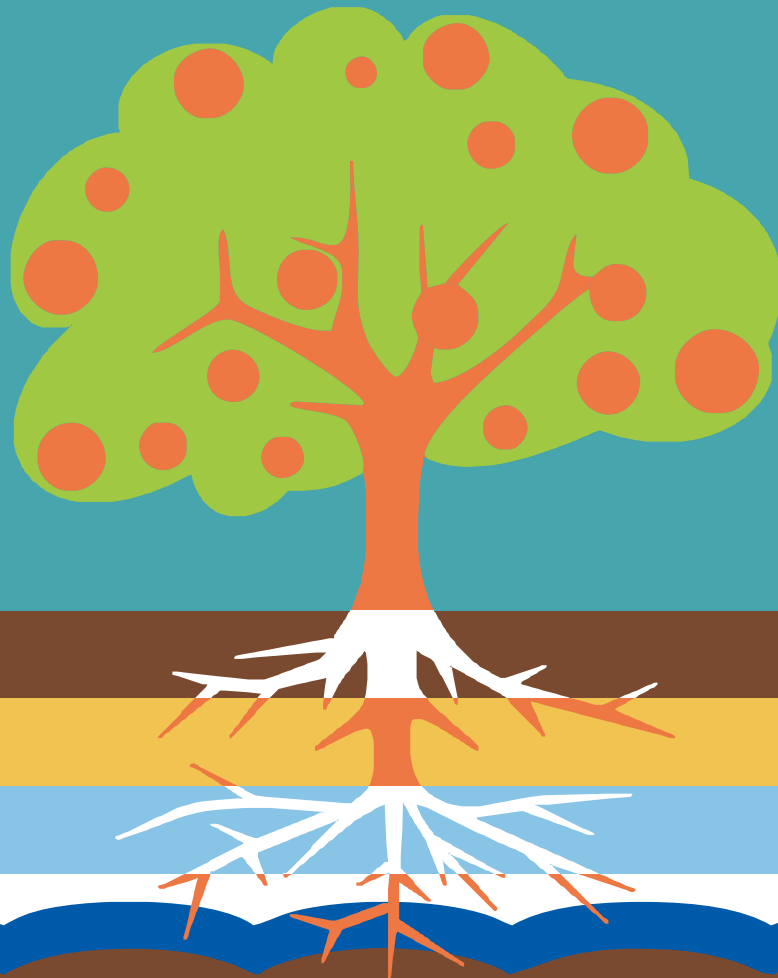


58%

Sustainable soil management
practices could produce
up to 58% more food

Soils

Soils deliver nutrition,
act as water holding tanks,
and serve as the substrate
to which plants anchor their roots



Soils play multiple roles in
aiding growth of vegetation,
which is cultivated for feed, fibre,
fuel and medicinal products

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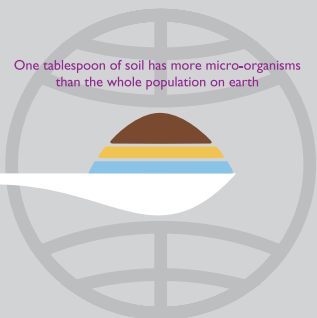
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support
a quarter of our
planet's bio-diversity

One tablespoon of soil has more micro-organisms
than the whole population on earth



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is the key
to achieving food security
and improving nutrition
levels in countries



Healthy soils boost crop quality and productivity

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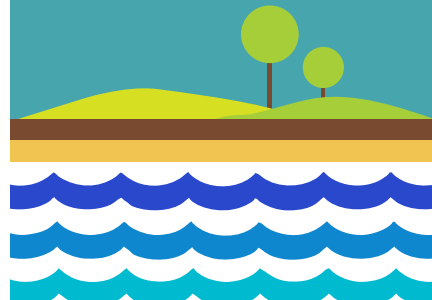
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mitigate the effects
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Soils store and filter water, thereby improving
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Soil is the foundation

for sustainable development

Soils ensure a productive food system, improved rural livelihoods and a healthy environment

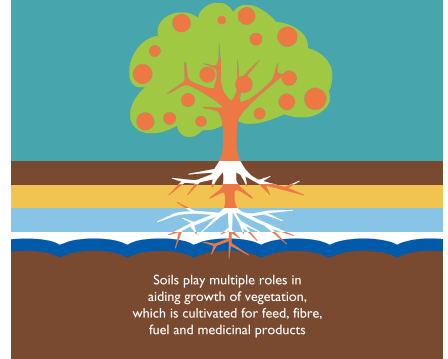


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Soils deliver nutrition, act as water holding tanks, and serve as the substrate to which plants anchor their roots



Soils play multiple roles in aiding growth of vegetation, which is cultivated for feed, fibre, fuel and medicinal products

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58% Sustainable soil management practices could produce up to 58% more food

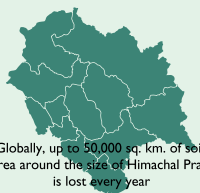
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Experts estimate that we only have 60 years of topsoil left

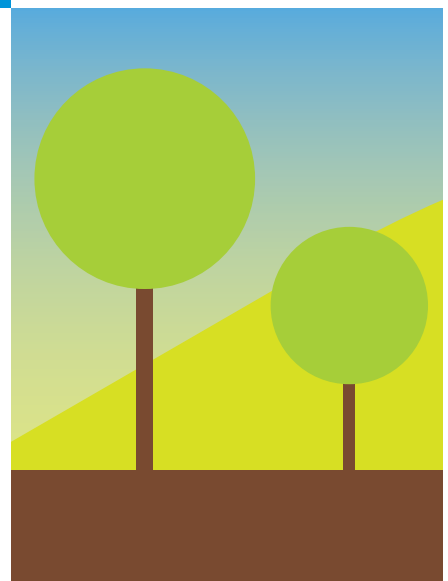
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Globally, up to 50,000 sq. km. of soil, an area around the size of Himachal Pradesh is lost every year

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Chairman's Message

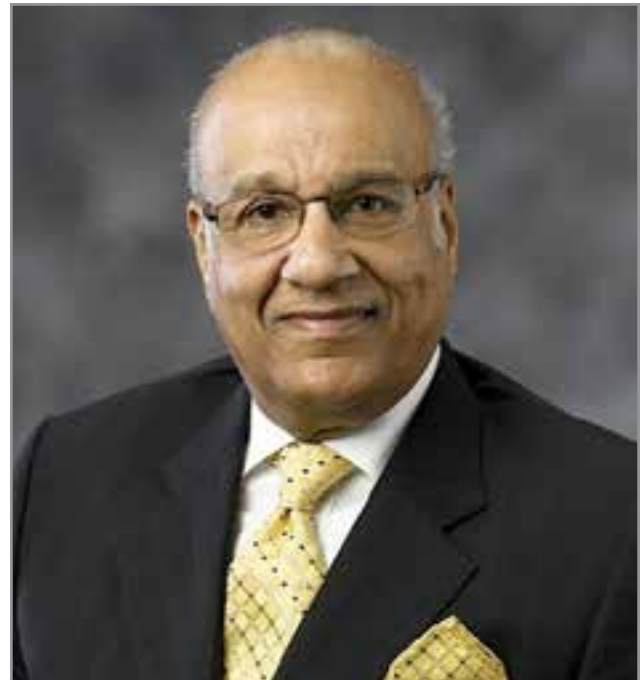
Dear Stakeholder,

I am delighted to present Chambal's sixth Sustainability Report, which gives an overview of our efforts in creating enduring value across the economic, social and environmental dimensions of the Triple Bottom Line.

As a responsible corporate citizen, we have, over the years, initiated a wide spectrum of targeted corporate social responsibility (CSR) initiatives spanning the domains of agriculture, education, infrastructure, employment, skill development, healthcare, and environment. All these capacity building initiatives are being implemented through 'K K Birla Memorial Society', a foundation specially set up for the same purpose.

For us at Chambal, a matter of key concern and challenge, since the inception of the Company in 1985, has been sustainable agriculture, especially soil and water conservation. We have directly engaged with farmers (particularly small and marginal) in eliciting their participation in preserving and enriching the soil quality of their lands.

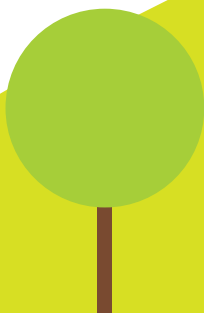
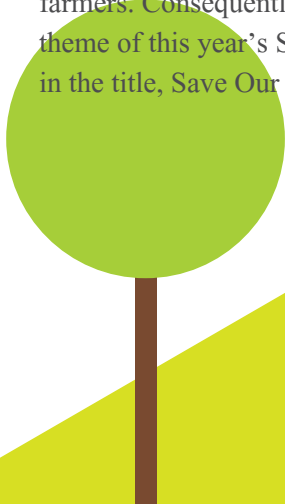
We recognize the critical importance of soil as a basis for food security and ensuring livelihoods for farmers. Consequently, we have adopted 'soil' as the theme of this year's Sustainability Report, expressed in the title, Save Our Soils! Coincidentally, the Food



& Agriculture Organization of the United Nations (FAO) has declared 2015 as the International Year of Soils.

At Chambal, we have been promoting responsible soil management practices among farmers. Our comprehensive, technology-based soil health programme addresses issues such as soil and water testing, soil nutrition, crop selection, mixed cropping, rainwater conservation, and balanced use of fertilizers, pesticides and other agri inputs. These initiatives have benefited farmers across 11 states in the country.

Our efforts to improve the agricultural prospects of farmers is supplemented by our constant endeavor to enhance the 'quality of life' of the larger community located close to our plants. Our CSR programme has been designed to strengthen quality of education and infrastructure in schools, boost enrolment rates and





cut drop-out rates, promote good health practices, and empower community, particularly women.

Education is at the core of our CSR programme because we believe that only education can bring about a significant transformation in the lives of children and youth in rural India. Based on the concept of 'Pre-School to Livelihood', we have developed a sustainable model of education by adopting a range of Government educational institutions - from balwadis (pre-school) and primary schools to secondary schools and ITIs. The improvement in the learning levels of students has been measured through base-line and end-line surveys. Conducted by Pratham, a leading NGO, these surveys have confirmed a marked improvement in the learning outcomes. ITI Sangod, adopted in 2012, is now a state-of-art facility for skill-training, and its students have been placed in Ashok Leyland, DRDO, Gillette India, Hero Moto Corp., Hindustan Glass, Honda Motors, Indian Railways, Mahindra & Mahindra, Maruti Suzuki, and other leading organisations in the country.

Chambal continues to be the largest private sector fertilizer company in India. We have successfully sustained the growth momentum over the years. In the current fiscal, we generated record revenues of ₹ 8,882 crore, an increase of around 11 % from the previous year. Urea production and sales were 1.85 million MT and 1.88 million MT respectively. Revenue incurred from manufactured fertilizers went up to ₹ 4539.65 crore, an increase of ₹ 175.25 crore when compared to 2013-14.

Our Shipping Division made a come-back by achieving a much better performance in comparison to the previous year. The turnover of our Shipping Division was higher mainly on account of revenue from in-chartered vessels, better realisations from own vessels, and foreign exchange rate variations.

Our vision of a prosperous and inclusive society is manifested in the kind of organization we are seeking to build. The cornerstones of our corporate governance philosophy are transparency, empowerment, equal opportunity,

professional integrity and ethical conduct. Every employee is duty bound to uphold and perform as per these values and rules.

This report, which spells out our Triple Bottom Line performance on 49 core indicators, conforms to A+ Application Level, the highest level of reporting of Global Reporting Initiative-G3 guidelines. The report has been assured by Ernst & Young LLP, an external agency.

In the end, I would like to express my gratitude to all our employees, business partners and other stakeholders for their persistent dedication, commitment and contribution in helping us achieve our corporate goals. I am confident of their continuing faith and constant support in generating sustained value in the years to come.

With best wishes,
Sincerely,

Saroj K. Poddar
Chairman





Soil Management Programme

Healthy soils account for bountiful harvests on an enduring basis. But since soil health is neither inexhaustible nor self-sustaining, tests need to be conducted from time to time to assess soil quality, determine deficiencies and suggest curative measures for boosting fertility of the land.

Chambal's pioneering soil management programme seeks to do just that.

Till date, our two agriculture development laboratories (ADLs) at Agra and Kota have conducted close to 800,000 soil (and water) tests, resulting in detailed block and district level soil fertility maps. This data is shared with farmers, helping them take crucial decisions about crop planning and rotation, balanced deployment of fertilisers, pesticides and weedicides, and critically, in estimating the correct quantity of water for irrigating the fields.

To improve the quality and reach of our soil health programme, we have partnered with domain experts such as the Agriculture Technology Management Agency (Government of India), agriculture universities, krishi vigyan kendras and agriculture research stations.



AVAILABLE NITROGEN, PHOSPHORUS AND POTASSIUM STATUS OF SOILS OF HARYANA (SEP. 1995 TO MARCH 2015)



AVAILABLE NITROGEN, PHOSPHORUS AND POTASSIUM STATUS OF SOILS OF UTTAR PRADESH (SEP. 1995 TO MARCH 2015)



Technology-based Intervention to Map Soil Health of Farmlands

Since 1995, we have been making a systematic effort to map the soil health of farmlands in the states of Chattisgarh, Haryana, Rajasthan, Punjab, Jammu & Kashmir, Madhya Pradesh, Uttar Pradesh, Gujarat, Bihar and Uttarakhand. Maps are prepared to reflect the state of the soil at the district and block levels.

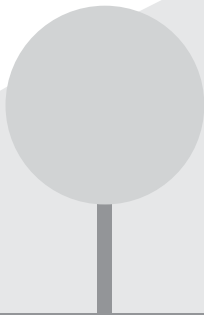
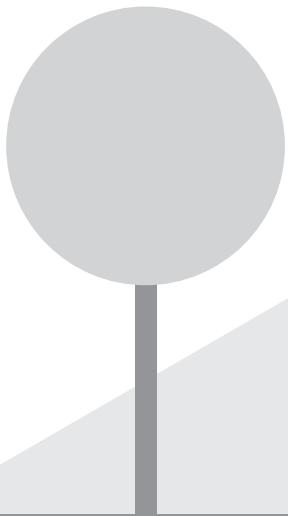
We have established two state-of-the-art agriculture development labs (at Agra and Kota), where soil and water tests are conducted. The soil is tested for the following attributes: salinity, alkalinity, nitrogen, organic carbon, phosphorous, sulphur, potassium, and other macro and micro nutrients.

Post test analysis and soil data is shared with the farmers. Farmers use the soil test reports to plan crop rotation, mixed crop farming, balanced use of fertilisers, water and other agri-inputs like pesticides and weedicides.

Till date, we have conducted close to 800,000 soil tests, which have helped tens of thousands of farmers in their quest to improve the fertility of land, thereby boosting crop quality and productivity on a sustained basis.

Shown on the adjoining page, are the 20-year (1995-2015) soil fertility maps of Rajasthan, Uttar Pradesh, Punjab and Haryana.





Sustainable Agricultural Practices

Uttam Bandhan, our trend-setting programme is transforming farm practices, restoring soil health and changing mind-sets of farmers in 11 states - Chattisgarh, Haryana, Rajasthan, West Bengal, Punjab, Jammu & Kashmir, Madhya Pradesh, Uttar Pradesh, Gujarat, Bihar and Uttarakhand. Most crucially, we are using modern presentation aids including printed literature, videos, field trials and demonstrations to educate farmers on ways to cope with nutrient deficient soils, optimize irrigation, and shun indiscriminate use of fertilisers, pesticides, and weedicides. Additionally, farmers are being encouraged to plan for mixed cropping and crop rotation.

The result is that large tracts of fallow land have been restored and brought under cultivation; and existing arable land has become more productive - leading to a marked improvement in harvest yield and quality.





360 Degree, Village Development Initiative

At Chambal, we have a long legacy of CSR initiatives aimed at strengthening the foundations of rural India, and leading to the holistic development of people and communities. Some of our long-standing initiatives are now flagship programmes of the Government of India - Soil Health, Skill India, Swachh Bharat Abhiyan, Beti Bachao-Beti Pado, Sarva Shiksha Abhiyan, and National Secondary Education Abhiyan.

Uttam Roshni , our pioneering full-spectrum CSR initiative has been designed to shore up basic infrastructure, strengthen school facilities, introduce good sanitation practices, provide quality and timely healthcare, enhance employability prospects, empower women and enrich the environment. Through these initiatives, we are engaging with communities to ensure their well-being, livelihood and a secure future.

The programme targets the 22 villages abutting our Gadepan plant. It is being implemented in partnership with the local government, NGOs and with the active participation of the village community.





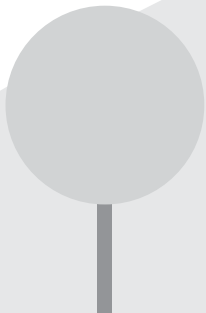
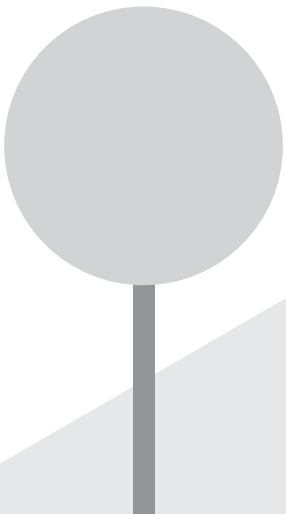
Back-to-School Programme

For us at Chambal, education is a special thrust area. We have initiated a comprehensive Back-to-School programme in 32 government-aided schools in 22 villages near our plant. The target beneficiaries of this programme are over 4000 school-going children in the region.

The scope of the programme includes: motivating parents to send their children to school, encouraging children to complete their schooling, enhancing teacher capacity, and improving schooling facilities. Most significantly, special attention is being devoted to the needs of girl children, which is evident in an exclusive programme constructing separate toilets for them at all adopted schools.

The results, over the years, have been extremely gratifying. Enrolment rates have shot up by 80%. Drop-out rates have declined significantly. With the construction of toilets, the hygiene habits of children and adults alike have improved dramatically. The village community is now beginning to believe that education is the best insurance their children can have. It is the key to a better life and secure future.





Skill Enhancement & Vocational Training Programmes

At Chambal, young men and women from nearby villages are being empowered by enhancing their employability prospects and earning potential.

Under the Government of Rajasthan's public-private partnership scheme, we have adopted two industrial training institutes (ITIs) –ITI-Sangod (in 2011) and ITI-Sultanpur (in 2014). These institutes are training students to become computer operators, fitters, electricians, and diesel and refrigerator mechanics, thereby, securely placing them on a promising career path.

ITI-Sangod has achieved nearly 100% placement over the past couple of years. Their students are finding employment in reputed organizations like Ashok Leyland, Cadbury's, Gillette, Hindustan Glass, Hondo Motors, Indian Army, Indian Railways, LG, Mahindra Motors, Maruti Suzuki, RSEB, Tata Motors and UNO Minda Group.

At the village level, women are being trained in tailoring, spice processing, and soap, pickle and papad manufacturing. They are also being groomed to become beauticians. All this, so that they can supplement their family's income by becoming small entrepreneurs in their own right and, live a life of dignity and respect.



Report Parameters

At Chambal Fertilisers and Chemicals Limited, we believe that sustainability needs to be embedded across an organization's business processes and products. We work closely with the farmers and rural communities in India to realize our vision of a sustainable world. As a result, sustainability is a natural extension of the way we operate our business.

This 'Sustainability Report' is part of our broader stakeholder disclosure process, which includes our annual report, websites and other publications.

Purpose and Audience of Reporting

At Chambal, we initiated reporting of our sustainability performance in FY 2009-10. Our last Sustainability Report titled 'Empowering Youth for a For A Better Future' was published for FY 2013-14 and conformed to A+ Application level of GRI.

We publish our Sustainability Report annually. This sixth edition of the report covers our Environment, Economic and Social performance for the period April 1, 2014 to March 31, 2015. This report is distributed to our key stakeholders as well as electronically transmitted to our shareholders.

Defining the Report Content

There has been no significant change in the reporting scope or boundary over the last reporting year. The reporting principles and methodology continues to remain in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting (2006) – GRI G3 Guidelines.

This report is also in compliance with the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business enunciated by Ministry of Corporate Affairs, Government of India. The nine principles of the guidelines have been mapped against the disclosures in this Report in the relevant sections.

Indicator Selection and Application level

This report has been prepared as per 'A+' Application level of GRI and includes all 49 core performance

indicators and 7 additional indicators which are material to our organization.

Boundary, Scope and Data Collection

The report boundary covers our two urea plants and SSP plant at Gadepan, district Kota, Rajasthan (India). Furthermore, it also covers social performance (social development and outreach, workforce break-up, employee turnover and product responsibility) of the agri-business division.

The economic performance data reported is drawn from Company's audited annual accounts pertaining to FY 2014-15. In order to show trends, most of the performance indicators pertain to three years - FY 2012-13, FY 2013-14 and FY 2014-15. The performance data does not include data from the residential township at Gadepan, Kota and information related to traded products, unless otherwise explicitly stated.

This report is a result of collaborative efforts of our various departments: production, environment, utilities, safety, technical, materials, supply & distribution, marketing, finance, legal & secretarial, human resources, CSR and corporate communications.

Assurance

The contents of this report have been assured by Ernst and Young LLP. The limited assurance was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 covering qualitative and quantitative information. Their assurance statement is included in the report.

Questions pertaining to this report may be directed to:

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Chambal Fertilisers and Chemicals Limited
Corporate Office
Corporate One, First Floor
5 Commercial Centre, Jasola
New Delhi - 110 025, India
Phone: +91 11 46581300 / 41697900
Fax: + 91 11 40638679
E-mail: live.responsibly@chambal.in

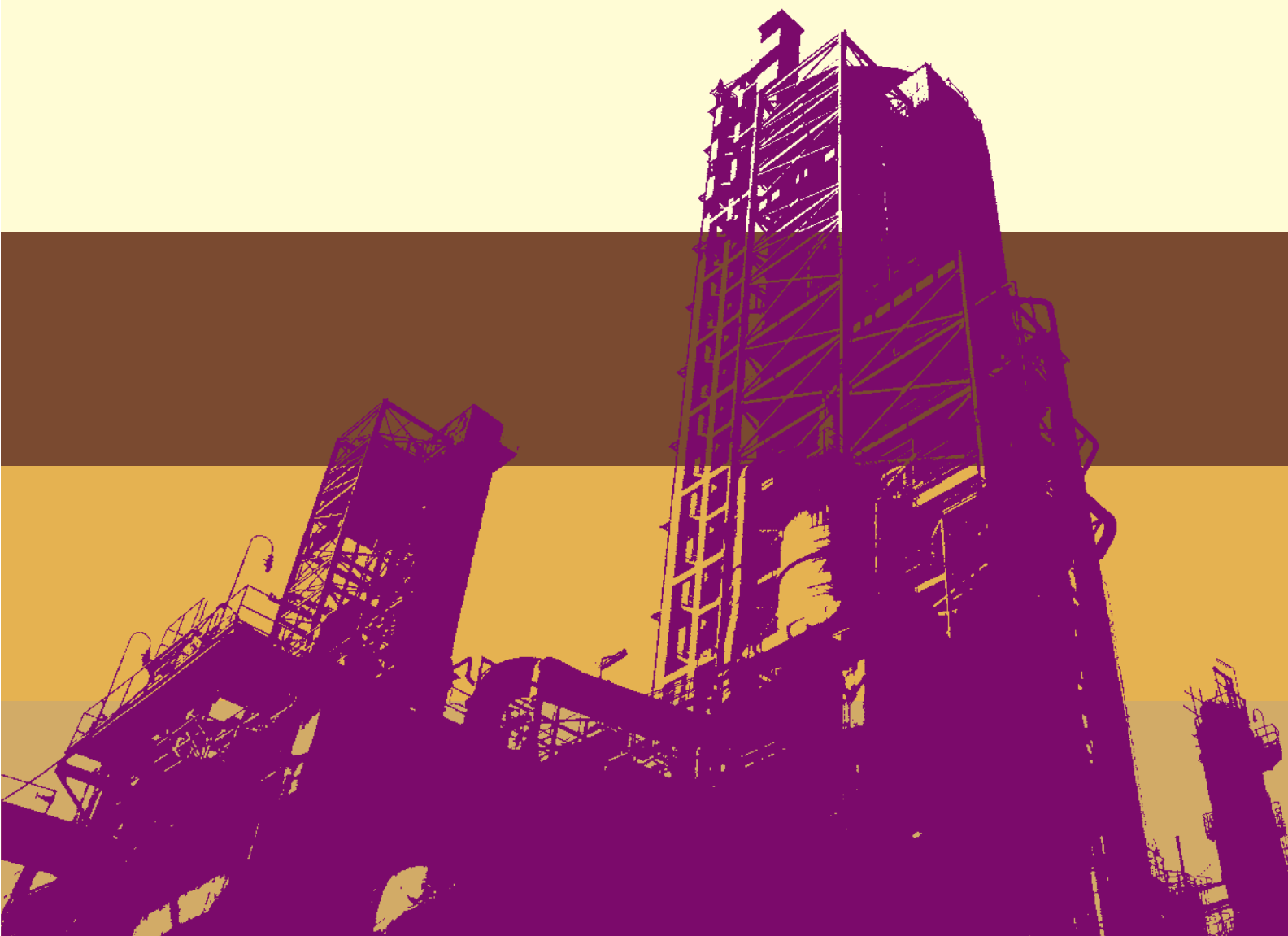
Disclaimers

- The terms 'Chambal', 'the Company', 'CFCL', 'the organization', 'we', 'us', 'our', refers to Chambal Fertilisers and Chemicals Limited and are used purely for convenience sake and is not intended to mislead the reader.
- Forward looking statements mentioned in this report are provided to bring forth our sustainability plans and activities. Undue reliance on these forward looking statements is not advised because these statements reflect management's current analysis of future events, which might not prove to be exact in this rapidly changing environment.



About Chambal Fertilisers

- Shareholding Pattern
- Market Presence
- Brands and Products
- Other Businesses



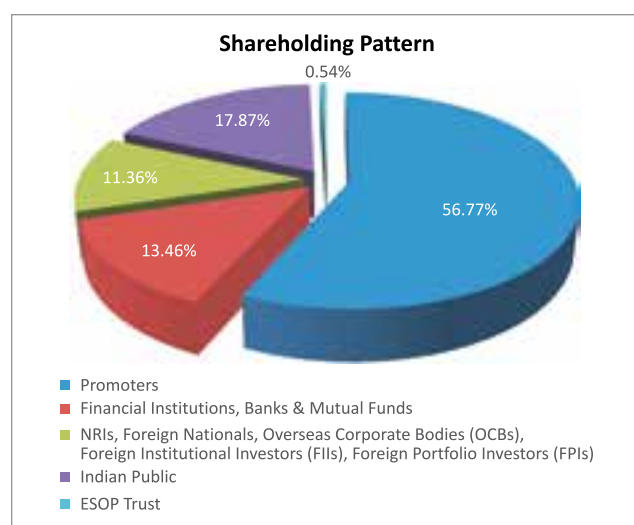
About Chambal Fertilisers

We are one of the largest private sector fertiliser producers in India. We were promoted by Zuari Industries Limited in 1985. Our two hi-tech nitrogenous fertiliser (urea) plants are located at Gadepan in Kota district of Rajasthan. These two plants produce about 2.2 million MT of urea per annum. The first plant was commissioned in 1993 and the second one in 1999. The plants use state-of-the-art technology from Denmark, Italy, United States and Japan. In 2013, we set-up a single super phosphate (SSP) manufacturing facility at Gadepan with a capacity of 180,000 MT per annum.

In addition to manufacturing and marketing urea and SSP, we are a key player in marketing of fertilisers like DAP, MOP and NPK.

SHARE HOLDING PATTERN

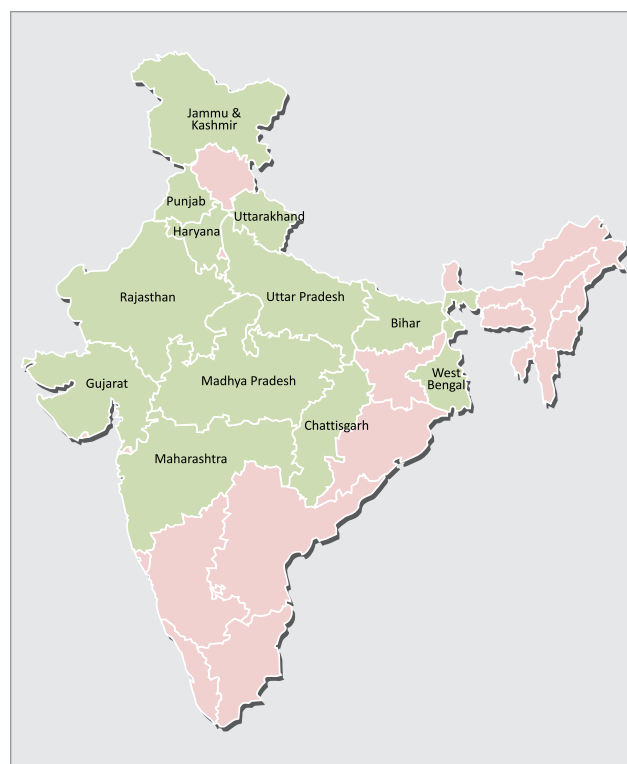
Our equity shares are listed on the National Stock Exchange of India Limited and BSE Limited. The shareholding pattern as on March 31, 2015 is as follows:



MARKET PRESENCE

We cater to the needs of farmers in twelve states in northern, eastern, central and western regions of India, and is the leading fertiliser supplier in the state of Rajasthan. We have a vast marketing network

comprising 15 regional offices, 1700 dealers and 20,000 village level outlets.



Plants

- Kota, Rajasthan

Regional Offices

- Agra
- Ahmedabad
- Aurangabad
- Bathinda
- Bhopal
- Chandigarh
- Hisar
- Indore
- Jaipur
- Karnal
- Kolkata
- Lucknow
- Patna
- Raipur
- Udaipur

Agriculture Development Laboratories

- Agra
- Kota

BRANDS AND PRODUCTS

We provide a range of agricultural products through a ‘single window’ to enable the farmer to buy all products from one source. Our flagship product-urea - is marketed under the brand name Uttam Veer, and is very popular among farmers in our area of operations.

Apart from fertilisers, we offer products for each stage of the crop cycle and also provide services to help promote sustainable agriculture. Our basket of products includes DAP (di-ammonium phosphate), MOP (muriate of potash), SSP (single super phosphate), insecticides, herbicides, fungicides, seeds and

other micro nutrients. Most of these inputs are sourced from reputed suppliers and sold under the ‘Uttam’ umbrella brand.

OTHER BUSINESSES

We have 3 business segments: agri-business, textile and shipping; with agri-business being the largest. Our shipping division, India Steamship, operates 5 Aframax Tankers with a combined capacity of over 5,00,000 DWT. Our textile division, Birla Textile Mills, is located at Baddi, Himachal Pradesh. The mill has a state-of-the-art spinning unit with a capacity of over 83,000 spindles.

Additionally, we have a joint

Awards and Recognitions received during the reporting year

2014 Rajasthan Energy Conservation Award (Fertiliser Category)

2014 Think Media CSR Case Study Award

2013-14 Fertiliser Association of India “Environment Conservation Award”

2010-11 National Award for Prevention of Pollution by Ministry of Environment and Forests (Fertiliser Category)

2010-12 Certificate of Appreciation from National Safety Council of India

venture company in Morocco for manufacturing phosphoric acid. We also have subsidiaries in the software sector.

CHAMBAL FERTILISERS AND CHEMICALS LIMITED

BUSINESS DIVISIONS



AGRI-BUSINESS



TEXTILE BUSINESS
Birla Textile Mills

BUSINESS DIVISIONS

DIVERSIFIED PORTFOLIO

BUSINESS DIVISIONS



SHIPPING BUSINESS
India Steamship

Indo Maroc Phosphore S.A. (IMACID), Morocco

A joint venture between Chambal, Tata Chemicals Limited and OCP, S.A. It has set-up a phosphoric acid manufacturing facility in Jorf Lasfar, Morocco

CFCL Technologies Limited

Chambal software arm in home mortgage business

India Steamship Pte. Ltd., Singapore

A wholly owned subsidiary engaged in shipping business in Singapore

JOINT VENTURE AND SUBSIDIARIES

Integrated Crop Solutions

Fertilisers



Specialty Products



Seeds



Insecticides



Weedicides



Fungicides



Opportunities, Threats & Risk Management

- Global Sustainability Trends
- Risk Management Framework
- Fertiliser Industry Structure and Developments
- Opportunities & Threats
- Risks and Concerns
- Outlook



Opportunities, Threats & Risk Management

At Chambal, our objective is to build a sustainable enterprise that effectively balances financial strength with social and environmental responsibilities. We have proactively created a business eco-system to serve the interests of our present and future generation of stakeholders.

I. GLOBAL SUSTAINABILITY TRENDS

We understand that in the rapidly changing environment, it is critical for us to keep ourselves abreast of global sustainability concerns like energy consumption, eco-friendly packaging, responsible labelling and IFA (International Fertiliser Association) guidelines. We regularly assess how these trends will impact our business and key stakeholders. As a result, we have implemented voluntary codes like Process Safety Management (PSM) to ensure high level of safety at our plants. We benchmark ourselves with the best in the international arena by continuously re-assessing and investing in the latest systems, processes and technologies to reduce our carbon footprint.

II. RISK MANAGEMENT FRAMEWORK

We understand that continuous assessment of our 'risk profile' will determine the level of our economic success. Our diversified business portfolio requires us to identify, measure and manage risks effectively and to allocate necessary resources for the same.

We have constituted a Risk Management Committee which periodically reviews all risks, finalises the risk document and monitors various risks of the Company including the risks, if any, which may threaten the existence of the Company. The composition and terms of reference of the Risk Management Committee are given in the Corporate Governance Report.

The risk document containing key and non-key risks including way forward for mitigation thereof, as approved by the Risk Management Committee, is also



circulated to the Audit Committee and the Board of Directors for their periodical review.

III. FERTILISER INDUSTRY STRUCTURE AND DEVELOPMENTS

A) Urea

(i) Raw Material

Natural gas is the main input and constitutes the major part of cost for production of urea. We use domestic gas and imported re-gasified liquefied natural gas (RLNG) under long term and short term supply arrangements. After prolonged an upward trend, the gas prices came down sharply in the international market during 2014-15 due to fall in prices of crude oil.

RLNG constitutes a major part of gas supplies for our company. The spot gas prices came down sharply in line with the international market. The prices of long term RLNG are linked to long term average of crude oil index. Hence, the impact of current low prices of gas in international market will gradually reflect in the long term RLNG prices over the next few years. The Government of India revised the prices of domestic gas during the year. The dwindling domestic gas supply is an area of concern. The Government has recently announced the pooling of gas for the fertiliser sector which is a positive step. However, the final contours of a gas pooling mechanism are awaited.

(ii) Demand – Supply Scenario

Urea production remained almost stagnant in India for many years despite steady increase in demand of urea. No new capacities were added in the last 15

years except the revamp of a few existing plants. This has resulted in a significant gap between demand and supply. India imported around 8.75 million MT of urea during 2014-15, constituting about 28% of the total urea consumption in the country. Imported urea prices were volatile during the year and varied between \$ 270 and \$ 360 per MT (FOB – Arabian Gulf).

(iii) Developments in Government Policies

The New Pricing Scheme Stage III which was valid up to March 31, 2010, has been extended till March 31, 2015. The new Government policy for existing urea plants is awaited.

In order to reduce the dependence on imports, the Government announced a New Investment

Policy 2012 (NIP) with a few amendments for attracting fresh investments in the urea sector.

B) Other Products

We are also engaged in the manufacture of single super phosphate (SSP). Our installed capacity for SSP is 180,000 MT per annum. The SSP market is fragmented with many small players. Apart from our own product, we also source SSP manufactured by other parties. SSP is a cheaper alternative to DAP, which caters to specific segment of farmers and crops.

We import and supply di-ammonium phosphate (DAP) and muriate of potash (MOP) in our marketing territory. We compete with large players in DAP and MOP segment. The products are

sourced from reputed international manufacturers to ensure quality of the product. India imported around 3.82 million MT of DAP during the year 2014-15, about 51% of the total DAP consumption in the country. Imported DAP prices were volatile during the year. The consumption of MOP in India is entirely met out of imports. MOP imports in the country during the year were 4.18 million MT as against 3.18 million MT during the previous year. The demand of DAP and MOP remained robust during the year.

We deal in other agricultural inputs like sulphur, NPK fertilisers, micro-nutrients, insecticides, herbicides, fungicides, seeds, etc., under the single window concept. The products are sourced from





reputed manufacturers, including multi-national companies. The insecticides market is dominated by multi-national companies and the products are either manufactured by them or they supply the basic ingredients to domestic manufacturers for production of finished products. The seeds and micro-nutrients market is dominated by small manufacturers. Hence, products like seeds, zinc, gypsum, micro-nutrient mixtures, etc., are sourced from domestic manufacturers with tight controls on the quality of the products.

IV. OPPORTUNITIES & THREATS

The New Investment Policy 2012 (NIP), withheld earlier, was released during the year with a few amendments. Since considerable time has been taken by the Government in releasing the revised policy, the quoted price of the suppliers for new urea project have to be re-negotiated. Accordingly, we are reviewing our plans for capacity expansion for production of urea and a final decision will be taken in this regard in the next few months.

The implementation of the Nutrient-based Subsidy Policy by the Government of India gave a major boost to our business of trading in branded fertilisers like DAP and MOP. We have established reliable supply channels in the international market and reinforced our marketing network to get the full benefit of opportunities available in the DAP and MOP segments. We have firmly established ourselves as a major player, and achieved substantial increase in sales volumes of DAP and MOP. However, the

volatility in global prices of these fertilisers as well as fluctuations in foreign exchange rates are the main challenges we face, which we have factored in while framing our marketing strategy.

Urea production beyond re-assessed capacity is becoming unviable for most of the urea manufacturing units due to increased cost of RLNG, price rise in domestic gas and fall in the international urea prices. Chambal had to shut down one of its urea plants in February 2015 because production beyond 100% capacity was not viable. The urea industry needs immediate policy intervention from the Government to sustain the production beyond re-assessed capacity. We expect the Government to come out with a new policy for existing urea plants which can enable the urea manufacturers to produce beyond re-assessed capacity. The proposed pooling of gas for fertiliser industry is a positive step in this direction

V. RISKS AND CONCERNS

The urea segment of the fertiliser industry operates in a Government-controlled regime placing high dependence on Government policies. During the last few years, the Government has resorted to under-provisioning for fertiliser subsidy in the Union Budget. This has resulted into long delays in payment of subsidy to the fertiliser companies, thereby substantially increasing industry's interest burden.

High volatility in foreign exchange rates, likely reduction in demand of DAP due to its high cost and interest burden due to delay in payment of subsidy may impact our profitability from trading activities. In the event of non-revision in Government policies on urea, the likelihood of reduction in production of urea beyond re-assessed capacity is a possibility and another area of concern.

VI. OUTLOOK

Subject to risks and concerns mentioned above, the urea industry is unlikely to face any challenge in terms of sales volumes in the near future in view of a demand-supply gap. The outlook of branded products in the trading segment also looks positive in view of lower inventory of DAP in the trade channel, strong marketing network and brand loyalty for our products.

Accountability Framework

- Board of Directors
- Committees of the Board
- Investor Services
- Code of Internal Procedures and Conduct for Trading in Securities of the Company
- Code of Conduct and Ethics
- Prevention of Corruption



Accountability Framework

At Chambal, we believe that for our sustained growth and profitability, we must maintain high standards of corporate conduct towards our shareholders, customers, employees, other stakeholders, and society in general. We have always focused on good corporate governance, which is a key driver of sustainable corporate growth and long-term value creation for our shareholders. Corporate governance

aligns the interests of individuals, corporations and society and integrates all the participants involved in a process, which is not only economic but also social. Corporate governance goes beyond the practices enshrined in the laws and encompasses the basic business ethics and values that need to be adhered to, in letter and spirit.

We also believe that we must leverage our resources to translate opportunities into reality, create awareness of our corporate vision and inculcate dynamism and entrepreneurship at all levels. Above all, we believe corporate governance must



Mr. S S Bhartia
Co-Chairman



Mr. S K Poddar
Chairman



Mr. Anil Kapoor
Managing Director



Mr. Aditya Narayan
Independent Director



Board of
Directors



Mr. K N Memani
Independent Director



Mr. C S Nopany
Director



Mr. Marco Wadia
Independent Director



Ms. Radha Singh
Independent Director

balance individual interest with corporate goals and operate within accepted norms of propriety, equity, fair play and a sense of justice. Accountability and transparency are key drivers to improve decision-making and create credibility and stakeholder confidence.

BOARD OF DIRECTORS

Our Board of Directors strive to create an environment, which is conscience-driven, accountable and ensures that the management and employees act with integrity and responsibility. As the highest decision making body of the Organization, the Board relentlessly pursues long-term corporate values and sets the strategic framework for growth.

COMMITTEES OF THE BOARD

The Board of Directors review the performance of the Company from time to time. To ensure timely and effective working of the Board and

Category of Directors	Number of Directors	Percentage to the Board
Executive (Managing Director)	1	12%
Independent, Non-Executive	4 (Including one woman director)	50%
Non-Independent, Non-Executive	3 (Including chairman)	38%

Table 1: The Board structure as on 1st April 2015.

the Company, various committees have been constituted with specific terms of reference and scope. The committees operate as empowered agents of the Board. There are 8 committees of the Board, which have been delegated adequate powers to discharge urgent business of the Company.

1. Audit Committee

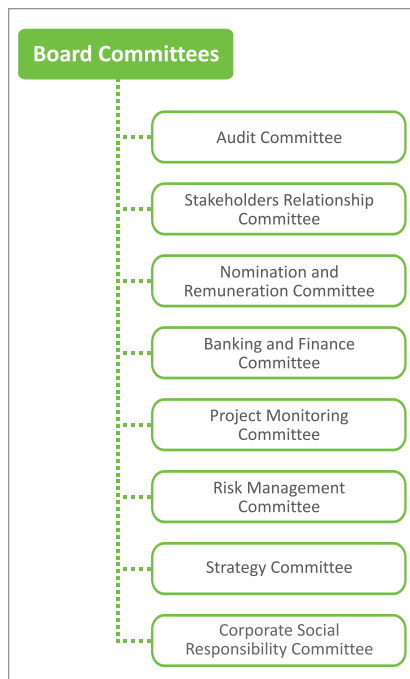
The terms of reference of the Audit Committee are in accordance with Section 177 of the Companies Act, 2013 and the Listing Agreement with the Stock Exchanges. It also discharges such other functions as may be

delegated by the Board from time to time. Apart from this, the Audit Committee also reviews:

- The contracts entered into by the Company related to traded products, valuing more than ₹ 150 million and the contracts entered in the register maintained under section 189 of the Companies Act, 2013, if any; and
- Status of material claims filed against the Company.

2. Stakeholders Relationship Committee

The Investors Grievance Committee approves matters





relating to allotment of securities, issue of duplicate certificates, decide the dates of book closure/ record dates in respect of the shares and other securities issued by the Company, etc. In order to provide quick service to investors and expedite the process of transfers, the Board has delegated sufficient powers to the company executives to deal with various matters including transfer of shares across the counter and transmission of securities.

3. Nomination and Remuneration Committee

The Remuneration Committee recommends appointment of managing director(s)/ whole time director(s)/ manager and reviews and approves remuneration including compensation package, annual increments, incentives, additional perquisites, etc. of the managing director(s)/ whole time director(s)/ manager and senior executives of the Company. The committee is also authorized and empowered to superintend and administer the Employees Stock Option Scheme(s) of the Company, including CFCL Employees Stock Option Scheme 2010.

4. Banking and Finance Committee

The Banking and Finance Committee approve procurement of various types of finance, including working capital facilities, loans and any other specific matter delegated by the Board from time to time.

5. Project Monitoring Committee

The Project Monitoring Committee was formed to

review progress of various projects of the Company and approve contracts of a certain value.

6. Risk Management Committee

The Committee was formed on August 8, 2014 comprising executives of the Company. The Committee was re-constituted with effect from April 1, 2015 as per the requirements of revised clause 49 of the Listing Agreement. The committee review and monitor all business risks of the Company, finalise the risk document and deal with other matters as may be prescribed in the Risk Management Policy.

7. Strategy Committee

The Committee was formed on September 18, 2014 and deals with evaluation of non-core businesses of the Company from time to time, appointment of legal, tax, financial and other consultants and determines the scope of their services, terms of appointment and to recommend to the Board about suitable option(s) pertaining to any of these businesses.

8. Corporate Social Responsibility Committee

The Committee was formed on February 3, 2014. The terms of reference of the Committee are as prescribed under the Companies Act, 2013 and the Rules framed there under, and discharges such other functions as may be delegated to it by the Board of Directors from time to time.

INVESTOR SERVICES

Chambal had 1,76,263 shareholders as on 31 March,

2014. M/s Zuari Investment Ltd. is the company's Share Transfer Agent. They have an online system for transfer of shares in physical form and provide other services to the shareholders. In addition, the company also has an in-house Investor Service Centre, which provides prompt service to the investors. We take various pro-active measures for investor satisfaction like timely reminders to investors about new corporate benefits, undelivered shares, unclaimed benefits, etc.

CODE OF INTERNAL PROCEDURES AND CONDUCT FOR TRADING IN SECURITIES OF THE COMPANY

Pursuant to the SEBI (Prohibition of Insider Trading) Regulations, 1992, the Company has a Code of Internal Procedures and Conduct for Trading in Securities of the Company. The Code, inter-alia, prohibits purchase/ sale of shares

of the Company by Directors, Officers, designated employees and their dependents while in possession of unpublished price sensitive information in relation to the Company.

CODE OF CONDUCT AND ETHICS

In order to maintain the highest standards of ethics and governance in our business and dealings, we have adopted a code of conduct and ethics. The code acts as a guiding document for suggestive behaviour in dealing with the Company, fellow directors, employees and the external operating environment. The purpose of this code is to conduct the Company's business ethically and with responsibility, integrity, fairness, transparency and honesty. This code of conduct is also a tool in carrying out the Company's social responsibility in a more effective manner. It is applicable to the Board of

Directors and members of the core management team including members of management, one level below executive directors and all functional heads. The code covers issues like regulatory compliance, conflict of interest, bribery and corruption, safety, environment and health, financial and operational integrity. The code can be accessed at www.chambalfertilisers.com/images/pdf/Code_of_Conduct.pdf

All Board members and senior executives of the Company affirmed their compliance with the code of conduct and ethics during 2013-14. A certificate to this effect forms a part of the Annual Report for 2013-14.

PREVENTION OF CORRUPTION

We have set exemplary standards of ethical behaviour and have zero tolerance for corruption at the workplace. In addition to the





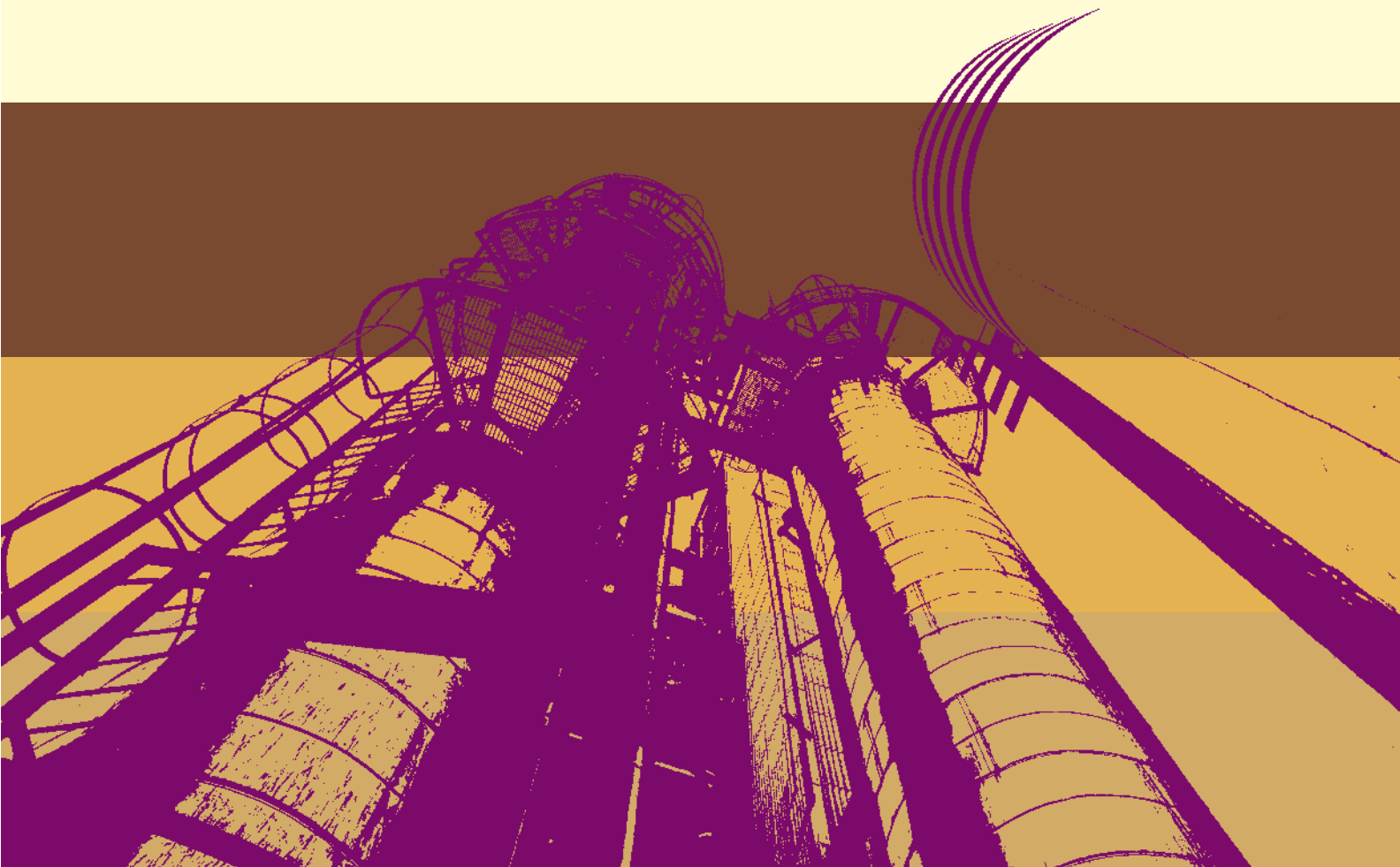
code of conduct and ethics, we have an adequate internal system in place to control corruption. This system comprises authorization levels, supervision, checks and balances, financial limits of authority and procedures through documented policy guidelines and manuals, which provide and certifies that all transactions are authorized, recorded and reported correctly in compliance with policies and statutes.

Strict internal control system mitigates any corruption related risk and these systems enable employees to take necessary steps to deal with such exigencies. Any proven cases of corruption result in immediate termination of service. During the reporting year, there were no reported cases of corruption in the organization.



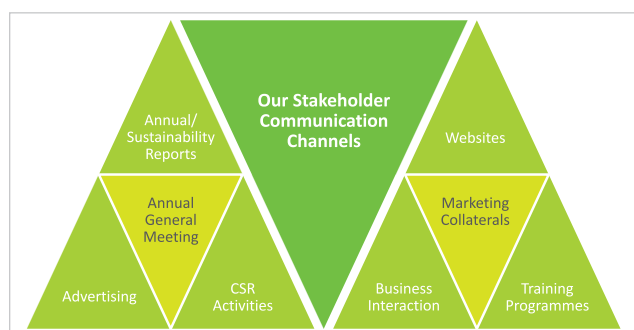
Stakeholder Engagement

- Internal Stakeholders
- Modes of Engagement
- Internal Communication Policy Statement
- External Stakeholders
- Public Policy
- Chambal Linkages



Stakeholder Engagement

We proactively engage with our stakeholders to formulate mutually beneficial business strategies. Open and honest communication through a variety of traditional and innovative ways with our stakeholders provides us with valuable insights regarding emerging trends, business risks and opportunities.



INTERNAL STAKEHOLDERS

At Chambal, we believe that a well-informed, empowered and engaged workforce is the key to our success.

MODES OF ENGAGEMENT

- Performance Analysis Report Meetings
- Engagement Survey, Internal Communication Effectiveness Survey
- Performance Management Systems
- Employee Welfare Scheme
- Training Programs
- Chambal Talks – Monthly Communication Meetings
- Intranet, SAP Portal
- At Chambal – Quarterly in-house magazine
- Chambal Infoline – Weekly round-up of industry news
- Employee Functions, Celebrations, Picnics and Get-togethers

INTERNAL COMMUNICATION POLICY STATEMENT

Chambal Fertilisers will keep its employees informed about company initiatives, business plans, budgets, human resource developments and overall performance of the company through a comprehensive internal communication process.

EXTERNAL STAKEHOLDERS

External Stakeholder groups	Modes of Engagement
Customers- Farmers, Business Partners and Retailers	Plant visits, one-to-one interaction, phone helpline, website, newsletters, meetings, training programs and promotional campaigns
Ministries, Government Agencies and Regulatory Authorities	One-to-one interactions, plant visits & report submissions
Industry Associations	Meetings, seminars, conferences, one-to-one interactions
Investors, Shareholders & Bankers	Advertisements, stock exchange portals, Chambal website, annual general meeting, mail, e-mail, phone, analyst calls, annual report, sustainability report, one-to-one interactions and meetings
Contractors / Service Providers / Suppliers / Vendors	One-to-one interaction / training programs/ vendor appraisal
Local Communities/ NGOs in Kota district of Rajasthan	One-to-one meetings, awareness campaigns, CSR activities in education, healthcare, infrastructure & sanitation and empowerment & livelihood domains
Media	Advertisements, corporate interviews/ press releases, Chambal website

Table 2: Stakeholders groups and modes of engagement.



PUBLIC POLICY

We are actively involved in debates and discussions relating to public policies of fertiliser industry. We are members of various industry associations and safety councils both in India and abroad. We regularly participate in various industry forums, share insights and present viewpoints on issues related to business, environment and society.





Sustainable Development — Economic

- Our Approach
- Our Objectives
- Our Progress



Sustainable Development — Economic

OUR APPROACH

The fertiliser industry in India underwent significant changes in 2014-15 in terms of business and policies. The business environment continued to be very challenging in general and for the fertiliser industry in particular. Our proactive approach to adapt to these prevailing market conditions has helped us in running our business sustainably. The unfavourable policy of restricting the production beyond re-assessed capacity forced us to restrict production of urea but we remained focused on strengthening our traded products business, thereby maintaining our profitability.

OUR OBJECTIVES

- Increasing production.
- Expanding our traded product business.
- Energy efficiency.

OUR PROGRESS

Industry

The global economy continued to expand at only a moderate estimated pace of 2.6 per cent in 2014¹.

Recovery was hampered due to some new challenges, including number of unexpected shocks, such as the heightened geopolitical conflicts in different parts of the world. Most of the economies have seen a shift in gross domestic product (GDP) growth to a noticeably lower path compared to pre-crisis levels, raising the specter of longer-term mediocre economic growth.

In India, the economy has successfully weathered many challenges in recent times and is currently placed on a cyclical upturn, on the back of strong policies and a whiff of new optimism. In the recent past, the economy faced testing times with issues like lower growth, high levels of inflation and widening current account deficit; escalated by an unsupportive external environment. Growth is back, with its desirable concomitants of mild inflation, manageable current account balance with a stable rupee, and rising foreign exchange reserves, signaling improvements in macro-economic stability. The growth rate of the economy, measured by the growth in GDP at constant (2011-12) market prices, improved from 5.1 per cent in 2012-13 to 6.9 per cent in 2013-14 and is projected to clock 7.4 per cent in 2014-15², according to the Advance Estimates released by the Central Statistics Office. India is one of the very few countries for which IMF and World Bank have raised their growth assessment. The ongoing revival is remarkable given



¹ UN World Economic Situation and Prospect 2015

² Macro-Economic Framework Statement 2015-16, Ministry of Finance



the fact that it happened despite highly tentative global economic conditions, and a below-par domestic agricultural season.

The industry is quite hopeful with the Government's vision to make the country self-reliant in urea and fertiliser. Some decisions taken by the Government are positive steps towards achieving goals such as gas pooling, revival of closed plants, and curbing black marketing of urea. However, subsidies and decontrol of fertilisers remains an issues of concern for the industry.

Our Company

We have 3 business segments: fertiliser, shipping and textiles with fertiliser being the largest amongst the three. The fertiliser division comprises manufacturing of urea and single super phosphate (SSP) and trading of fertilisers and other agricultural inputs. While fertilisers and other agricultural inputs businesses contribute 87% of the total revenue, shipping and textiles account for the balance 13%. The Company has registered an increase in the turnover mainly on account of increase in sale of branded products like fertilisers,

pesticides and other agricultural inputs, increase in prices of natural gas and depreciation in value of Indian Rupee vis-à-vis \$ (as the natural gas prices are denominated in \$). Turnover of the shipping division was higher mainly on account of revenue from in-chartered vessels, better realizations from own vessels and foreign exchange rate variations. Turnover of the textile division was almost at par with that of the previous fiscal.

The fertiliser business faced multiple challenges during the

	2012-2013 million INR	2013-2014 million INR	2014-2015 million INR
Economic Value Generated (EVG)	74311	81434	90172
Economic Value Distributed (EVD)			
Operating Costs	67003	74470	82915
Employee benefits and wages	1406	1487	1598
Payment to providers of capital	2090	2767	2361
Payment to government (Indian)	1646	563	1794
Community Investments	36	27	84
Economic Value Retained (EVR)	2131	2118	1420

Table 3: Economic contribution at a glance.

year. We had to shut down Gadepan – II plant from February 8, 2015 due to the unfavourable policy of the Government of India for production beyond 100% capacity. This resulted in lower production of urea. In the reporting year, Chambal produced 1.85 million tonnes of urea against 1.94 million tonnes in FY 2014-15. Delays in disbursement of subsidy by Government of India continued to affect

the profitability of the Company as the interest burden continued to mount. However, impressive performance of branded products gave a major boost to the profitability of the Company. The Company has established itself as a major player in its marketing territory, offering a wide range of products to the farming community. In FY 2014-15, in order to focus on the eastern region, Chambal set-up a marketing

Performance Snapshot				
	FY 2012-13	FY 2013-14	FY 2014-15	Unit
Production				
Urea	2.09	1.94	1.85	million MT
Single Super Phosphate	0.031	0.103	0.138	million MT
Sales³				
Urea	2.03	2.10	1.88	million MT
Single Super Phosphate ⁴	0.031	0.064	0.165	million MT
Traded Items – Sales				
Di - ammonium Phosphate	0.599	0.604	0.640	million MT
Muriate of Potash	0.060	0.042	0.199	million MT
Single Super Phosphate	0.150	0.054	0.022	million MT
Pesticides	2725	2497	3029	million INR
Micro-nutrients and Zinc	874	429	557	million INR
Seeds	425	516	650	million INR
Revenue	73408	79819	88821	million INR
Profit Before Tax (PBT)	4567	3459	4001	million INR
Profit After Tax (PAT)	3056	3031	2367	million INR
Employees	949	925	926	Number
Energy	4664039	4348432	4091331	Gcal
Specific Energy Consumption				
Gadepan I	5.59	5.57	5.54	Gcal/MT Urea
Gadepan II	5.39	5.42	5.47	Gcal/MT Urea
GHG Emissions	1.114	1.048	0.994	million tCO ₂ eq
Air Emissions				
Urea Dust	741.79	704.4	712.93	MT
Ammonia	685.10	713.85	754.84	MT
NOx	405.21	361.68	403.59	MT
Specific Water Consumption	4.96	4.93	5.03	m ³ /MT Urea
Water Discharge	1643312	1674273	1550434	m ³

Table 4: Performance at a glance⁵

³ Ammonia sales for the FY 2012-13, 2013-14 and 2014-15 was 26000 MT, 32000 MT and 22039 MT respectively

⁴ Own manufactured

⁵ Economic data pertains to the entire company



office at Kolkata. This is in addition to our existing office.

Our shipping division made a come-back by recording a much better performance in comparison to the last year. The year started on a subdued note but business looked up during the latter part of the year as charter rates firmed up in March, 2015.

The performance of our textile division remained subdued due to a low demand scenario in the market. The realizations remained under stress causing lower profitability of the textile division. During the last quarter, the Board of Directors approved the sale of our textile business to Sutlej Textile & Industries Limited, on a

slump-sale basis. The parties are in the process of obtaining necessary approvals for the transaction.

Economic value generated (EGV) by the Company in 2014-15 is ₹ 90172 million as compared to ₹ 81434 million in the previous year, an increase of 10%. The Board recommended a dividend of ₹ 1.90 per equity share in the reporting year. The total dividend outgo for 2014-15 will be ₹ 951.8 million (including dividend distribution tax). The total subsidy income of the Company in 2014-15 increased to ₹44,988 million, from ₹ 40,392 million in 2013-14.

We consider India as a local market and understand the importance of procuring major

input materials from within the country. This practice of the Company not only makes good business sense but also has a positive impact on the local economy. In the reporting year, a majority of our goods and raw materials suppliers (excluding capital equipment and OEM spare parts) at our Gadepan unit were based in India.





Sustainable Development — Environment

- [Our Approach](#)
- [Our Objectives](#)
- [Our Progress](#)



Sustainable Development — Environment

OUR APPROACH

The ‘environment’ is very close to our heart, and we work tirelessly to preserve and enrich it on a long term basis. Even though the impact of the Company’s production activities on the environment is minimal, we bear full responsibility for tackling regional environmental problems. We contribute to sustainable development through a range of environmental activities, which are an integral part of all our operations and fully comply with all the requirements. We are continually developing our framework for environment management.

OUR OBJECTIVES

- Optimum utilization of all resources.
- Efficient, responsible management of waste and effluents.
- Minimizing energy consumption and air emissions.
- Preservation of biodiversity.

OUR PROGRESS

Our objective is to promote environmental sustainability through integration of the latest technologies. We have adopted a strategy of continuous process improvements and stringent quality standards. Complementing these efforts is a comprehensive, integrated environment management system; comprising ground water recharging, optimizing resource efficiency, managing waste, controlling pollution, and using green energy wherever possible. Raw materials, water, emissions and energy consumption are material issues for the fertiliser industry. We constantly monitor and analyze our performance on these critical issues.

Resource Optimization

The production of urea (our key product) entails consumption of large amounts of energy and water. We are aware that the more we optimize consumption of these resources, the more sustainable our operations will be. Each year, we raise the bar to

lower our energy and water consumption, and take necessary measures to achieve pre-defined targets.

Natural gas is the primary raw material for manufacturing ammonia, which in turn, is used to produce urea. In addition to natural gas, we consume some process chemicals in significant quantities. Judicious use of resources is a fundamental economic principle for us, and we strive continually to use our materials efficiently.

We take care to ensure that urea is supplied to farmers in HDPE bags. Specific consumption of bags is monitored by us regularly. To minimize consumption of chemicals, we follow a well-defined resin replacement road map, and monitor and track chemical consumption regularly. We have also trained operators for carrying out correct operational procedures.

Reducing Energy Footprint

Most of the world’s energy is derived from fossil fuels like petroleum, coal and natural gas that satisfy our growing energy needs. These resources are non-renewable and finite, which is why, energy conservation is such a critical imperative of our



Material	Unit	FY 2012-13	FY 2013-14	FY 2014-15
Natural Gas	000' SM ³	833844	7729984 ⁶	746726
Hydrochloric Acid	MT	1793	1733	1637
Sulphuric Acid	MT	1045	481	4356
Lye	MT	710	657	718
Poly Alumina Chloride	MT	136	146	120
Neem Oil	Litre	572673	459468	541284
Packaging Bags	Nos	41806532	38818581	37154763
Production	Unit	FY 2012-13	FY 2013-14	FY 2014-15
Ammonia	million MT	1.22	1.14	1.08
Urea	million MT	2.09	1.94	1.85

Table 5: Material consumption for urea and ammonia production

Material	Unit	FY 2014-15
RSMML Rock	MT	30612
Nauru Rock	MT	373.75
Egypt Rock	MT	42667
Sulphuric Acid	MT	46453
Filler Phospho Gypsum	MT	9522
Fly Ash	MT	1942
Packaging Bags	Nos	2779813
Production	Unit	FY 2014-15
SSP	million MT	0.138

Table 6: Material consumption for SSP production

Installation of variable frequency drive (VFD) in ammonia reactor feed pumps in Urea-I plant.

Installation of dual drive (HT motor and turbine) for urea cooling tower pump at Gadepan-II.

Installation of additional cooling tower cell for Ammonia-II plant.

Table 7: Energy efficiency initiatives in FY 2014-15

times. For us at Chambal, energy conservation continues to be a top priority as this not only helps us conserve resources, it also results in financial savings and increased production.

The New Urea Policy 2015 has extensively emphasized on

promoting energy efficiency in urea units to reduce the subsidy burden on the Government. The Government has revised the specific energy consumption norms and has urged urea units to adopt the best available technology in the world to become globally competitive and sustainable.



Key Facts in 2014 -15

29.60 million INR was invested in environmental protection.

Our approach has always been futuristic in this context and we have improved year on year in reducing our energy footprints. While formulating the policy the Government has recognized our efforts, and placed us in the top most category of the most energy efficient fertiliser plants in India.

Our energy management is aimed at ensuring reduced energy consumption and the efficient use of energy resources, including maintaining an optimal ratio

⁶ The correct figure for the year 2013-14 is 772998 thousand SM³

between externally procured and internally generated electricity. We have initiated various technological and operational changes to reduce our energy consumption, utilize waste heat, strive for renewable energy options and use energy efficient products, wherever possible.

During the reporting year, our specific energy consumption was 5.541 Gcal/MT of urea at Gadepan-I plant and 5.475 Gcal/ MT of urea at Gadepan-II plant. Our direct energy consumption for Gadepan-I plant was 2.28 million Gcal (9561374 GJ) and 1.79 million Gcal (7494975 GJ) for Gadepan-II plant⁷. We did not utilize naphtha for the reporting year. Our direct energy and indirect energy consumption in SSP plant was 7496 Gcal (31365 GJ) and 5299 Gcal (22173 GJ) respectively. We have



our own natural gas based captive power plants; hence we buy only small amounts of electricity from the grid. In the current fiscal, our total indirect energy consumption was 10000.9 Gcal (41872 GJ), which is approximately 0.002% of our total energy consumption⁸.

Reducing Water Footprint

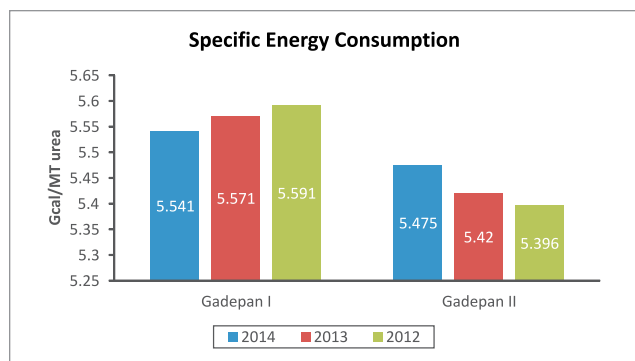
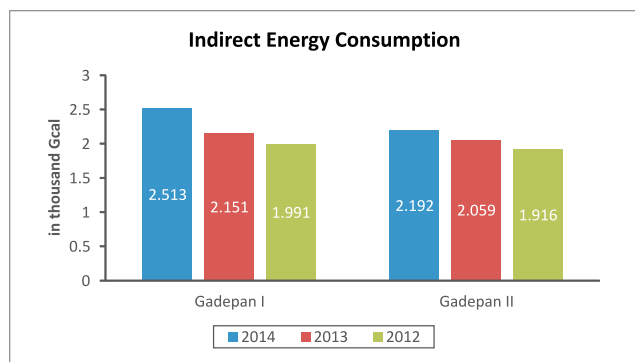
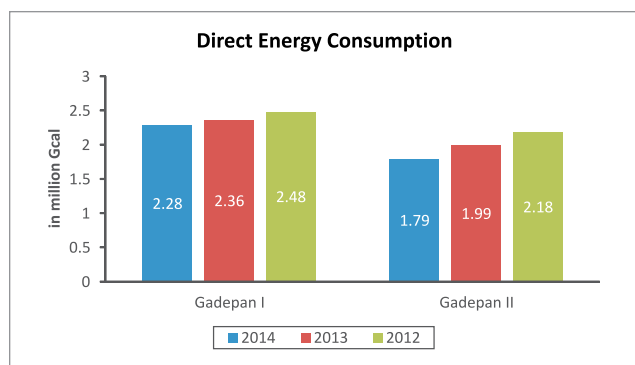
Our plants are located in the water-scarce state of Rajasthan.

Conservation of water and its sustainable use is of the utmost importance at Chambal. By managing fresh water as a sustainable resource, we have substantially reduced our energy footprint as it takes large amounts of energy to produce and transport clean water, and process waste water.

We draw our water from Kalisindh, a seasonal rain-fed river flowing near our plants at Gadepan. To conserve its water, we have constructed a check dam (capacity 7 million m³) which has resulted in an increase in the ground water level and led to 365 days availability of water for irrigation and other activities in the nearby area. Another check dam (capacity 3.4 million m³) built on the Parwan river for rainwater harvesting was commissioned in FY 2011-12.

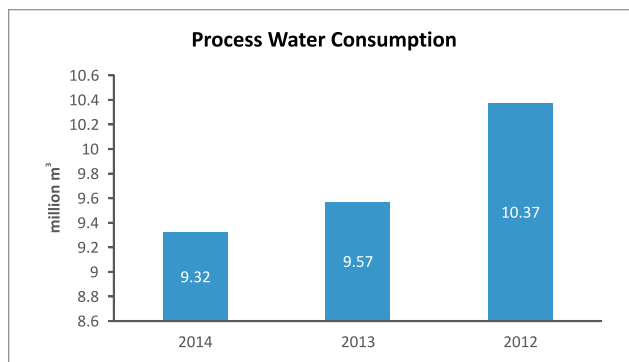
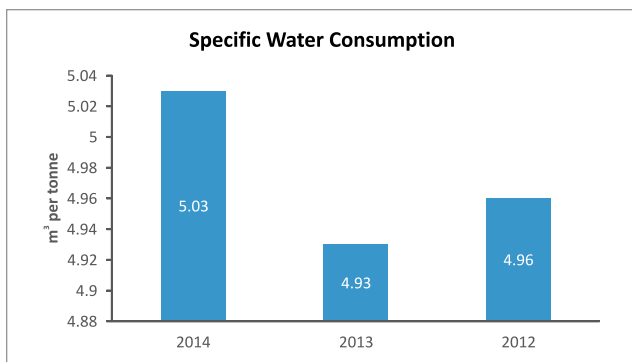
In the reporting year, our total water withdrawal from Kalisindh was 9989980 m³ as against 10138045 m³ in FY 2013-14.

As a result of our continuous efforts to harvest, recycle and reuse water, water consumption at our



⁷ Specific energy consumption is calculated considering energy consumed for feeds as well as fuels.

⁸ Total energy consumption = energy used as fuel and purchased energy.



two units at Gadepan is much below the limit prescribed by the corporate responsibility for environment protection (CREP) guidelines. The Indian fertiliser industry has been permitted a maximum water consumption of 8 cubic meters per tonne of urea for gas-based urea plants, as per the CREP guidelines. During the reporting year, our specific water consumption was 5.03 cubic meters per MT of urea as against 4.93 cubic meters per MT of urea during 2013-14.

We replaced the fire water header and closely monitored leaks and other operational controls. These measures resulted in 22.4 % reduction in fire water consumption compared to the previous year.

Green House Gas (GHG) Emissions and Climate Change

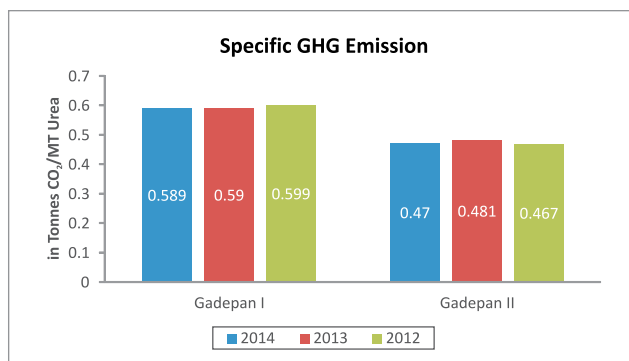
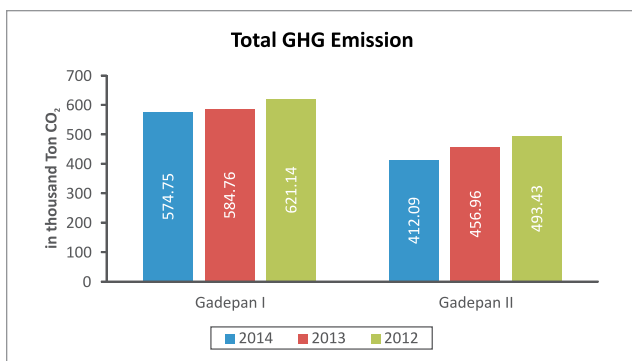
We recognize that our operations

are inextricably linked to energy consumption, and that as a result our plants generate greenhouse gases, particularly carbon dioxide (CO₂) and nitrous oxide (N₂O).

Alarmed by the possible impact of global climatic change on the quality of life of human beings, there has been a serious concern all over the world in understanding the processes and developing strategies to mitigate the negative effects. Chambal shares the concerns on this global issue and contributes in the best possible way. The world acknowledges that a change in environmental quality affects all aspects of life. Efforts are, therefore, needed to reduce the emission of greenhouse gases, which are mainly responsible for atmospheric warming. We have already seen the ill effects of this climate change this year in almost all the regions of our country. A few states received excess rainfall,

resulting in floods; while others remained hit by the worst draught seen in decades. In both the cases, agriculture was hit badly, with destroyed crops and hopes of the farmers.

GHG emissions can be curbed by using cleaner fuel and technologies. We primarily use natural gas as feedstock and fuel. Use of natural gas has helped us to keep our GHG emissions low. Almost all of the CO₂ formed during ammonia production is reused in urea production. Thus GHG emissions from our operations are primarily due to natural gas or naphtha consumed as fuel. During the reporting period, our direct GHG emissions at the SSP plant were 0.00179 million tCO₂ and the indirect GHG emissions were 0.00505 million tCO₂. Our total GHG emissions at the urea and SSP plants (from the use of natural gas as fuel and using



Parameter	Unit	FY 2012-13	FY 2013-14	FY 2014-15	Permissible Limits (mg/l)
Biological Oxygen Demand	mg/ltr	11.3	9.4	9.0	30
Chemical Oxygen Demand	mg/ltr	42.9	34.8	37.2	250
Nitrate Nitrogen	mg/ltr	7.2	7.0	7.1	10
Total Ammonical Nitrogen	mg/ltr	8.2	6.5	9.2	50
Total Dissolved Solids	mg/ltr	1872	1617	1548.3	2100
Total Kjeldahl Nitrogen	mg/ltr	28.7	23.7	23.6	100
Total Suspended Solids	mg/ltr	75.1	72.1	70.6	100

Table 8: Effluent discharge quality and their permissible limits

Parameter	Unit	FY 2012-13	FY 2013-14	FY 2014-15
Biological Oxygen Demand	MT	13.8	13.2	11.6
Chemical Oxygen Demand	MT	52.2	49.3	47.3
Nitrate Nitrogen	MT	8.8	9.8	9.1
Total Ammonical Nitrogen	MT	10	9.0	11.6
Total Dissolved Solids	MT	2280	2253	1978.3
Total Kjeldahl Nitrogen	MT	34.9	34.4	29.5
Total Suspended Solids	MT	91.5	101.5	91.1

Table 9: Effluent load⁹

Parameter	Unit	FY 2012-13	FY 2013-14	FY 2014-15
Biological Oxygen Demand	Kg / '000 MT Urea Production	6.6	6.81	6.2
Chemical Oxygen Demand	Kg / '000 MT Urea Production	24.98	25.4	25.56
Nitrate Nitrogen	Kg / '000 MT Urea Production	4.21	5.03	4.91
Total Ammonical Nitrogen	Kg / '000 MT Urea Production	4.78	4.62	6.27
Total Dissolved Solids	Kg / '000 MT Urea Production	1090.90	1161.34	1069.35
Total Kjeldahl Nitrogen	Kg / '000 MT Urea Production	16.70	17.75	15.94
Total Suspended Solids	Kg / '000 MT Urea Production	43.78	52.31	49.24

Table 10 Specific effluent load⁹

⁹ Effluent Load quantifies total weight of standard effluent parameters such as Biological Oxygen Demand(BOD), Total Suspended Solids (TSS), etc. e.g' Tonnes/year discharged.



electricity from the grid) were 0.994 million tCO₂.

Besides addressing the problem of GHG emissions internally (by streamlining our production processes, for example) we are also tackling its external dimension by sensitizing farmers about the pitfalls of excessive fertiliser use and faulty crop production, and the need for good agriculture practices. Consequently, the combined efforts of Chambal and the farmers are contributing to a lowering of emissions in the Gadepan region.

To strengthen our commitment towards climate change, we have also undertaken a few initiatives to measure emissions other than those pertaining to the plant. In the reporting period, we estimated 538.7 MT CO₂ emissions from employee transportation by buses/cars (including personal vehicles) and other company operated vehicles in the plant area. We also conducted a preliminary study to understand the GHG benefits of extensive green cover in and around the Chambal plants.

Responsible Effluent Management

We have in place elaborate policies, high technical standards and a detailed guidance framework for managing effluents. In 2014, we continued to implement measures to achieve higher levels

of waste management efficiency. One such effective measure was ‘at source’ treatment of effluents and recycling of treated effluents back into the process. We have incorporated the following recycling processes (which are regularly upgraded) at the design stage itself:

- Ammonia and urea process condensates are treated in ammonia and urea plants respectively and recycled into the process after treating them in the demineralization plant;
- Turbine condensate is also recycled into the process after treatment in the demineralization plant; and
- Boiler blow down water is reused as cooling water make-up.

Key Facts in 2014 -15

Save Paper, Save Trees

Our ‘Save Paper, Save Trees’ campaign is now a proactive responsibility of every Chambalite. In the reporting year, paper consumption at Gadepan was reduced by 10.17% in comparison to the previous year.

Creative Usage of FRP Boxes

The damaged fiber reinforced polymer (FRP) boxes of fire extinguishers which are disposed off as waste are now used as pots for various seasonal plants at different locations at Gadepan. We plan to expand their usage at other locations in the township, thereby reducing the waste caused due to frequent disposal of these boxes.

Reducing the Usage of Battery Cells

Lead, which is the main ingredient of a battery cell is a toxic metal that can enter the body by inhalation of lead dust or ingestion when touching the mouth with lead-contaminated hands. The maximum use of these hazardous batteries is in torches. This led us to initiate a campaign to sensitize people about the need to replace conventional battery torches with rechargeable LED ones. The campaign turned out to be successful, and we have managed to reduce usage of conventional torches by as much as 67% since 2012.

Beside the above measures, the effluents generated from other points like seal water of pumps, steam traps and sample cooler drains are sent to the effluent treatment plant (ETP) where they are further diluted by other effluent streams. ETP also receives treated effluents from the DM plant, filter back wash water, etc. We have also set up a sewage treatment plant (STP) which treats sanitary waste-water from the township and plant.

In the reporting year, 70 % of waste water was recycled back into the system, and the balance amount was used in the irrigation network within the complex. We do not use freshwater for irrigation or horticultural purposes. During FY 2014-15, we used 1416485 m³ of treated effluent water for irrigation. We discharged 133949 m³ of waste water into the Kalisindh river during the rainy season in 2014-15, which is 54% less than the preceding year. We ensure

that the quality of the discharge is within the norms specified by the regulatory authorities and none of the natural water sources is being affected by our water withdrawal or discharge.

Responsible Waste Management

We continue to follow the 3Rs (Reduce, Re-use and Re-cycle) concept for waste management. Almost 100% condensate is recycled back to the system. We have adopted best practices to manage waste disposal through a comprehensive waste management manual under the health, safety, environment & quality (HSEQ) system which has the following elements:

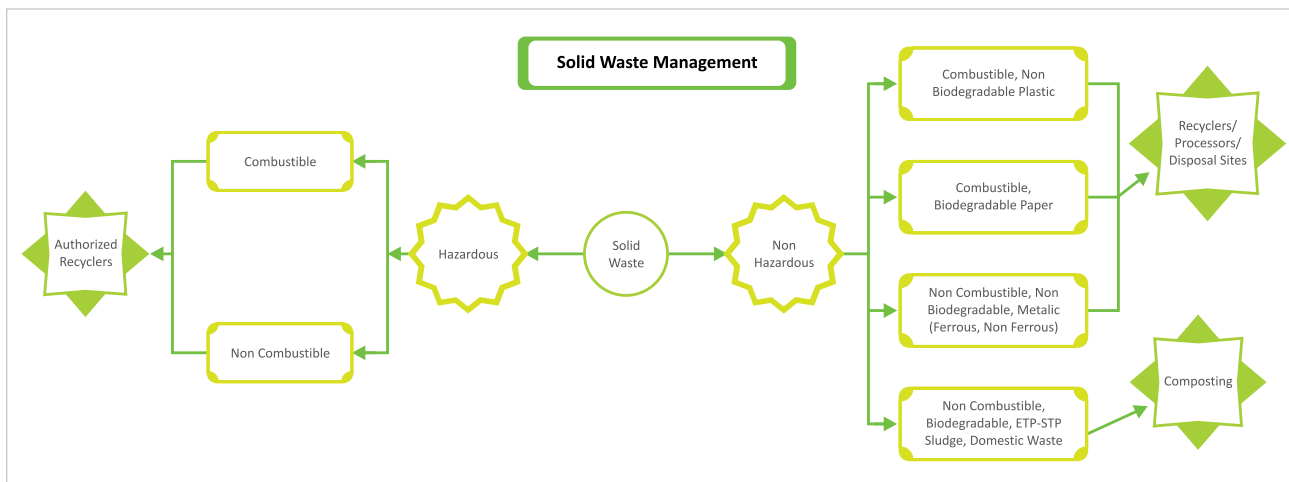
- Categorization of wastes as hazardous and non-hazardous for differentiated management;
- Further sub-categorization of waste and identification at the lowest component level;
- Linking all possible sources of waste generation and location of generation;

Type of waste	Treatment and Disposal	2012-13 Quantity (Kgs)	2013-14 Quantity (Kgs)	2014-15 Quantity (Kgs)
Sharp waste	Autoclaved and buried	5.19	6.41	9.061
Contaminated waste	Autoclaved, chemically treated and buried	6.28	7.44	9.402
Disposable waste	Treated chemically and buried	7.15	8.59	8.007

Table 11: Disposal of biomedical waste

Name of Waste Disposed	Type of waste	Unit	FY 2012-13	FY 2013-14	FY 2014-15
Spent Oil	Hazardous	MT	36.83	37.03	35.046
Spent Catalyst	Hazardous	MT	193.82	224.42	107.271
Ferrous Scrap MS drum	Hazardous	MT	1.25	1.23	0.93
FRP Container Scrap	Hazardous	MT	-	-	2.45
Lead Acid Battery	Hazardous	MT	3.019	2.395	11.601
E-waste	Hazardous	MT	2.576	-	2.92
HDPE Scrap	Non-Hazardous	MT	48.1	61.93	54.97
Paper	Non-Hazardous	MT	13.63	9.68	15.44
MS Scrap	Non-Hazardous	MT	115.73	320.48	499
PVC	Non-Hazardous	MT	3.79	6.52	6.73
Resin	Non-Hazardous	ltr	45700	13825	8275

Table 12: Major categories of waste disposed off



- Categorization of waste bins and placing them nearest to the generation point;
- Using large categorized bins to collect wastes from small bins;
- Lifting of segregated components from bins directly for final disposal;
- Identification of recyclers/ re-users and final disposal;
- Conversion of horticulture and domestic wastes into manure

for use in the green belt; and

- Use of polythene bags are strictly prohibited in the Gadepan campus.

To manage household waste, we have provided non-biodegradable and bio-degradable bins to each household in our township. We collect segregated household waste from each house and send biodegradable waste for

composting and non-biodegradable waste for disposal to recyclers. A similar practice of collection and disposal are followed for domestic waste from bulk sources such as canteen, guest house and shopping center.

Composting of horticulture waste is carried out in NADEP pits and is used as manure in the green belt. In addition to this, a briquetting machine has been installed for converting horticulture waste to eco-friendly briquettes, which are used by selected users as alternate fuel. We understand the severe environment degrading qualities of polythene bags; hence, their use has been strictly prohibited in the Gadepan campus for the last many years.

Inside the factory premises, we have colour coded and labeled waste collection bins and storage areas, and for many wastes, we

	FY 2012-13	FY 2013-14	FY 2014-15
kg CFC-11 equivalent (ODS emission)	30.42	30.36	20.57
kg HCFC 22 (R 22 Freon Gas)	-	552	374

Table 13: Ozone depleting substance (ODS) emissions

Parameter	Unit	FY 2012-13	FY 2013-14	FY 2014-15
NOx	MT	405.21	361.68	403.59
Urea Dust	MT	741.79	704.4	712.93
Ammonia	MT	685.10	713.85	754.84

Table 14: Air emission load (yearly average values)

Parameter	Unit	FY 2012-13	FY 2013-14	FY 2014-15
NOx	Kg/ MT Urea production	0.19	0.18	0.21
Urea Dust	Kg/ MT Urea production	0.35	0.36	0.38
Ammonia	Kg/ MT Urea production	0.33	0.37	0.40

Table 15: Specific air emission load (yearly average values)

have restricted access to authorized personnel. The wastes generated in our plants largely comprise used oil, spent catalyst, lead batteries, e-waste, ferrous waste and waste HDPE bags. We dispose of hazardous waste to authorized external agencies for the transportation, treatment and final disposal of such waste.

We also generate small quantity of biomedical waste at our occupational health centre, which we dispose of in an environment friendly way as per the required norm. We strictly adhere to all laid down laws for storage and disposal of wastes.

Spill Management System

We have a well-defined environmental operation control procedure (OCP) to prevent and manage spills. We regularly conduct integrity checks for reactors, vessels, flanges, valves and pipelines

for leaks. In order to keep a regular check, the drains are monitored at specified intervals, and these observations are recorded and reported to the management.

Any spill that threatens the environmental quality of water, land or air is reported. We carry out root cause analysis and take corrective and preventive actions to ensure that such events do not occur again. We have a well-defined spill management systems in place for all possible threats that include GV (geomarco vetro coke) and Benfield solution, chlorine, ammonia, urea, oil, freon, naphtha. During the reporting period, we did not have any significant spills.

Other Air Emissions

In addition to GHG emissions; ammonia, urea dust, suspended particulate matter (SPM), oxides





of nitrogen and sulphur are the major air emissions from our manufacturing process. Various control measures and initiatives to minimize air emissions are given below.

Use of Sulphur free fuel NG/ RLNG
Low NOx burners in Auxilliary Boiler and primary reformer
Stacks having height more than statutory requirements
Dedusting system in bagging plant
Use of efficient prill bucket to reduce urea dust
Natural draft prilling tower with extra height to contain urea dust emissions
Recovery of ammonia at various places
Water curtains

Sustaining Biodiversity

We pay close attention to the condition of ecosystems affected by our production activities. Our proactive approach in preserving the biodiversity has helped us to develop 400 acres of green belt in and around Chambal on a waste and rocky land. 40% of our plant area is covered with a wide variety of fauna, which plays a key role in minimizing the GHG emissions. The Company regularly monitors water, soil, flora, fauna and habitat to ensure that no stone is unturned in preserving the biodiversity profile of the area.

Our township and plant is home to more than 100 species of flora, and several animal and avian species (local and migratory) such as peacocks, monkeys, rabbits, reptiles and predatory animals.

We understand that human interference and activities can be a threat to the environment and its biodiversity. To ensure that the integrity and richness of the ecosystem is preserved, we have set up a fund in collaboration with Hadoti Naturalists Society (a local body) and the forest department, Government of Rajasthan. The aim

Key Facts in 2014-15
Our campus is a large nesting site for peacocks, our national bird.
Varied species of flora and fauna.
Protection of black bucks at Sorsan Reserve near our Gadepan Plant.

is to conserve the wildlife and preserve the habitat of endangered species at Sorsan Preserve, (located about 10 km from our manufacturing facility), which is famous for its large population of Black Bucks.

To sensitize employees and their families on environment issues; we organize nature walks, slogans/poster/essay contests, nukkad natak, tree plantations and bird watching trips. In addition to these activities, we regularly organise events around environment issues. What's more, we mail-out a weekly sustainability tips to all our employees. Some of the other initiatives taken by us in the reporting year are installation of LED street lights and variable frequency drives, upgradation of synthesis gas compressor and installation of ammonia product heater. We have also made a budget provision for two out of three Pressure Transmitter switches to avoid release of ammonia vapour in our Urea-I plant.

Environmental Expenditure

We regularly invest in environmentally-friendly technologies and make expenses connected with ecological fees and taxes as well as other actions

related directly or indirectly to the environment.

The expenditure on various initiatives towards waste disposal, emissions treatment, and environmental management incurred during the financial year 2014-15 was ₹ 6.10 million. Our horticulture expenditure in FY 2014-15 for maintenance of the green belt is ₹ 23.49 million.

Our proactive approach towards conserving our environment is also reflected in our securing the Environment Management System Standard ISO 14001:2004, Quality Management System Standard ISO 9001:2008 and Occupational Health and Safety Management System Standard OHSAS 18001:2007 certifications. Our township is ISO 14001:2004 and OHSAS 18001:2007 certified.



Type of Expenditure	Description of Expenditure	Direct and Variable Cost Incurred in ₹ million		
		FY 2012-13	FY 2013-14	FY 2014-15
Waste disposal, emissions treatment and remediation costs	Cost of treating wastewater or disposing solid waste/ sludge to an external contractor or destination plus operating and maintenance cost	1.06	1.46	3.45
	Clean-up costs including cost of remediation of spills, etc.			
Prevention and environmental management costs	Cost for employing external agencies for lab testing and sampling	0.22	.33	.40
	Annual costs of ISO 14001 and other such certifications for management systems	0.27	.27	.22
	Purchase of green fuel, recycled materials or any other such purchase to reduce environmental footprint	0	0	0
	Consent to operate and other environmental compliances	0.48	2.36	2.01
	Total	2.03	4.42	6.10

Table 16: Expenditure on environment management (data has been rounded off)

Sustainable Development — Our People

- Our Approach
- Our Objectives
- Our Progress



Sustainable Development — Our People

OUR APPROACH

At Chambal, we are committed to empower our employees and continuously develop their knowledge and skill sets, so that they realize their true potential and drive the Company's growth. We believe that the skills and performance of our employees are vital factors in making our business viable and sustainable. To help us fulfil these objectives, we have a well-defined HR programme incorporating some of the world's best HR practices.

We regularly recognize the contribution of our highly motivated workforce to the performance and growth of Chambal. A healthy work environment and attractive compensation packages enable us to attract and retain high calibre employees. Our team is blend of youth and experience, with an average age of 38 years.

OUR OBJECTIVES

- A skilled and performance oriented workforce
- Employee retention
- Protecting human rights
- Cordial labour relations

OUR PROGRESS

Training and Development

Training and development are vital elements of our business. We encourage employees to acquire new skills, expertise and qualifications with the objective of achieving better productivity. Our HR team identifies the need of each and every employee and customizes the training programme based on specific outcomes. These needs are mapped through a comprehensive process of annual performance management system (PMS). These needs are then categorized and evaluated for organizing customized training programmes. Apart from in-house training programmes, the employees are also nominated for various external training programmes.

We also have a self-development scheme for management employees, who are encouraged to enrol in professional training courses. Under this scheme, 50% of the tuition fee, subject to a maximum of ₹ 50,000, is reimbursed by the Company. Furthermore, we regularly train our contractual workforce in emergency handling, first aid, workplace safety, firefighting, environment management and general health, and hygiene. During the reporting year, 831 HSE (health, safety and environment) training programmes were conducted, in which 19,730 man-hours of training was provided to the contract workforce at our Gadepan plants.



Behavioural Training

Execution Driven Performance Leadership - Engineering Your Future
 Leadership: Great Leaders, Great Teams, Great Results
 Sankalp - A Commitment To Grow
 Secrets Of Success
 The Master Communicator
 Good To Great
 Yes I Can
 Inspired Leadership
 Thinking Managers Vs Doing Managers
 Think Straight Think Through
 Be The Change
 Reaching Out
 Leading With Passion
 Executing With Impact
 Campus To Corporate
 Deciding For Results
 Build Strength Of Togetherness
 Health & Wellness
 Power To Succeed
 Branding Oneself Through Impactful Business Communication
 Manage Time Manage Results
 Power Of One
 I Am A Star
 Getting Things Done Your Way - The Art Of Negotiations

Safety Training

Safety For Senior Management
 Enhancing Competency Of EHS Professionals
 Behaviour Based Safety For Managers
 Safety Induction
 Chlorine Handling Safety
 HSSEQ Refresher
 First Aid Certification
 Fire Fighting & Emergency Handling
 Hazop
 Asset Integrity
 Methodology Of Internal Audit & Ensuring Compliance To IMS
 Process Safety Management
 Electrical Safety
 Rescue Operation In Confined Space
 Accident Prevention & Safety
 Safety In Material Handling

Technical Training

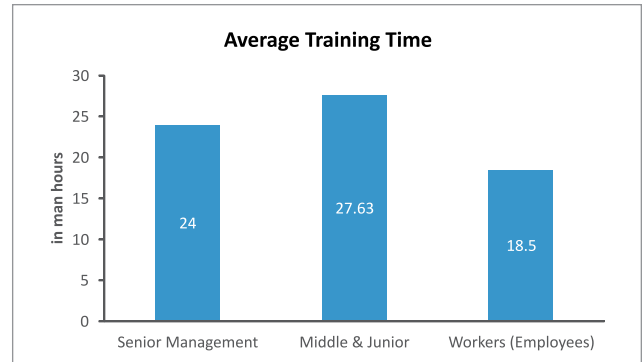
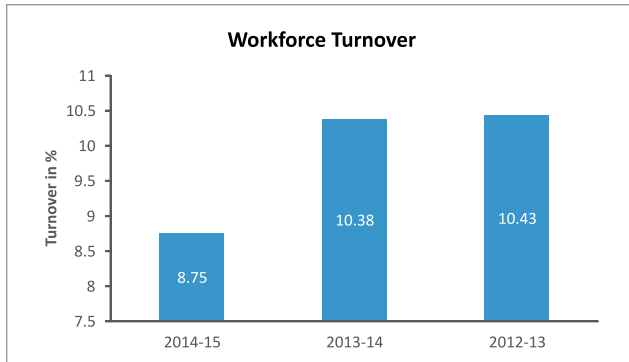
My Setu Software Training Come Gap Analysis
 Vibration Monitoring System
 My Setu Safety Software Modules
 Boiler Feed Water & Cooling Water Treatment
 Centrifugal Pump
 ABB-HT-VFD
 MS Office 2010
 Gear Devices- Fundamentals, Maintenance & Reliabilities
 SAP Refresher
 Centrifugal Pump & Centrifugal Compressor
 Boiling Feed Water And Cooling Water
 API-510



Employee Benefits

With the aim of securing the financial future of our employees, we try to include as many popular benefits as possible within the overall remuneration package. We offer employees a range of benefits, guarantees and privileges, which ensure financial and social stability, and improve their living standards on a continuous basis. The Chambal employee senior staff superannuation fund and Chambal non-management employees' superannuation fund provides pension benefits to all employees. We facilitated the new pension system (NPS) launched by the Pension Fund Regulatory and Development Authority in 2012-13 for all management grade employees who were interested in the scheme.

The provident fund scheme is managed by Chambal through a trust. Employees who have completed five years of service are eligible for gratuity and the Company's employees' group gratuity trust fund provides for gratuity benefits. Life insurance benefit to each employee is also covered under gratuity and superannuation schemes. All employees are eligible for the group personal accident, group



Management Level	FY 2012-13		FY 2013-14		FY 2014-15				
	Male	Female	Male	Female	Male	Female	Less than 30 years	Between 30 to 50 years	More than 50 years
Senior Management	18	1	19	1	18	1	0	5	14
Middle & Junior Management	507	6	495	4	501	6	87	356	64
Workmen/ Non Management	377	10	373	10	363	8	153	167	51
GETs / TMOs / MTs	25	0	20	0	15	0	14	1	0
Trainees	5	0	3	0	14	0	14	0	0
Total	932	17	910	15	911	15	268	529	129

Table 17: Composition of workforce (excluding contract workers) by category, gender and age

Employee Turnover in 2014-15						
Management Level	Age Group			Gender		Region
	Less than 30 years	Between 30 to 50 years	More than 50 years	Male	Female	India
Senior Management	0	0	1	1	0	1
Middle & Junior Management	31	18	2	51	0	51
Workmen	23	5	1	28	1	29
GETs / TMOs / MTs	2	0	0	2	0	2
TOTAL	56	23	4	78	1	81

Table 18: Employee turnover¹⁰

health insurance and group term solution schemes. In case of accidents, the personal accident scheme ensures compensation for treatment expenses, permanent/ partial disability, permanent/ temporary loss of earning capacity including salary component and death coverage. The health insurance scheme covers hospitalization expenses of employees and

their family members. The term solution scheme insures the life of each employee. We value employees who have spent many years at the Company and are now enjoying a well-deserved retirement. All retired employees and their spouses are covered under a group health insurance policy, up to the age of 85 years.

¹⁰ Number of employees who left the organization voluntarily or due to dismissal, retirement, death in service.



Furthermore, all management grade employees are supported for membership of one professional body, wherein the annual membership fee is borne by the Company.

Employee Healthcare

We accord the highest priority to the health of our employees and contract workers. Their health is assessed and monitored through periodic medical examinations. A well-equipped medical centre at Gadepan works round the clock to provide health services to employees, their families, associated contractor workforce and people residing in the vicinity of the plants. New medical equipment and services are continuously added to upgrade

the facilities at the health centre. Health assessments of employees working in hazardous environments are done once every six months. The production and process departments prepare a list of personnel who are exposed to occupational hazards such as noise, urea dust and ammonia vapours. The identified personnel undergo relevant medical screening, depending on the nature of the exposure. If health assessment results persistently demonstrate deviations, the employee is relocated to some other area, devoid of the hazard. Chambal also carries out a physical medical examination of all its employees working in non-hazardous areas once a year. For all employees, blood and other

investigations are advised once in two years for those below 45 years of age, and once a year, for those above 45 years of age. During the reporting year, necessary training was imparted to the employees, their families and contract workforce to enhance their awareness about health related matters. Some of our employees are certified first-aiders.

In FY 2014-15, there were no reported cases of chronic obstructive pulmonary disease (COPD) and noise induced hearing loss (NIHL). In the reporting year, 602 employees and 4663 contract workers underwent health check-ups. All food handlers (in the staff canteens and kitchens of guest facilities) are examined once every six months, and are dewormed and vaccinated against typhoid.

Protecting Human Rights

We are committed to prevent human rights abuses like child labour and forced / compulsory labour in all our operations. An elaborate process of background verification, medical fitness, address and age verification is followed along with compliance of other statutory requirements by the industrial relations (IR)

Schemes	Benefits	Beneficiary
Group Personal Accident	Compensation for treatment expenses	Employees and family members
Group Health Insurance	Covers hospitalization expenses	Employees and family members
Term Solution	Life Coverage	Employees
Superannuation fund	Additional Pension benefits	Employees

Table 19: Employee benefit schemes



department for contract workers. The IR department, after completing all formalities, issues a request letter to the security department, which cross-checks all the information furnished by the contractor and generates photo identity cards for the workers. In the reporting year, no case of ‘child labour / forced labour’ has been reported.

Although we are vigilant against human rights abuses by our suppliers, we currently do not have a defined formal policy for the same. The Company has not entered into any significant investment agreement in the reporting year.

Key Facts in 2014 -15

81% employees received training programmes.

Employee turnover was 16% less than the previous year.

An Equal Opportunity Employer

At Chambal, meritocracy and equal opportunity are the cornerstones of our selection and career advancement programme. As a caste, colour, gender and religion neutral organization, all our policies concerning recruitment, compensation, training and promotion are solely based on merit and performance of an individual. We are highly vigilant about ensuring that our contractors discharge their legal obligations with regard to workers’ rights and welfare. We ensure that requisite laws with regard to decent work practices and labour welfare, viz. Equal Remuneration Act, Minimum Wages Act, Workmen Compensation Act, and Maternity Benefit Act are complied with, in letter and spirit. In the reporting year, no case of discrimination was reported.

Chambal has a well-established mechanism to prevent sexual harassment at the work place. An Internal Complaint Committee has been formed as per the requirements under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder. Awareness campaigns were conducted in the reporting year to familiarize the employees about their rights and obligations under the aforesaid

statutes including redressal mechanism. In 2014-15, no case of sexual harassment was reported.

Industrial Relations

The worker situation at Gadepan where the production facilities of the Company are situated remains cordial due to our proactive approach in reaching out to and addressing the concerns of workers, staff and officers in the organization. We have an effective system of formal and informal channels/ platforms like committee meetings, interaction with HR/IR department where our employees are able to voice their views and concerns. The required welfare measures are implemented on a continual basis to ensure a healthy work environment. We fully subscribe to the Right to Freedom of Association of UN Universal declaration of Human Rights.

Our comprehensive benefits package, training and development programmes, salaries as per the acts and compliances and our proactive approach of communication through formal and informal channels helped us in ensuring that we never faced a demand for the formation of a union. The Company follows the Factory’s Act 1948, to specify minimum notice period(s) regarding significant operational changes. As on March 31, 2015, we have 15 reinstatement claim cases pending for adjudication before the Labour Court, Kota. Of these, 14 cases are related to contract workers and one case pertains to an ex-employee.



Sustainable Development — Community Outreach

- Our Approach
- Our Objectives
- Our Progress



Sustainable Development – Community Outreach

OUR APPROACH

At Chambal, we acknowledge the contribution of the local communities (near our plants) in the growth and success of our business. We are committed to forging a close partnership with them and improving their living standards in an inclusive and sustainable basis..

OUR OBJECTIVES

- Socio-economic development of the regions where we operate.
- Improving the living standards of local communities.
- Developing partnership and trust with local communities.

OUR PROGRESS

Our full spectrum corporate social responsibility (CSR) programme is designed to bring meaningful change in the fields of education, healthcare and infrastructure for our local communities. These interventions are being implemented with the active participation of the local community, and in consultation with the local administration at the village, block and district levels. To initiate and sustain meaningful CSR actions, we have formed the K K Birla Memorial Society (KKBMS). This Society is responsible for the implementation of our key CSR initiatives.



To address all the aspects effecting an overall socio-economic development of the community, the programme is designed after conducting a need assessment survey. Our vision for the future of our community is well aligned with that of Government of India. Several of our key CSR initiatives undertaken in the last many years are now flagship programmes of the new government: Skill India, Swachh Bharat Abhiyan, Beti Bachao-Beti Padhao, Sarva Shiksha Abhiyan, Rashtriya Madhyamik Shiksha Abhiyan, etc.

1. Education

Education is our flagship CSR programme. We believe that only through education we can transform the lives of children and youth. Education helps in tackling other social issues as well. Our policy is based on the concept of ‘Pre-School to Livelihood’. We have developed a sustainable model of education by adopting Government educational institutions - from balwadis (pre-schools) and primary schools to secondary schools and ITIs. This enables us to provide children a growth path, right from the time they enter school till the time they acquire skills and are ready for the job. We have expanded our scale of operation by adopting 8 more schools in the reporting year. In all, we now have 32 Government schools running under our flagship programme.

a) Balwadi

We believe that pre-schools help strengthen the foundation of children before they enter the mainstream education system. We have introduced the balwadi education programme at anganwadi centres, being run by the Government for children in the 3-5 years age group. Chambal is running a

Standard	No of Students ¹¹
Pre-schooling – Balwadi	522
Primary Education	2116
Secondary	383
Senior Secondary	149

Table 20: Number of Students enrolled on various levels in Government schools through our interventions.

¹¹ Approximate numbers as figure changes due to various dynamics.



importance of education. There has been a marked reduction in school drop-out rates. Most notably, there's a higher intake of girl-children in schools.

c) Secondary and Senior Secondary Education

Working on our 'Pre-School to Livelihood' concept to ensure that students are encouraged to attend higher classes and job-oriented courses, we have adopted 5 secondary and senior secondary government schools in 2014-15.

school readiness programme for balwadi centres in collaboration with Pratham, an acclaimed NGO. We have trained local youths in cognitive learning concepts and deployed them in these centres. We are currently educating 522 children through 25 anganwadi centres across 22 villages in the region.

b) Primary Education

To provide quality education to underprivileged children, we have adopted 27 primary and upper primary government schools in 22 villages near our plants under the public-private partnership scheme of the Government of Rajasthan. In addition to upgrading infrastructure of these schools, we have also improved the quality of education by capacity building of children through remedial classes and by providing regular training to teachers. We regularly organise extra-curricular activities including sports meets and science fairs. Our efforts have resulted in myriad positive outcomes: Local communities now understand the

Snapshots of work done in primary schools

Enrolment drives

We have been regularly organizing enrolment drives for the Government schools adopted by us. These drives have helped in raising awareness and interest levels of parents. It has also resulted in a significant increase in the school enrolment and attendance.

Promoting practical learning

We have a mobile science lab equipped with all the necessary science apparatus. This mobile van provides basic lab facility to the students. In addition, we regularly organize 'science fairs' in schools. Till date, we have set-up computer labs in 14 schools.

Restoring pride in Government schools

Most of the government schools in our country lack basic infrastructure. Worse, there's not even proper sitting arrangements for students. The result is few parents prefer sending their children to attend a Government schools. To rectify this situation and bring back the pride of studying in Government schools, we have taken several initiatives for improving infrastructure and providing basic amenities.

Item	Quantity
Bag	687
Notebook & Stationery	8955
Shoes	747
Uniform	747
Sweater	1091
Desk	1400
Laptop	49
Computer	28

Key Facts in 2014 -15

ITI Sultanpur adopted under the technical education scheme

8 Government schools adopted

34 girls toilets constructed in schools in the Sultanpur block of Kota district

130 individual toilets built under the Swachh Bharat Abhiyaan



	2010-11	2011-12	2012-13	2013-14	2014-15
Students from nearby villages in CFDAV School	37%	45%	51%	53%	59%

Table 21: Percentage of students from nearby village in CFDAV School.

These schools are completely transformed with adequate infrastructure and other facilities along with students friendly environment

A random learning assessment of these schools showed that learning standards of class 9 to 12 students are dismal. We have engaged ‘Kumar Classes’ - a leading educational institute of Kota - to improve the learning quotient of these students. A marked improvement in students has been noticed since the commencement of this initiative.

d) Chambal Fertilisers DAV School

To promote quality education, we encourage

meritorious children from nearby villages to study in the Chambal Fertilisers DAV School which is located in our Gadepan campus. Affiliated with the Central Board of Secondary Education (CBSE), this school provides quality education up to class 10. Significantly, the school has a very healthy student-teacher ratio, and is proving to be the preferred school in the region. During the last 5 years, the percentage of students from nearby villages in the DAV school has shot up from 37% in 2010-11 to 59% in 2014-15.

e) Computer Literacy Programme

A large number of youth in rural India have no access to computer education. To rectify this dismal scenario, we have started providing basic computer education to the youths residing in the vicinity of our fertiliser plants. Two digital learning centres have been established. Currently, these centres have a combined strength of 120 students. Reassuringly, girls comprise around 60% of the class strength.



For its exceptional achievement in the field of skill training, ASSOCHAM has awarded ITI Sangod with the “Commendation Certificate of Skill India Award” in a special programme held at New Delhi. Around 100 corporates attended this conference-cum-award ceremony.



f) Technical Education and Entrepreneurial Skill Development

We are striving to create a sustainable job-based education model, which can secure the future of job seekers and budding entrepreneurs in the rural areas. In order to achieve this objective, we have established two vocational training centres (VTCs) and adopted two industrial training institutes (ITIs). The focus is on vocational and skill training.

Industrial Training Institutes

Four years back, we had signed a MoU with the Government of Rajasthan to adopt ITI Sangod. Today, Sangod has emerged as a model ITI in Rajasthan. It has achieved a good placement track

record in the past two years in reputed organisations such as Ashok Leyland, Cadbury’s, Gillette, Hindustan Glass, Hondo Motors, Indian Army, Indian Railways, LG, Mahindra Motors, Maruti Suzuki, RSEB, Tata Motors and UNO Minda Group. Encouraged by the success of Sangod, we have now adopted ITI Sultanpur, which we plan to develop as a state-of-the-art ITI facility in the country. Our scope of intervention in these ITIs includes renovation of buildings, procurement of tools and equipment for new trades, building of libraries and IT labs. The affiliation process for conducting training programmes for 4 new trades (electrician, COPA, fitter and welder) is in progress.

Vocational Training Centres

Our two vocational training centres at Gadepan and Kundanpur set up in collaboration with the District Adult Education Association, an NGO is training the rural youth in trades which could help them secure their livelihoods. Based on a need assessment survey, we have started tailoring and beautician courses in the reporting year. Currently, 119 women are enrolled in the tailoring course, and 114 women in the beautician course. In 2014-15, 378 individuals benefited from our vocational training courses.

2. Community Development Empowering Women

Chambal believes that a developed society is one in which women and men enjoy equal opportunities, outcomes, rights and obligations in all spheres of life. Equality between men and women will exist when both genders have equal access to education and equal opportunities for financial independence. Our self-help groups (SHGs) initiative is focused

FY	2013-14	2014-15
Nos. of SHGs	25 in 9 villages	32 in 13 villages
Nos. of women members	273	366
Micro-finance/ inter-loaning corpus	₹ 8.48 Lakh	₹ 12 Lakh

Table 22: Self Help Group (SHGs)



on empowering women in the villages near our plants at Gadepan. These SHGs have been formed with the objective of micro-financing, and inter-loaning. SHG members are regularly trained in accounts and record keeping, management of SHGs, and bank linkage processes. In addition, the members are also trained in dona-pattals (leaf bowls) manufacture and dairy activities. With the establishment of 7 new SHGs in 2014-15, the total number of Chambal created SHGs stands at 32, across 13 villages.

Supporting the Underprivileged

Central and state governments in India have many schemes for the benefit of the underprivileged people. But at times, target groups are unable to avail these benefits due to lack of information, education and limited resources. To fill this gap, Chambal initiated a programme to help people of nearby villages to avail government facilities like pension schemes, domestic gas connections, opening of bank accounts, construction of individual toilets. Through our band of dedicated volunteers, we have facilitated 382 households with different schemes.

3. Rural Infrastructure Development

We believe in sharing our business success and giving back to communities. Absence of quality infrastructure such as roads, drinking water, irrigation system, sanitation, etc. is a basic requirement in the country. We are committed to improving the infrastructure and thereby the living standards of

people through a series of focused interventions in certain regions.

Partnering with Swachh Bharat Mission

Sanitation standards in the country continue to be poor, despite long standing efforts by various levels of government and communities. This has adversely impacted the health, well-being and dignity of people, especially women and young girls. The Prime Minister has flagged the need for improving sanitation standards through the 'Swachh Bharat Mission (SBM).

At Chambal, we have initiated a project to construct toilets for select households in the villages surrounding our plants as a pilot project under SBM of the Government of India. This is a public-private-community-partnership (PPCP) project which is



Healthcare Programmes	2012-13 (Nos.)	2013-14 (Nos.)	2014-15 (Nos.)
Patients treated by Gramin Arogya Sewa Mobile Health Care Unit	31266	15451	9238
Patients from nearby villages treated at Health Centre	3053	3152	3914
No of times ambulance was provided to villagers in emergency situations	238	303	235
Children covered under Pulse polio immunization programme	182	111	110

Table 23: Healthcare related activities

being implemented through our NGO, KKBMS. During the current financial year, 130 toilets were constructed. For this purpose, a unique construction method, comprising pre-fabricated materials and low water consumption was adopted. We have also inked an MoU with Zila Parishad, Kota for building sustainable toilets, in which the government contribution of ₹ 12,000 per toilet is dovetailed with additional funds from Chambal.

Healthcare Camps	2012-13 Patients	2013-14 Patients	2014-15 Patients
Camp for Skin-Related Diseases	306	314	276
Eye Check-up Camp	752	-	
Family Planning Camp (Tubectomy & Vasectomy)	35	-	
Blood Donation Camp (units)	159	193	156
Gynaecological Camp	-	123	

Table 24: Healthcare related activities

Rebuilding Jammu & Kashmir

In September 2014, the Jammu & Kashmir region witnessed disastrous floods across majority of its districts, which were caused by torrential rainfall. The state was badly affected by these floods, resulting in the loss of 284 lives.

The state and adjoining areas received heavy rainfall from 2nd September onwards, during the last stage of monsoon in India. This triggered flooding and landslides. On 5th September, the Jhelum was reported to be flowing 4.40 feet (1.34 m) above the danger mark at Srinagar, and at 33 feet (10 m) above the danger mark at Sangam in Anantnag district. The discharge rate in the river was recorded as 70000 m³/s against the normal discharge of 25000 m³/s. Consequently, there was heavy flooding of the streets, causing large scale casualties and loss of property.

As news of the tragedy spread, people from all walks of life tried to reach out to the affected communities. At Chambal, Chambalites across locations joined the Company efforts (via KKBMS) to help the people of Kashmir.

KKBMS has undertaken resettlement and rehabilitation efforts in 4 districts – Phulwama, Hasanpurabag, Anantnag and Batmallo. The efforts include distribution of food and clothes to the distressed people.

We also contributed ₹ 30 lac to Manorama Devi Birla Charitable Trust to support their community healthcare initiatives in Uttarakhand.



Swachh Bharat-Swachh Vidyalaya

Under our Swachh Bharat-Swachh Vidyalaya initiative, we are constructing toilets for girls in 34 government secondary and sr. secondary schools of the Sultanpur block in Kota district. This scheme will facilitate thousands of girls studying in these schools.

Partnering with MNREGA

Construction, repairing of roads, interlocking, and drainage systems are some of the projects which are running round the year in different villages. During FY 2014-15, we partnered with the MNREGA scheme and initiated construction of CC roads in Ballabhpura and Pachra Ki Jhopri villages near our plant.

4. Healthcare

We are committed to providing basic healthcare facilities to the people residing in 22 villages in the vicinity of our plants.

To fulfil this commitment:

- Our mobile healthcare unit (MHCU) with a doctor and a nursing assistant visits nearby villages every day. We conduct health checks and provide medicines free of cost. Medical cases requiring specialized treatment are referred to the government hospital at Kota;

- The medical centre at our campus provides free healthcare services round the clock;
- Specialists in paediatrics, gynecology, skin, dental and ENT provide free consultation to the villagers;
- Emergency ambulance services are provided to the community on a 24 x 7 basis; and
- Health camps for various diseases are regularly organized.

During the reporting year, we also organized a blood donation camp in association with the Kota Blood Bank Society, where our employees and their family members donated blood.



Sustainable Development — Safety

- Our Approach
- Our Objectives
- Our Progress



Sustainable Development – Safety

OUR APPROACH

Fertiliser manufacturing units, particularly ammonia producing plants, are among the most complex in the chemical industry (from the point of view of safety) as they involve handling of hazardous substances and face operational hazards such as explosions and spillage. Any careless and irresponsible actions here may have tragic implications.

That is why at Chambal, we accord top priority to safety and have a zero tolerance for accidents. Our goal is to build an accident free organisation, so that our employees can work happily in a safe and healthy environment. Rigorous and elaborate safety policies and mechanisms are in place to ensure that there is full compliance of safety norms at all levels of the administration.

OUR OBJECTIVES

- Ensuring no loss of human life
- Achieving zero industrial accidents
- Proactive safety mechanism
- Strong disaster handling mechanism

OUR PROGRESS

Policy and strategy

Chambal has adopted a Health, Safety, Security, Environment and Quality (HSSEQ) policy, which

Parameters	2012-13	2013-14	2014-15
No. of Injuries (reportable)	1	7	2
No. of Fatalities	0	0	0
Lost Days	19	486	70
Injury Rate ¹²	0.046	0.28	0.086
Lost Day Rate ¹³	0.872	19.9	3.02
Near-misses Reported	518	439	423
Make-to-Good	329	362	466

Table 25: Safety Statistics

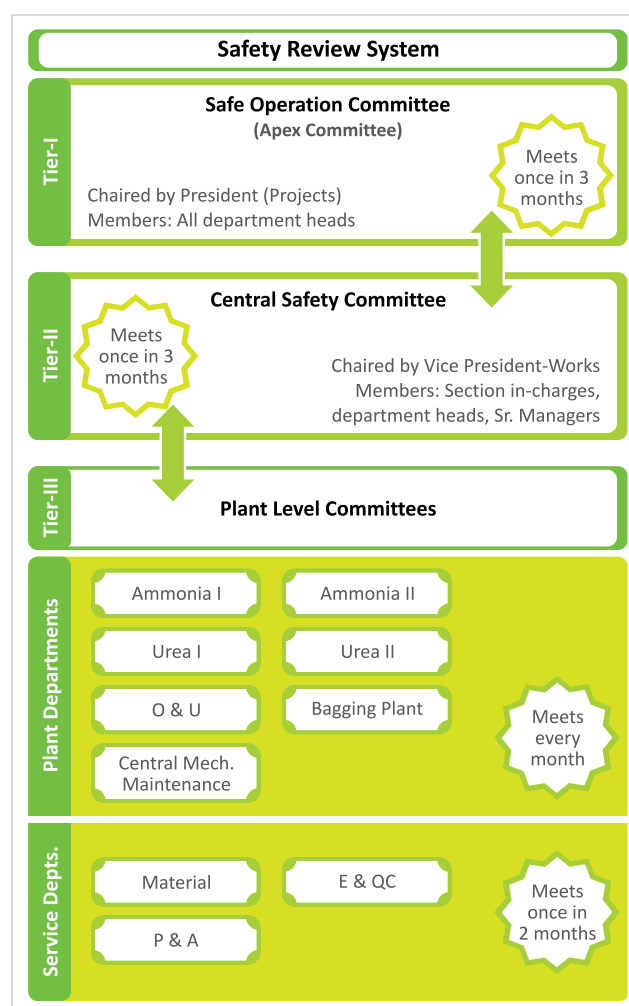
¹² Injury Rate = (Total No. of reportable injuries X 200000) / Total No. of hours worked (permanent + contractual)

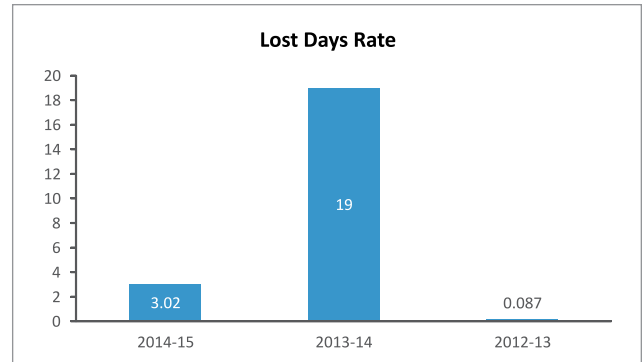
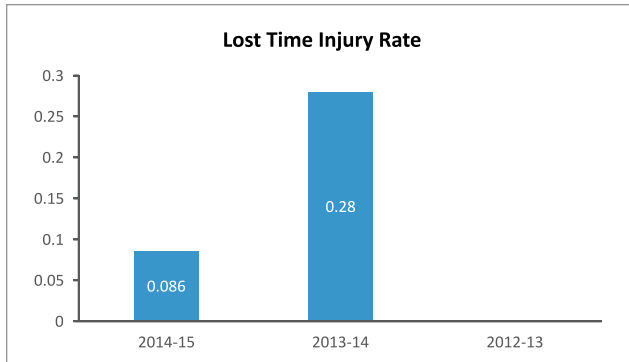
¹³ Lost Day Rate = (Total No. of lost days X 200000) / Total No. of hours worked (permanent + contractual)

demonstrates our belief that health, safety and the environment are key priorities. At Chambal, the HSSEQ system is continually improved by conducting hazards and risk assessments, periodic audits by teams of trained internal auditors and external agencies of repute. Internal audits are conducted on safety systems such as ammonia storage, fire water pump house, safety showers, first-aid boxes and pull chords. Learning visits to peer organizations (who have good track-record in this respect) are a regular feature; the idea being to study and adopt their best practices.

Safety Management Systems

“Safety First” is our motto, and has priority, even over our economic goals. This aspect is reflected in our day to day operations. The senior management continuously monitors the progress and performance of the Company on the parameters of health, safety and environment protection. We strive for continuous improvement through benchmarking studies and other





industry delineated methodologies. We have made rigorous efforts to deeply engrain a safety culture in our people, especially those who are involved in plant operations. At Chambal, a strong occupational health and safety management system, OHSAS-18001:2007 is in place to ensure safety of employees, contractor workforce as well as equipment and machinery.

The township at Gadepan is also OHSAS-18001:2007 and ISO-14001 certified. We have implemented the process safety management system (PSM) developed by Occupational Safety & Health Administration, USA in our operations, which is helping us proactively identify, assess and control hazards. Though PSM is not mandatory, we adopted it to fulfil our quest for achieving the highest safety standards in our operations. Process incidents are continuously reviewed as per PSM guidelines and trainings, and audits are regularly conducted for overall improvement of safety management systems. The spike in our safety statistics in the reporting year is a major area of concern for us. We are committed to strengthening our safety systems by providing all

necessary resources to avoid such recurrences in the future.

Emergency Handling

Chambal has a well-defined onsite disaster management plan which also involves the local government and other industries in the area. Mock drills and fire drills are regularly conducted to test emergency preparedness. Services of emergency equipment are provided to district authorities on various occasions as per their demand. Prompt services for fire-fighting are also provided to surrounding villages, and various fire-fighting and emergency handling equipment have been added to further improve the capability. The onsite emergency plan and mutual aid and response group (MARG) shows our commitment and preparedness towards any crisis situation. We are in regular touch with nearby industries so that there is mutual learning and sharing of resources.

Safety Trainings

To maintain and improve upon the well-established safety systems, extensive trainings were conducted by internal and external experts on rescue, fire-fighting and emergency handling, electrical safety, material handling, and road

safety. In the reporting year, we initiated an e-learning programme on safety for employees at Gadepan. Furthermore, the workers of associated contractors were involved in safety promotional activities and training programmes.

Safety Review System

Chambal has a 3-tier safety review system comprising plant, management and safe operations committees. We have set up 11 committees (having representation from all concerned departments) at the plant level. These committees meet on a monthly or bi-monthly basis to review the safety systems. Central safety committee headed by general manager-production, with a medical officer and management/non-management employees as members, meets once every three months. The safety operation committee is the apex safety body.



Key Facts in 2014

No fatalities.

Lost time injury rate came down.

Safety portal - Uttam Suraksha Setu launched.

19730 man-hours safety training to contract workers, a substantial increase from the previous year.

It comprises of all department heads, is headed by Vice President-works, and meets once every three months.

Each committee and its constituent members have clearly delineated roles and responsibilities for implementation, review and monitoring of health and safety aspects of the organization. The safety system is also regularly reviewed by the Managing Director. EHS performance is reported to the Board of Directors.

Near-Miss and Make-to-Good

To encourage safety awareness among employees and the contractor workforce, a scheme of near-miss and make-to-good reporting is in place. All near misses, minor injuries and incidents are reviewed, analysed, and corrective actions are taken instantly.

Safety of Contract Workers

For Chambal, the well-being and safety of its contract workforce is a key concern. Our agreements with contractors include provisions on various safety related issues. For example, we reserve the right to levy penalties for any unsafe act or violation of safety norms on the contractors.

We also have a system of nominating officers from concerned departments for working with our contractors as safety stewards. The aim is to promote safety awareness amongst workers and follow safety compliances. To identify lapses and areas of improvement, review meetings with contractors are conducted every quarter.

At the plant entrance, potential risks and precautions

are explained to each worker. During operations, the jobs are supervised by Job-in-charge and other senior officers to ensure safety compliance. In case of any anomaly, the concerned workmen and job supervisors are counselled and violation, if any, is recorded.

Encouraging Proactive Safety Behaviour

After successfully implementing the concept of behaviour based safety (BBS) at the bagging plant which resulted in positive outcome, the same concept was initiated this year in the single super phosphate (SSP) plant.

In the reporting year, various safety projects have been undertaken to improve the safety system at Gadepan. A unique initiative, the safety portal - 'Uttam Suraksha Setu' - has been developed and implemented. This has enabled online reporting, management and monitoring of safety incidents and records.

We have a well-established safety reward system for encouraging employees and contractors' staff in achieving safety excellence. Rewards are given for safe million man-hours, safe shutdown, and reduction of injuries in bagging, best near-miss reporting, and best safety performance by a department.

Other Safety Initiatives

Chambal is associated with international and national safety institutions of repute such as National Safety Council of US, British Safety Council, International Fertiliser Industry Association, National Safety Council of India and other Government organisations. Campaigns celebrating Safety Month, National Safety Day, Road Safety Week, Fire Service Day and World Environment Day were organized at the Gadepan plant.

During the reporting year, school children and staff were introduced to firefighting and emergency handling equipment and procedures at the fire station. As a special drive towards improvement in road safety, awareness films and discussion by experts were organised for township residents. Environment safety workshop and fire-fighting demos were also organised for students of ITI Sangod.

Sustainable Development - Product Responsibility

- Our Approach
- Our Objectives
- Our Progress



Sustainable Development - Product Responsibility

OUR APPROACH

Agriculture is the backbone of the Indian economy, and fertile soil is the most important resource for agricultural production. Soil provides water, nutrients and anchorage to crop plants. But to increase fertility, soil needs inputs like organic manure and fertiliser.

We are committed to maintaining the quality of our products and minimize any potential negative impacts they may have on people, environment and biodiversity. While Chambal's flagship product – urea- poses minimal risk to human health during transportation and handling, its over-application can be harmful to soil and crop health.

OUR OBJECTIVES

- Promoting sustainable agricultural practices
- Communicating and educating the farmers
- Indulging in responsible communication

OUR PROGRESS

Promoting Sustainable Agricultural Practices

Chambal is playing a key role in protecting and renewing arable land by promoting sustainable agriculture practices. We provide customized information and services to the farmers by way of Uttam Bandhan – a trend-setting agriculture and community outreach programme.

We use new-age and conventional communication methods to disseminate information about sustainable farming practices, high quality agri-inputs, location of authorized dealers, market prices, and weather forecasts. The interface between our Company and the farmers is the Uttam Krishi Salhakar (UKS). He is responsible for collecting soil and water samples for analysis, distribution of quarterly farmer's magazine and organizing farmers meetings, crop seminars and product demonstrations. In addition, we also reach out to the farming community through television and radio advertisements.

Farmer Meets / Training Programs / Crop Demonstrations

Crop and product demonstrations, field trials, training programmes and farmer meets are our delivery touch points for the Indian farming community.

Through these activities, we promote balanced use of fertilisers and advise farmers on suitable combination of nutrients for different kinds of soils. Plot demonstrations are used to showcase efficacy of Chambal products, facilitate adoption of new products and techniques and give a preview of efficient agricultural practices. These sessions also act as a forum for farmers to interact with agriculture experts.

Chambal Ki Chitthi

Chambal ki Chitthi, our quarterly magazine containing farm-related information is published in 3 vernacular languages- Hindi, Punjabi and Gujarati - and is hand-delivered to every Uttam Bandhan farmer. In the reporting year, we distributed 216,000 Chambal ki Chitthis in 10 states.

Farmers' Website - Uttamkrishi.com

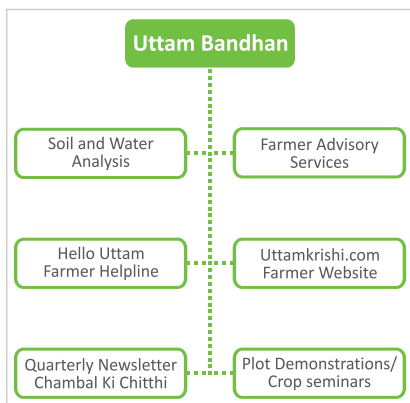
Uttamkrishi.com is our interactive website in Hindi, for the Indian farming community. Useful and latest information on crops and agronomy are posted on the website. Farmers can access the information free of cost and can post queries, which are answered by our agriculture experts.

Hello Uttam

Farmers are encouraged to dial Hello Uttam, our toll-free helpline - 1800 180 5550. We have stationed agriculture experts at 6 Hello Uttam centres to address the concerns of farmers. The helpline number is printed on all our packaging and promotional materials. In the reporting year, we received 54,818 calls on this helpline.

Maintaining Soil Health

To maintain soil health and promote sustainable agriculture, it is critical to regularly replenish macro and micronutrients of the soil. Chambal's soil management initiative is a pioneering move in this regard. We have two agriculture development laboratories (ADLs) at Kota (Rajasthan) and Agra (Uttar Pradesh). In addition, we operate two mobile



soil testing vans in Sriganganagar and Kota regions of Rajasthan. The soil tests are done free of charge for Uttam Bandhan farmers.

These results are electronically stored and have enabled us to develop a soil quality map of the regions where we have our presence. After analysing soil and water samples, we educate the farmers about the optimum quantity and right mix of fertilisers to be applied, thereby limiting indiscriminate use of fertilisers and pesticides. Till date, Chambal has tested over 832,656 soil and other samples in 10 states in the country.

Measuring Satisfaction

We use various platforms to interact with our customers, gauge their satisfaction levels and get valuable feedback. Their comments and remarks are compiled and analysed for identifying the scope for improvement in our products and service delivery mechanism. In 2012-13, we initiated collection of farmer feedback through the Hello Uttam helpline.

Responsible Communications

We label our products as per

Uttam Bandhan Activities	FY 2013-14	FY 2014-15
Soil Sample Days&Soil Health Card Distribution Day	58021	32236
Farmer Meetings & Crop Seminars	116	59
Farmer Training Programmes	895	573
Jeep Campaign Days	43	49
Fairs / Exhibitions	3887	2086
Dealer & Sub-dealer Meetings	47	59
Demonstrations	88	86
Hello Uttam Queries	221	195
Hello Uttam Queries	50740	54818

Table 22: Farmer engagement activities

the guidelines of The Fertiliser (Control) Order 1985 and Legal Metrology Act, 2009. Our product labels give the following information to our customers:

- Name of fertiliser
- Percentage of various nutrients
- Gross and net weight (in kilograms)
- Maximum retail price
- Month and year of manufacture
- Contact details of manufacturer

- Address of manufacturing facility
- Handling precautions
- Toll-free helpline number

Ensuring Compliance

We adhere to ASCI (Advertising Standards Council of India) guidelines in all our marketing communications. During the reporting year, no fines were levied relating to any non-compliance in this regard.

Neem-coated Urea, an Eco-friendly Alternative:

Urea coated with neem extract (especially triterpene) has nitrification inhibiting properties, thereby ensuring availability of nitrogen for prolonged periods in the soil. In FY 2013-14, 35% of Chambal's total urea production was neem coated urea.





Other Statements

- Assurance Statement
- Index – Compliance of National Voluntary Guidelines (Ministry of Corporate Affairs, Government of India)
- GRI Index
- Glossary of Terms
- Application Level
- Feedback Form



Assurance Statement



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Independent Assurance Statement

Ernst & Young LLP (EY) was engaged by Chambal Fertilisers and Chemicals Limited (the 'Company') to provide independent assurance on its Sustainability Report 2014-15 (the 'Report') covering the Company's sustainability performance during the period 1st April 2014 to 31st March 2015.

The development of the Report based on the Global Reporting Initiative (GRI-G3) guidelines, its content and presentation is the sole responsibility of the management of the Company. EY's responsibility, as agreed with the management of the Company, is to provide independent assurance on the report content as described in the scope of assurance. Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any dependence that any such third party may place on the Report is entirely at its own risk. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below.

Assurance standard

Our assurance is in accordance with International Federation of Accountants' International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000), and our conclusion is for 'limited' assurance as set out in ISAE 3000.

Scope of assurance and methodology

The scope of our work for this assurance engagement was limited to review of information pertaining to environmental and social performance, as mentioned in the Report, for the period 1st April 2014 to 31st March 2015. We conducted review and verification of data collection/ measurement methodology and general review of the logic of inclusion/ omission of necessary relevant information/ data and this was limited to:

- Review of consistency of data/information within the report as well as between the report and source;
- Verification of the sample data and information reported at the manufacturing unit at Gadepan (Rajasthan) and Corporate office in New Delhi;
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation;

Limitations of our engagement

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2014 to 31st March 2015);
- Review of the 'economic performance indicators' included in the Report which, we are told, are derived from the Company's audited financial records;
- The Company's statements that describe expression of opinion, belief, inference, aspiration, expectation, aim or future intention;

Our assurance team and independence

Our assurance team, comprising of multidisciplinary professionals, was drawn from our Climate Change and Sustainability network, and undertakes similar engagements with various Indian and international companies. As an assurance provider, EY is required to comply with the independence requirements set out in International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. EY's independence policies and procedures ensure compliance with the Code.

Observations and opportunities for improvement

During our review process, we observed that:

- The Company has compiled the Report on the basis of GRI-G3 guidelines of the Global Reporting Initiative;
- The Company has systems and procedures for collection, collation and interpretation of non-financial historical data on Environment, Health & Safety (EHS) and social performance indicators under GRI-G3, for inclusion in the Report; however going forward, a more diligent data review and collation practice may be adopted.

Conclusion

On the basis of our procedures for this limited assurance, nothing has come to our attention that causes us not to believe that the Company has reported on sustainability issues relevant to its business and its stakeholders.



Ernst & Young LLP
Sudipta Das
Partner

Dated: 28/8/2015
Place: Gurgaon, India

Index – Compliance of National Voluntary Guidelines (Ministry of Corporate Affairs, Government of India)

Principles	Core Elements	Comparative GRI G3 Standard disclosures and Indicators
Principle 1 – Ethics, Transparency and Accountability	Governance structure of the business, including committees under the Board responsible for organizational oversight.	GRI Standard disclosure 4.1 / Annual Report 2013-14 -->Corporate Governance Report
	Mandate and composition (including number of independent members and/or non-executive members) of such committee with the number of oversight review meetings held	GRI Standard disclosure 4.2, 4.3 / Annual Report 2013-14 -->Corporate Governance Report
	State whether the person/committee head responsible for oversight review is independent from the executive authority or not. If yes, how.	GRI Standard disclosure 4.2, 4.9 / Annual Report 2013-14 -->Corporate Governance Report
	Mechanisms for shareholders and employees to provide recommendations or direction to the Board/ Chief Executive.	GRI Standard disclosure 4.4
	Processes in place for the Board/ Chief Executive to ensure conflicts of interest are avoided.	GRI Standard disclosure 4.6 / Annual Report 2013-14 -->Corporate Governance Report
	Internally developed statement on Ethics, Codes of Conduct and details of the process followed to ensure that the same are followed	GRI Standard disclosure 4.8 / Annual Report 2013-14 -->Corporate Governance Report
	Frequency with which the Board/ Chief Executive assess BR performance.	HSEQ and Safety performance is regularly reviewed by the Managing Director and is reported in all the Board Meetings
Principle 2 - Products life cycle sustainability	Statement on the use of recyclable raw materials used	GRI Core indicator EN2
	Statement on use of energy-efficient technologies, designs and manufacturing/service-delivery processes	GRI Additional indicator EN5
	Statement on copyrights issues in case of the products that involve use of traditional knowledge and geographical indicators	Manufacturing of our core product Urea is a highly technical by nature and therefore does not have any copyrights regarding traditional knowledge and geographical indicators
	Statement on use of sustainable practices used in the value chain	GRI Core indicator HR 1, 2, Environmental sustainability of suppliers will be done in due course
Principle 3 - Employee's well-being	Total number of employees with percentage of employees that are engaged through contractors	GRI Core indicator LA1
	Statement on non-discriminatory employment policy of the business entity	GRI Core indicator HR4
	Percentage of employees who are women	GRI Core indicator LA13
	Number of persons with disabilities hired	While we do not have any policy in this regard, we hire & promote people as per merit and do not discriminate between able and disable persons
	Amount of the least monthly wage paid to any skilled and unskilled employee	We pay wages as per Government's Minimum Wage act
	Number of training and skill up-gradation programmes organized during the reporting period for skilled and unskilled employees	GRI Core indicator LA10
	Number of incidents of delay in payment of wages during the reporting period	There has been no delay in payment of wages during the reporting period
	Number of grievances submitted by the employees	Covered under Industrial Relations

Principle 4 - Stakeholder engagement	Statement on the process of identification of stakeholders and engaging with them	GRI Standard disclosures 4.14, 4.15, 4.16, 4.17
	Statement on significant issues on which formal dialogue has been undertaken with any of the stakeholder groups	GRI Standard disclosures 4.14, 4.15, 4.16, 4.18
Principle 5 - Human rights	Statement on the policy of the business entity on observance of human rights in their operation	GRI Core indicators HR 1, 2, 5, 6 & 7
	Statement on complaints of human rights violations filed during the reporting period	GRI Core indicators HR 2 & 4 - There were no reported cases of Human Right violations during the reported period
Principle 6 - Environment	Percentage of materials used that are recycled input materials	GRI Core indicator EN 2
	Total energy consumed by the business entity for its operations	GRI Core indicator EN 3 & 4
	Statement on use of energy saving processes and the total energy saved due to use of such processes	GRI Additional indicator EN 5
	Use of renewable energy as percentage of total energy consumption	GRI Core indicators EN 3 & 4
	Total water consumed and the percentage of water that is recycled and reused	GRI Core indicator EN 8 & Additional Indicator 10
	Statement on quantum of emissions of greenhouse gases and efforts made to reduce the same	GRI Core indicator EN 16
	Statement on discharge of water and effluents indicating the treatment done before discharge and the destination of disposal	GRI Core indicator EN 21
Details of efforts made for reconstruction of bio-diversity	GRI Core indicators EN 11, 12 & Additional Indicator 13	
Principle 7 - Policy advocacy	Statement on significant policy advocacy efforts undertaken with details of the platforms used	GRI Standard disclosure 4.13, GRI Core indicator SO5
Principle 8 - Inclusive growth	Details of community investment and development work undertaken indicating the financial resources deployed and the impact of this work with a longer term perspective	GRI Core indicators SO1 & EC 4
	Details of innovative practices, products and services that particularly enhance access and allocation of resources to the poor and the marginalized groups of the society	Covered in CSR / product responsibility section. Our products are largely consumed by farmers and helps in enhancing their product yield and thereby income
Principle 9 - Customer value	Statement on whether the labeling of their products has adequate information regarding product-related customer health and safety, method of use and disposal, product and process standards observed	GRI Core indicator PR3
	Details of the customer complaints on safety, labeling and safe disposal of the products received during the reporting period	There were no complains in the reporting year

GRI Index

GRI G3 Content Index		
Standard Disclosures Part I: Profile Disclosures		
1. Strategy and Analysis		
Profile Disclosure	Description	Reference
1.1	Statement from the most senior decision-maker of the organization	14
1.2	Description of key impacts, risks, and opportunities	33
2. Organizational Profile		
Profile Disclosure	Description	Reference
2.1	Name of the organization.	Cover Page
2.2	Primary brands, products, and/or services.	29-32
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	29-32
2.4	Location of organization's headquarters.	29-32
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	28
2.6	Nature of ownership and legal form.	29
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/ beneficiaries).	29-32
2.8	Scale of the reporting organization.	47-51
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	No significant change
2.10	Awards received in the reporting period.	31
3. Report Parameters		
Profile Disclosure	Description	Reference
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3.2	Date of most recent previous report (if any).	28
3.3	Contact point for questions regarding the report or its contents.	28
3.4	Process for defining report content.	28
3.5	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	28
3.6	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	28
3.7	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	28
3.8	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Mentioned in the relevant sections
3.9	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers /acquisitions, change of base years/periods, nature of business, measurement methods).	No significant change
3.10	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	28
3.11	Table identifying the location of the Standard Disclosures in the report.	92
3.12	Policy and current practice with regard to seeking external assurance for the report.	28

4. Governance, Commitments, and Engagement		
Profile Disclosure	Description	Reference
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	37-42
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	37-42
4.3-4.11	Board Structure, Shareholder Recommendation, Avoidance of conflict of Interest, selection of Board Members, Vision and Mission, Code of Conduct, Discussions about Sustainability Issues in the Board, Evaluation of Performance of Governance body with respect to sustainability issues, Precautionary Approach.	37-42 & Annual Report
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	33-36
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	43-45
4.14	List of stakeholder groups engaged by the organization.	43-45
4.15	Basis for identification and selection of stakeholders with whom to engage.	43-45
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	43-45
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	43-45
STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)		
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DMA EC	Disclosure on Management Approach EC	47-51
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DMA SO	Disclosure on Management Approach SO	71-78
DMA HR	Disclosure on Management Approach HR	66-70
DMA PR	Disclosure on Management Approach PR	83-85
Economic		
Performance Indicator	Description	Reference
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	47-51
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	57
EC3	Coverage of the organization's defined benefit plan obligations.	67-68
EC4	Significant financial assistance received from government.	47-51
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	51
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	68
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	71-78

Environment		
Performance Indicator	Description	Reference
EN1	Materials used by weight or volume.	55
EN2	Percentage of materials used that are recycled input materials.	55
EN3	Direct energy consumption by primary energy source.	56
EN4	Indirect energy consumption by primary source.	56
EN5	Energy saved due to conservation and efficiency improvements.	55
EN8	Total water withdrawal by source.	56-57
EN10	Percentage and total volume of water recycled and reused.	56-57
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	63-64
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	63-64
EN13	Habitats protected or restored.	63-64
EN16	Total direct and indirect greenhouse gas emissions by weight.	57-59
EN17	Other relevant indirect greenhouse gas emissions by weight.	57-59
EN19	Emissions of ozone-depleting substances by weight.	61
EN20	NOx, SOx, and other significant air emissions by type and weight.	61
EN21	Total water discharge by quality and destination.	58-60
EN22	Total weight of waste by type and disposal method.	60
EN23	Total number and volume of significant spills.	62
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	60-62
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Packaging material not reclaimed
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	No non compliance
EN30	Total environmental protection expenditures and investments by type.	64
Social: Labour Practice and Decent Work		
Performance Indicator	Description	Reference
LA1	Total workforce by employment type, employment contract, and region.	68
LA2	Total number and rate of employee turnover by age group, gender, and region.	68
LA4	Percentage of employees covered by collective bargaining agreements.	70
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	70
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region.	80, 81
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	69
LA10	Average hours of training per year per employee by employee category.	68
LA12	Percentage of employees receiving regular performance and career development reviews.	66


LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	68
LA14	Ratio of basic salary of men to women by employee category.	70
Social: Society		
Performance Indicator	Description	Reference
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	72-78
SO2	Percentage and total number of business units analyzed for risks related to corruption.	41, 42
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	All employees
SO4	Actions taken in response to incidents of corruption.	42
SO5	Public policy positions and participation in public policy development and lobbying.	45
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	No non compliance
Social: Human Rights		
Performance Indicator	Description	Reference
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	69, 70
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	69, 70
HR4	Total number of incidents of discrimination and actions taken.	70
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	70
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	69, 70
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor.	69, 70
Social: Product Responsibility		
Performance Indicator	Description	Reference
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	83-85
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	83-85
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	83-85
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	83-85
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	83-85
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	83-85

Glossary of Terms

ADL	Agriculture Development Laboratory
ASCI	Advertising Standards Council of India
ASSOCHAM	Associated Chambers of Commerce and Industry of India
BBS	Behavior Based Safety
BEE	Bureau of Energy Efficiency
BFW	Boiler Feed Water
BNHS	Bombay Natural History Society
BOD	Biological Oxygen Demand
BSE	Bombay Stock Exchange
CBSE	Central Board of Secondary Education
CF DAV	Chambal Fertilisers DAV School
CFC	Chlorofluorocarbon
CFCL	Chambal Fertilisers and Chemicals Limited
CO ₂	Carbon Di Oxide
COPD	Chronic Obstructive Pulmonary Disease
CREP	Corporate Responsibility for Environment Protection
CSR	Corporate Social Responsibility
DAP	Di Ammonium Phosphate
DMA	Disclosure on Management Approach
DRDO	Defence Research and Development Organisation
DWT	Dead Weight Tonnage
EC	Economic Performance Indicators
EHS	Environment Health and Safety
EN	Environment Performance Indicators
ENT	Ear, Nose and Throat Specialist
ETP	Effluent Treatment Plant
EVD	Economic Value Distributed
EVG	Economic Value Generated
EVR	Economic Value Retained
FAI	Fertiliser Association of India
FCO	Fertiliser (Control) Order
FD	Forced Draft
FICC	Fertiliser Industry Coordination Committee
FICCI	Federation of Indian Chamber of Commerce and Industry
FII	Foreign Institutional Investors
FY	Financial Year
Gcal	Giga Calories
GET	Graduate Engineer Trainee
GHG	Greenhouse Gases
GJ	Giga Joule
GRI	Global Reporting Initiative
GRI G3	Global Reporting Initiative, Generation Three
GV	Geomarco Vetro Coke
HDPE	High Density Polyethylene
HR	Human Rights Performance Indicators
HR	Human Resource
HSE	Healthy, Safety and Environment
HSEQ	Health, Safety, Environment & Quality System
ICC	Indian Chemical Council
IFA	International Fertiliser Industry Association
IMACID	Indo Maroc Phosphore S.A.
INR	Indian Rupee
IR	Industrial Relations
ISO	International Organization for Standardization
ITI	Industrial Training Institute

JVVNL	Jaipur Vidyut Vitran Nigam Limited
KBBS	Kota Blood Bank Society
KG	Kilogram
KG-D6	Krishna Godavari Basin
KKBMS	KK Birla Memorial Society
KRES	KBR Reformer Exchange System
LA	Labour Performance Indicators
LLP	Limited Liability Partnership
LNG	Liquefied Natural Gas
MARG	Mutual Aid & Response Group
MNREGS	Mahatma Gandhi National Rural Employment Guarantee Scheme
MOP	Muriate of Potash
MS Scrap	Mild Steel Scrap
MT	Management Trainee
MT	Metric Tonne
N ₂ O	Nitrous Oxide
NADEP	A compost method developed by Naryan Devrao Pandri Pandey
NG	Natural Gas
NGO	Non Government Organization
NIHL	Noise Induced Hearing Loss
NIP	New Investment Policy
NO _x	Oxides of Nitrogen
NPS	New Pension Scheme
NPS	New Pricing Scheme
NSE	National Stock Exchange
OCBs	Overseas Corporate Bodies
OCP	Operation Control Procedures
ODS	Ozone Depleting Substances
OEM	Other Equipment Manufacturer
OHSAS	Occupational Health & Safety Advisory Services
OSHA	Occupational Safety and Health Administration
PAR	Performance Analysis Review
PAT	Profit After Tax
PBT	Profit Before Tax
PMS	Performance Management System
PPP	Public Private Partnership
PR	Product Responsibility Performance Indicators
PSM	Process Safety Management
PVC	Polyvinyl Chloride
RLNG	Re-gasified Liquefied Natural Gas
RSEB	Rajasthan State Electricity Board
S & D	Supply and Distribution
SEBI	Securities and Exchange Board of India
SHGs	Self Help Groups
SM ³	Standard Cubic Meter
SMS	Short Messaging Service
SO	Social Performance Indicators
SPM	Suspended Particulate Matter
SSP	Single Super Phosphate
STP	Sewage Treatment Plant
tCO ₂	Total Carbon Di Oxide
TMOs	Trainee Marketing Officers
TSS	Total Suspended Solids
UK	Uttam Kranti
UKS	Uttam Krishi Salahakars
UN	United Nations
USD	US Dollar
VFD	Variable Frequency Drive

Application Level

		C	C+	B	B+	A	A+
Mandatory	Self Declared						
	Third Party Checked		Report		Report		Report
	GRI Checked		Report		Report		Report
Optional	Self Declared		Assured		Assured		Assured
	Third Party Checked		Externally		Externally		Externally
	GRI Checked		Report		Report		Report



Feedback Form

Please tick (✓) the most appropriate box.

	Poor	Average	Good	Very Good	Excellent
1. Coverage of issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Quality of the information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Clarity of the content	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Completeness of the information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Relevance of the information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Kindly suggest areas where more detailed information may be reported

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7. Kindly suggest what other issues/areas could be covered in the report

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Name:

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Chambal Fertilisers sincerely thanks you for your time and comments.

Kindly mail your feedback to:

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