

Nurturing people power

Having trusted relationships with each stakeholder group is essential for us to grow as a brand. Everyone including our employees, customers, partners and community members expect to have a rewarding association with us and that increases our responsibility to enhance value generated for them. Our work in the areas of health and well-being, skill development, and education would help bring us one step closer in realising these trusted bonds with our people.

Treating everyone with respect and dignity is an indispensable part of our culture. We provide with a safe and equitable work that promotes healthy competition. By having a people-centric approach, the Company also benefits by attracting and retaining top talent. All our policies are designed to ensure fundamental human rights are followed and any kind of discrimination is discouraged.



SDGs impacted



Employee well-being



Employees being key stakeholders for Sagar Cement's growth, we drive a people-centric environment that is fair, open and nurtures the abilities of our workforce. Employees feel a sense of belonging to associate themselves with a brand like us. This goes a long way in proving that we promote a safe, healthy workplace and treat employee satisfaction with utmost importance.

In an attempt to improve the quality of life and maintain work-life balance, we provide our employees with a well-established township with all necessary amenities along with trainings on professional and personal development. We conduct employee satisfaction surveys on which Employer Net Promoter Scores (eNPS) is measured. These surveys give us an insight into the changing expectations of our employees. Accordingly, measures including capacity building are planned and implemented. We intend to bring in measurement tools such as Pulse, Great Place to Work certification and Randstad awards to enhance our efforts towards people management further.

Cement manufacturing has been largely a male-dominated industry. Improving the strength of women employees has been an important focus area in building a gender-inclusive culture. We are an equal opportunity employer and do not discriminate

Highlights

174
New employees hired

83.47%
Retention rate

0.67 ton/manhour
Employee productivity (FTE)

52,390
Total training hours

4,198
Employees skill development training hours

16.53%
Employee Turnover rate

on the basis of religion, race and sexual orientation. The economic security of employees is maintained by adhering to timely and fair payment practices.

Our employees enjoy several benefits such as health insurance and maternity leave. They are also covered under retirals that include provident fund, gratuity and employee state insurance.



Health and safety



Highlights

Zero
Fatalities

248
Near Misses

66,94,508
Safe man hours

Health and safety measures are implemented across all processes through an occupational health and safety management system. Hazard Identification and Risk Assessment (HIRA) keep the frequency and severity of accidents in check across all high-consequence routine and non-routine jobs. Apart from undertaking safety training for our employees, it is mandatory for employees to wear protective equipment, and medical staff is available to attend to any emergencies on the floor.

Employees

For Current Year	Age Group			Total
	Below 30	30-50 years	Over 50 years	
Permanent Employees				
Male	102	691	237	1,030
Female	1	8	1	10
Total	103	699	238	1,040

Employees

For Current Year	Age Group			Total
	Below 30	30-50 years	Over 50 years	
Temporary Workers (Contractual)				
Male	635	1,026	113	1,774
Female	7	78	8	93
Total	642	1,104	121	1,867



Suppliers and partners



Highlights

74 Numbers
Warehouses

2,675 Numbers
Channel partners

650 Numbers
New dealers onboarded

5,591 Numbers
New retailers onboarded

Our brand identity connects with quality and trust and it helps to build a strong connection with our value chain partners. These bonds have been developed over decades through open, fair and transparent relationships. We have been highly rated across the engagement surveys with our partners. This year too, we have onboarded several new supply chain partners as our business expands.

Vendor engagement	FY2023	FY2022
Vendors onboarded	1,321	944
New distributors	650	634
Average lead distance	288 km	294 km
Road accidents	0	0

Supplier engagement	FY2023	FY2022
Suppliers	10,860	8,616
Average supplier availability	96%	95%
Supplier defect rate	2%	2%

We have established a grievance redressal mechanism to attend to all complaints. We believe any problem can be resolved by mutual understanding and disapproval of abusive behaviours or inappropriate demands. Emphasis is given to engaging with partners who are environmentally responsible and undertake measures to minimise their carbon footprint. Regular assessment sessions are organised with our partners and are scored basis their performance on green supply chain initiatives.

MSME/Small Suppliers	FY2023	FY2022
Percentage of Materials Sourced	17	8
Percentage of the procurement budget used	7	8
Within the district and neighbouring districts and area		
Percentage of Materials Sourced	30	25
Percentage of the procurement budget used	40	47
Indigenous/Vulnerable/Marginalised Community		
Percentage of Materials Sourced	92	97
Percentage of the procurement budget used	92	95



Communities



Highlights

69,629

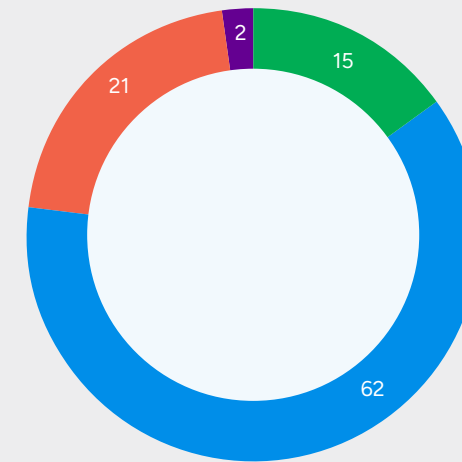
Lives Impacted

₹ 306 Lakhs

Amount spent

Health, education, livelihood generation and rural development are key areas where most of our investment is made by undertaking social projects with our NGO partners. We drive these initiatives through continuous engagement with the local communities. It provides us an insight into their needs and expectations from us. We have also set KPIs and targets to monitor these projects from time to time. Employees who actively participate in CSR projects are given due credit and recognised for their efforts.

CSR spend in FY2023 (%)



- Preventive healthcare and potable water
- Rural development
- Training and education
- Sports training



Our targets

- Strengthening the community centre by 2025
- Skill development centre by 2030
- Vocational training for the underprivileged by 2027



Poverty, hunger and malnutrition are common problems within marginalised communities. Our interventions are aimed at eradicating hunger, promoting preventive healthcare and providing safe drinking water thereby uplifting their quality of life. Imbibing skills through vocational training would help improve their chances of finding employment, thereby giving them a sense of pride and elevating them from poverty.

Some of our initiatives

- Empowerment to women self-help groups
- Offering scholarships for higher studies
- Installation of RO plants in schools
- Building water check dams and helping in irrigation by providing adequate water supply
- Construction of community toilets