

Health and safety



Health and safety remain a priority at SGC. We remain committed to building a robust safety culture and continue to implement preventive measures that ensure zero harm for our people. Regular safety audits are also carried out to consistently improve the safety management system across our operations.

Key highlights

Zero

Fatalities

0.24

Lost Time Injury
Frequency Rate (LTIFR)

Fostering a culture of safety among employees

Occupational health and safety is central to our daily operations. We are dedicated to fostering a robust safety culture and implementing proactive, preventive measures to mitigate risks and ensure a secure environment for all employees. With a target of zero fatalities, we continuously refine our safety practices. An effective safety communication process exists from top to bottom and bottom to top, along with the communication of safety improvement views, targets and achievements.

Performance is tracked through leading and lagging indicators, reviewed monthly through safety conclaves and leadership reviews. It allows the management to track incidents and encourage near-miss reporting. We conduct internal as well as external safety audits to identify gaps and implement corrective and preventive actions. At all our plants we have implemented Integrated Work Permit System to regulate high-risk maintenance and operational activities. A structured process for planning, approving and monitoring work is carried out in critical areas at the plants. Before any task begins, permits are issued only after verifying safety conditions, identifying potential hazards and confirming the presence of requisite protective measures.

CASE STUDY

Driver safety management system at Dachehalli

At Sagar Cements, the safety of drivers who support our logistics operations remains a critical priority. We introduced a Driver Safety Management System at our Dachehalli plant as a pilot to strengthen safety awareness, accountability and operational discipline, implemented in alignment with the Global Cement and Concrete Association (GCCA). Following its implementation at Dachehalli, the system has been progressively expanded across our plants. The system ensures that every driver operating within our premises is adequately verified, trained and assessed before undertaking activities at our plants.

It includes:

Driver Verification: Validation of driver credentials including age, eligibility and experience.

Medical examination: Comprehensive health checks.

Mandatory training programmes: Plant induction, defensive driving and operational safety procedures.

Competency assessment: Knowledge tests and ride-along evaluations conducted by plant transport officers.

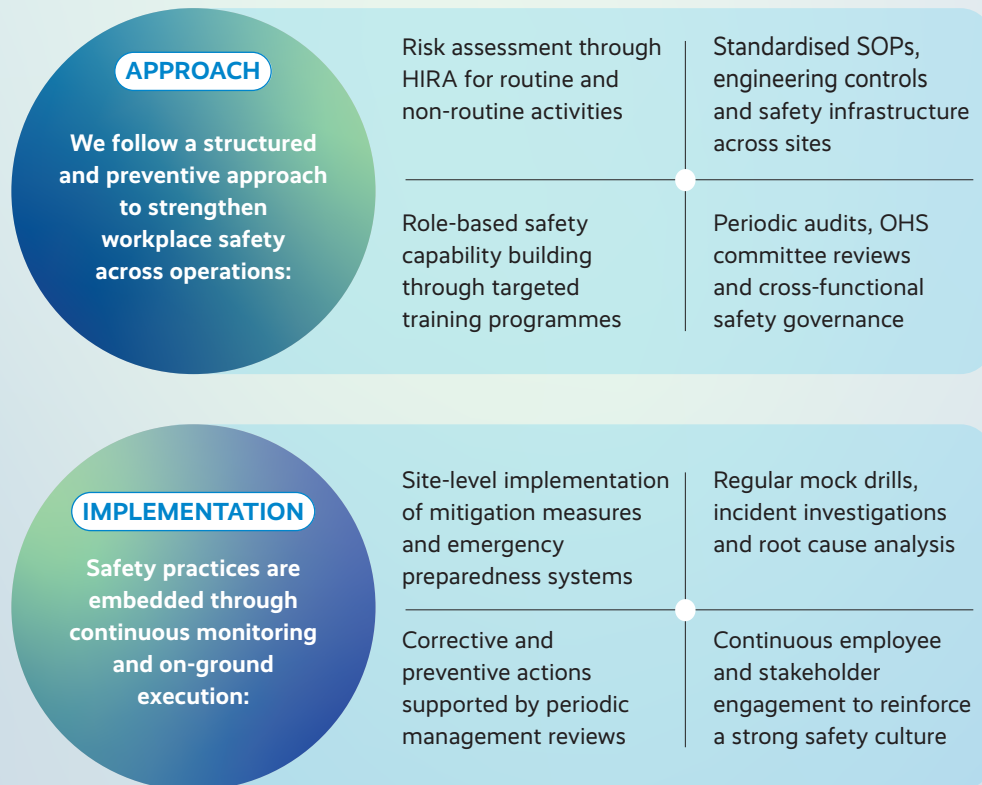
Driver passport issuance: Driver Passport issued only after successful completion of all checks and training.

Disciplinary action for non-compliance: Enforcement of safety standards across plant premises.

Periodic renewal and continuous guidance: Ongoing training and reassessment to maintain compliance and awareness.

Safety management system

We encourage regular interaction during Safety Committee meetings and counselling on Personal Protective Equipment (PPE). We select Safety Committee members from cross-functional teams. Management representatives and Top Management review Statutory Inspection Recommendations, and compliance is taken up through the Register of Applicable Legal Requirements.



Leading and lagging interventions for zero fatality

Achieving zero fatality is supported through a structured approach that balances proactive (leading) and reactive (lagging) interventions across operations. This framework focuses on preventing incidents through continuous monitoring, training and compliance, while also ensuring that deviations and incidents are systematically reviewed to strengthen safety performance.

LEADING INTERVENTIONS

- Proactive safety training, including on-the-job programmes
- Preventive maintenance protocols
- Internal and external audits
- Safety committee meetings
- Near-miss reporting and review
- Workplace safety improvement suggestions
- Compliance with applicable legal requirements
- Permit-to-Work systems for non-routine activities

LAGGING INTERVENTIONS

- Investigation of incidents, including first aid injuries and ill health cases
- Review of deviations from established procedures
- Analysis of events such as fires, explosions and asset damage



Safety training

For us, building a safety culture extends beyond compliance. We use Behaviour Based Safety (BBS) programmes that reinforce accountability at individual and team levels. Besides, safety parks established at plant locations provide practical demonstrations and hands-on learning experiences.

Training interventions include:

- Mandatory induction programmes
- Toolbox talks and weekly gate meetings
- Fire safety and LOTO training
- Work-at-height and scaffold safety
- Defensive driving initiatives
- First-aid certification programmes
- Contractor-specific safety sessions

Various trainers and occupational health specialists are appointed to strengthen the Company’s safety culture and we encourage employee participation in safety training modules. Our in-house safety magazine, Bhadrata Sagar, published in regional languages, supports knowledge sharing and creates safety awareness across our teams.



Employee health management

Factory Medical Officers are appointed across four units, ensuring that medical support is always at hand. In addition, fire tenders and enhanced fire protection systems have been deployed at Bayyavaram and Jeerabad, further enhancing our safety measures. Leading and Lagging Indicators are segregated and shared during Safety Conclave every month, to help achieve our target of Zero Fatality.



Safety Incident/Number	Category	FY 2026	FY 2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.24	0.31
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

CASE STUDY

55th National Safety Week 2026

Safety awareness is strengthened through engagement and collective participation. During FY 2026, we observed the 55th National Safety Week across our Corporate Office and plant locations under the theme “Engage. Educate. Empower.”, reinforcing awareness, preparedness and responsible behaviour.

The initiative engaged employees, contract workmen, students and homemakers across locations. At the Corporate Office, 60 employees participated in safety awareness sessions. Mattampally engaged 506 employees and workmen through safety assessments and Permit to Work and LOTO training. Gudipadu involved around 450 participants through student-led safety skits. Dachepalli engaged nearly 400 participants through quizzes, competitions, short films and awareness programmes on road safety, fire safety and emergency preparedness. Bayyavaram involved 254 participants through National Safety Week engagement activities. Jajpur, Odissa engaged 152 participants through awareness initiatives, while Jeerabad involved 70 participants through emergency response activities, including a fire hydrant competition focused on firefighting skills and preparedness.

These initiatives reinforced safety as a shared responsibility across our operations and value chain.

1,486+
Participants engaged across locations during National Safety Week celebrations

Safety was implemented through a three-tier approach

MANPOWER

Mandatory medical screening, including height phobia tests, followed by safety induction before deployment.



MATERIAL

Defined handling protocols and monitored site movement to minimise risks.

MACHINE

Daily toolbox talks to reinforce hazard awareness and safe work practices.

Governance was strengthened through regular safety reviews and on-ground interventions, including Safety Committee meetings, work permit systems, road safety awareness and continuous safety training.



Gudipadu Plant, Andhra Pradesh

CASE STUDY

Safety at the core: Secure working in pre-heater cyclone

Sagar Cements treats safety in high-risk zones as a non-negotiable priority. Through rigorous training, strict procedural protocols, and mandatory specialised protective equipment, we ensure our workforce is fully prepared

and protected. At Gudipadu, we made constant efforts to ensure safety in day to day operations and achieved Zero Accidents, 15,55,052 Safe Manhours, and 7,271 Training Manhours.

SAFETY INDUCTION TRAININGS

Newly joined workers, contractors and employees are introduced to safety protocols, procedures and policies along with potential workplace hazards through safety induction trainings. It makes sure that every individual is aware of the rules, regulations and safety measures required to perform their duties safely.

It is a proactive approach that enables saving time, reducing risk, ensuring every individual is prepared from day one. The induction covers key safety topics including:

- **Identifying workplace hazards:** Workers are trained to recognise and assess potential hazards in their environment before beginning the work.
- **Understanding Emergency Preparedness:** Every worker is equipped with knowledge regarding proper response in case of emergency.
- **Correct use of PPE:** Employees are educated on maintenance and proper selection of the personal protective equipment for every task and work area.
- **Reporting Unsafe conditions:** Workers and contractors are encouraged to report hazards and near miss incidents ensuring risks are addressed before they become accidents.

SAFETY GATE MEETINGS

Regular safety gate meetings are conducted at the start of shifts to reinforce safe work practices and address site-specific risks. Held prior to shift commencement, these sessions focus on reviewing equipment conditions, highlighting potential hazards and strengthening accident prevention measures. The interactive format encourages open dialogue, allowing workers to share observations and concerns while promoting collective responsibility towards safety.

FIRE SAFETY TRAINING

Fire safety is strengthened through structured training programmes conducted for employees, workers and contractors. The focus is on identifying hazardous conditions, monitoring equipment and electrical systems, and reporting unsafe situations or near-miss incidents. Regular inspections of high-risk areas, supported by ongoing engagement initiatives, promote early risk identification and preventive action across operations.



Safety awards and recognitions

Our continued focus on building a strong safety culture and advancing towards a zero-harm workplace has been recognised through leading industry accolades.

5-Star Rating for Jeerabad mines

Two mines at Jeerabad were awarded a 5-Star Rating by the Indian Bureau of Mines, reflecting excellence in mine safety practices, compliance and operational discipline.

NSCI Safety Awards 2025 – Certificate of Merit

The Gudipadu, Jajpur and Bayyavaram plants received the Certificate of Merit at the National Safety Council of India (NSCI) Safety Awards 2025, recognising strong safety performance and sustained commitment to workplace safety.

CASE STUDY

Safe construction of WHRS at Gudipadu

A structured safety framework was established prior to the development of a 4.35 MW Waste Heat Recovery (WHR) project at Gudipadu. To ensure safety, the project focused on workforce readiness, equipment discipline and controlled material handling. Key installations such as the A.Q.C boiler, preheater boiler, TG building and ACC building was developed as part of this initiative. During the entire construction and installation of project no reportable incidents were recorded.

3,87,540
Safe man-hours

Zero
Reportable incidents

