

Driving Circularity

Birla Carbon 2021
Global Reporting Initiative and
UN Global Compact Indices



GRI Index

Birla Carbon 2021

This report has been prepared in accordance with the GRI Standards Comprehensive option.

The data in this report relates to the fiscal year ending March 31, 2021, unless otherwise stated.

For a detailed explanation of the indicators, visit the [GRI website](#).

Mapping our material GRI indicators against the United Nations Sustainable Development Goals

We have mapped our existing progress on our most material aspects and indicators against the United Nations (UN) Sustainable Development Goals (SDGs), through the Compass tool developed by the UN.

The following key shows the icons we use in our GRI Index wherever it maps with an SDG:



Global Reporting Initiative (GRI) index in accordance with Comprehensive GRI Standards

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-1		Birla Carbon.	
102-2	The social value of carbon black	Carbon black manufacturer and supplier. Our product has not been banned in any markets.	
102-3		Mumbai, Maharashtra, India.	
102-4	http://birlacarbon.com/locations/	Twelve countries (Brazil, Canada, China, Egypt, Germany, Hungary, India, Italy, South Korea, Spain, Thailand and United States of America).	
102-5	Governance	Aditya Birla Group.	
102-6		Markets served are in Europe and Africa, North America, South America, Oceania, South East Asia and the Far East. Sector served: private, manufactured goods. Customers are in the tire, manufactured rubber goods and speciality product industries (plastics, inks, paints and coatings).	
102-7		Total number of employees = 2,233. 16 manufacturing sites. 9 offices. 2 technology centers. Privately owned company. Production capacity of 2Mt/year. Selling price depends somewhat on oil price.	

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-8	See Appendix: Data GRI 102-8	<p>A significant portion of the workforce at our plants in South Asia consists of contractors; these contractors perform work primarily in warehousing, maintenance and construction functions at the plants.</p> <p>No significant variations in employee numbers were reported throughout the reporting period.</p> <p>Data compiled by HR heads at each site at the end of the fiscal year. No significant assumptions were made when compiling data.</p> <p>8</p>	
102-9	Supplier management	<p>Our main suppliers consist of raw material and chemical providers, engineering groups for equipment and spare parts, and transportation companies. Apart from feedstock oil, most of our suppliers are managed regionally, and even locally at the the plant level.</p>	
102-10		<p>No significant changes to operations.</p> <p>No significant changes in the share capital structure or in the location of suppliers.</p> <p>12 17</p>	
102-11	Global recognition Future issues and trends Governance Product responsibility		

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-12	Our approach Stakeholder engagement Future issues and trends Governance Compliance Product responsibility The big questions Product quality Carbon stewardship Water Customer engagement Employee engagement	<p>17</p>	
102-13	Stakeholder engagement	<p>International Carbon Black Association (ICBA). World Business Council for Sustainable Development (WBCSD). Brazilian Chemical Industry Association (ABIQUIM). Risk Management Society (RIMS). North American Product Safety and Regulatory Committee (NAPSRC). Sustainability Leadership Forum (SLF). 17</p>	
102-14	Leadership messages		
102-15	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends Targets and progress About our report		

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-16	Ethics Compliance	16	
102-17	Ethics Compliance	16	
102-18	Governance	16	
102-19	Governance		
102-20	Focusing on what matters Governance		
102-21	Stakeholder engagement Governance Customer engagement Employee engagement	16 17	
102-22	http://birlacarbon.com/about/	<p>Each member of Birla Carbon's Senior Management Team (SMT) holds an executive position at Birla Carbon. Stakeholders, with the exception of shareholders, are not represented on the SMT currently. The selection process ensures that all candidates possess the necessary knowledge and expertise of economic, environmental and social issues pertinent to Birla Carbon. If conflicts of interest arise, these will be self-declared by the members.</p> <p>16</p>	
102-23	https://www.birlacarbon.com/about/john-loudermilk/	16	

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-24		<p>The process for selecting the officers of the SMT involves working with top search firms to select the most qualified candidates based upon their experience and qualifications. While gender and diversity are important considerations, the selection process ensures that all candidates possess the necessary knowledge and expertise of economic, environmental and social issues pertinent to Birla Carbon. If conflicts of interest arise, these will be self-declared by the members. Stakeholders, with the exception of shareholders, are not consulted during the selection process. For each Birla Carbon entity, the shareholders appoint/reappoint the members of that company's Board of Directors by either an Annual Shareholders Meeting or a Written Consent in lieu of an Annual Shareholders Meeting (as required by the respective country's corporate laws).</p> <p>16</p>	
102-25	Downloads (see Birla Carbon Code of Ethics)	<p>All employees, including those in the highest governing body, are required to sign a Code of Ethics which includes the following language: "Each Employee must avoid at all times any interest that might conflict or appear to conflict with the interests of the Company, or that might deprive the Company of the undivided loyalty of the Employee in business dealings. To this end, an Employee should not become involved in any situation that may create a personal interest in the situation, or place the Employee under an obligation that may interfere with his or her primary duty to serve the Company at all times to the best of his or her ability." Also, each member of the SMT is required to participate in participate in Code of Ethics training to assist in identification and handling of conflicts of interest. In the rare event that a potential conflict of interest arises within the SMT, members are required to self-declare the conflict, and are then excused from related discussions.</p> <p>16</p>	
102-26	Governance		
102-27	Governance	<p>Specific teams within the business responsible for sustainability-related programs will also provide progress updates direct to the SMT.</p> <p>4</p>	

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-28		Birla Carbon's SMT is evaluated based on the success of the business linked to the 2030 sustainability targets, which cover economic, environmental and social performance. These evaluations take place on an annual basis and will be reviewed by the Aditya Birla Group Chairman. No actions have been required in response to these evaluations in FY2021.	
102-29	Focusing on what matters Stakeholder engagement Governance	16	
102-30	Governance		
102-31	Focusing on what matters Governance		
102-32		Chief Legal, Sustainability and Risk Officer Joe Gaynor reviews and approves Birla Carbon's Sustainability Report.	
102-33	Ethics		
102-34	Ethics		
102-35		Annual compensation matters for all employees in Job Band 5 and above are linked to the Annual Incentive Plan (AIP) and Long-Term Incentive Plans (LTIP), which the Chairman approves. These are tied directly to the business's approved Annual Operating Plan and Budget, which establishes the relevant performance metrics executives will be measured against annually and the performance of the business during the year gone by 2020/21. Each executive's personal performance is measured by a rigorous process of performance management throughout the year and linked, where relevant, to economic, environmental and social performance objectives. Compensation in this context includes, but is not limited to, cash or deferred payments, incentive and equity compensation, benefits, perquisites, employment, retention and/or termination/severance agreements and any other programs that would be considered compensation by regulatory authorities.	

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-36		All compensation actions for employees in Job Band 5 and above are subject to the approval of the Chairman of the Aditya Birla Group, assisted by Group Human Resources and the office of the Chief Human Resources Officer (CHRO). The CHRO's office puts together the compensation proposal for all employees in Job Band 3 and above, including all the members of the SMT, and presents it to the Chief Operating Officer (COO). The COO then forwards the proposals to the Chief Executive Officer (CEO) for their approval, which then is forwarded to the Group Human Resources department. Levels of remuneration are regularly benchmarked against similar positions in related industries through external resources. Mercer was used as remuneration consultant for this benchmarking; it has no other relationship with Birla Carbon.	
102-37		Birla Carbon does not consult external stakeholders, other than shareholders, on remuneration policies. 16	
102-38			Due to the size of some Birla Carbon business units and the number of employees, compensation data is classed as business sensitive and cannot be disclosed due to confidentiality constraints.
102-39			Due to the size of some Birla Carbon business units and the number of employees, compensation data is classed as business sensitive and cannot be disclosed due to confidentiality constraints.
102-40	Stakeholder engagement		
102-41	Ethics	8	
102-42	Stakeholder engagement		

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-43	Stakeholder engagement Focusing on what matters Governance Ethics Product responsibility Product quality Carbon stewardship Customer engagement Supplier management Employee engagement Community engagement	17	
102-44	See above		
102-45		Our consolidated financial statements include all manufacturing facilities and legal entities worldwide.	
102-46	Focusing on what matters Future issues and trends About our report		
102-47	Focusing on what matters	Material aspects are those with indicators reported against in this index.	
102-48			
102-49	About our report		
102-50		Fiscal Year (FY) 2021: April 1 2020 to March 31 2021.	
102-51		FY2020.	
102-52		Annual.	
102-53		Dr. Gilles Moninot, Global Sustainability Director birlacarbon.sustainability@adityabirla.com	

GRI 102: GENERAL STANDARD DISCLOSURES 2016

Disclosure number	Source	Notes	Omissions
102-54		This report has been prepared in accordance with the GRI Standards: Comprehensive option.	
102-55		GRI Standards are referenced throughout this index. Material topics which are reported on but not covered by the GRI Standards include: <u>Business continuity.</u> <u>Global presence.</u> <u>Innovation.</u> <u>Customer engagement.</u> <u>Circular economy.</u>	
102-56		Where available we use recognized methodologies for measuring and presenting our performance data; we have stated where this is not the case. This includes adhering to the Global Reporting Initiative's guidelines where appropriate. While Birla Carbon has not had its Sustainability Report independently verified this year, our approach to assurance is reviewed annually. Our SMT must approve any decision to seek external assurance.	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: SUSTAINABLE PROCUREMENT			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Supplier management Downloads		
103-3	Targets and progress Stakeholder engagement Governance Supplier management		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 204: Procurement Practices 2016			
204-1			Information unavailable. As Birla Carbon has a decentralized procurement approach, local procurement data is not currently available. Birla Carbon recognizes this is a gap in its procurement management and intends to develop the measurement tools to collect this data over the next 12 months.
MATERIAL ISSUE: ETHICS			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Ethics Compliance Downloads		
103-3	Targets and progress Stakeholder engagement Governance Ethics Compliance		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 205: Anti-Corruption 2016			
205-1		<p>All Birla Carbon's plants are analyzed for risk at least every two years by the Internal Audit Department. However, coverage has been hampered in FY2021 due to the ongoing pandemic. If compliance issues are discovered, plants may be audited more frequently until findings are corrected. No significant risks related to corruption were identified through the audits in FY2021.</p> <p>16</p>	
205-2		<p>Birla Carbon has communicated and provided training on its anti-corruption policies and procedures (Code of Ethics) to 70% of its employees, including governance body members and business partners as part of our standard Terms and Conditions. Due to COVID-19, we were unable to conduct classroom Code of Ethics training for many production line employees.</p> <p>16</p>	
205-3	Ethics	<p>In FY2021, two allegations of corruption were raised through our global hotline. The allegations were investigated and the employees involved were terminated.</p> <p>16</p>	
GRI 206: Anti-Competitive Behavior 2016			
206-1		<p>Birla Carbon has not been involved in any legal actions pending or completed during the reporting period regarding anti-competitive behavior, violations of antitrust or monopoly legislation.</p> <p>16</p>	

ENVIRONMENTAL

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: SUSTAINABLE PROCUREMENT			
GRI 301: Materials 2016			
301-1	See Appendix: Data GRI 301-1	12 13	
301-2	Our product	<p>We are unable to use recycled feedstock oil due to its impact on product quality and the nature of our production process. However, in FY2021 Birla Carbon partnered with Cirttec, the leader in pyrolysis technology and the production of renewable fuels from end-of-life tires. This positions Birla Carbon to deliver up to 73,000 tonnes of Sustainable Carbonaceous Materials from end-of-life tires in the next five years.</p> <p>12 13</p>	
301-3		<p>We recycle as much as possible of our off-spec material back into our manufacturing process.</p> <p>The amount of packaging material (i.e. pallets, big bags) we use is limited, but we strive to recycle as much as possible. Through our partnership with REPASACK® in Europe, we recycled 6.09 tonnes of packaging material.</p>	
MATERIAL ISSUE: ENERGY			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Carbon stewardship Downloads		
103-3	Targets and progress Stakeholder engagement Governance Carbon stewardship		
GRI 302: Energy 2016			
302-1	See Appendix: Data GRI 302-1	<p>Birla Carbon's energy consumption has been provided in energy intensity values due to the commercial sensitivity of this information in actual values.</p> <p>7 12 13</p>	
302-2	See Appendix: Data GRI 302-2	<p>7 12 13</p>	
302-3		<p>Birla Carbon's energy consumption intensity in FY2021 was 12.15 GJ/tonne of carbon black. Our organization-specific metric is carbon black production. All types of energy consumed are included in the calculation. Only energy consumed within the organization is included in the ratio.</p> <p>7 12 13</p>	
302-4	Carbon stewardship	<p>Birla Carbon's total energy consumption intensity increased in FY2021 as compared to FY2020. However, some projects still resulted in energy consumption reductions, as highlighted in our report.</p> <p>7 12 13</p>	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
302-5		7 9 12 13	Information unavailable. Birla Carbon is working to develop and produce new grades of carbon black which are easier to incorporate in to customer manufacturing processes and products. While Birla Carbon's customers may measure the corresponding energy gain in their manufacturing processes, Birla Carbon has no access to this information due to the commercial sensitivity of the rubber, plastic or ink formulations. Each manufacturing process varies, and it is outside of Birla Carbon's control to consider in a generic formulation all the factors which affect the energy measurement.

MATERIAL ISSUE: WATER

GRI 103: Management Approach 2016

103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Water Downloads		
103-3	Targets and progress Stakeholder engagement Governance Water		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 303: Water and Effluents 2018			
303-1	Water	6 12	
303-2	Water	All sites are complying with local regulatory requirements for water management and discharge. Plants are audited every two years for compliance with water quality standards. We do not have internal requirements. Nine of our plants are zero-liquid-discharge facility. 6 12	
303-3	See Appendix: Data GRI 303-3	6 12	
303-4	See Appendix: Data GRI 303-4	All of our sites manage their water discharge in accordance with their discharge permits and local regulatory requirements.	
303-5	Water	a) Water consumption for our manufacturing process for all sites is estimated to be 6,050 megaliters in FY2021. b) Water consumption for our manufacturing process of sites in water-stressed areas is estimated to be 2,100 megaliters. c) Water storage at our sites is not expected to have a significant impact. d) Water consumption for our manufacturing process is estimated based on internal engineering models. This excludes water consumed for power generation, environmental controls, and ancillary activities (e.g. floor washing), as well as steam consumption.	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: GHG AND AIR EMISSIONS			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Life cycle assessments Carbon stewardship Air emissions Downloads		
103-3	Targets and progress Stakeholder engagement Governance Life cycle assessments Carbon stewardship Air emissions		
GRI 305: Emissions 2016			
305-1	See Appendix: Data GRI 305-1	3 12 13	
305-2	See Appendix: Data GRI 305-2	3 12 13	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
305-3	See Appendix: Data GRI 305-3	<p>Through our product Life Cycle Assessment, Birla Carbon has identified the energy consumption of suppliers and downstream transportation as material, based on where potential energy reductions could be undertaken or influenced by Birla Carbon.</p> <p>3 12 13</p>	
305-4	Targets and progress Carbon stewardship	<p>3 12 13</p>	Confidentiality constraints. Absolute emission intensity data is commercially sensitive.
305-5	Targets and progress Carbon stewardship	<p>a) Birla Carbon experienced an overall decrease in Scope 1 emissions of approximately 62,590 tonnes due to reduced production during COVID-19 and emission-reduction initiatives.</p> <p>b) Only CO₂ is included in the calculation as emissions of other gases are considered negligible in comparison.</p> <p>c) Comparisons are made to the previous GRI reporting year (FY2020).</p> <p>d) Scope 1 and Scope 2.</p> <p>e) Same as reported in 305-1 and 305-2.</p> <p>3 12 13</p>	
305-6		<p>3 13</p>	Not applicable. Emissions of ozone-depleting substances are deemed immaterial to Birla Carbon due to the nature of its manufacturing processes and scale of its direct CO ₂ emissions.
305-7		<p>3 13</p>	Information unavailable. Emissions of NO _x and SO _x , and other significant air emissions, are monitored on a continuous basis at some sites to ensure each manufacturing plant stays within the regulatory limits; however, the overall data is not collected globally. Collection processes for this data will be reviewed over the next 12 months.

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: WASTE AND WATER			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Water Waste Downloads		
103-3	Targets and progress Stakeholder engagement Governance Water Waste		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 306: Waste 2020			
306-1	Targets and progress Waste Air emissions	<p>The carbon black production process generates very little landfilled waste overall due to the limited number of raw materials (feedstock oil and water) used in our process. The majority of waste is generated from infrequent maintenance activities like oil tank and settling pond cleanouts. Some of our ancillary processes required for environmental compliance, such as flue gas desulfurization, generate a significant amount of gypsum byproduct. However, we have identified valuable reuse options for gypsum at all of our facilities or are using alternative technologies to eliminate the gypsum byproduct. For the carbon black industry, the majority of potential waste impacts are downstream in our value chain. Approximately 70% of our carbon black goes into tires, which can often have limited opportunities for repurposing. We are exploring opportunities to recover carbon black from tires but do not see the potential to fully close the loop given the current quality limitations of recovered carbon black.</p>	
		3 6 12	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
306-2	Targets and progress Waste	<p>a) We have implemented a Waste Management Standard since 2017 which requires all of our facilities to evaluate and implement waste-minimization opportunities on an annual basis. Where we cannot eliminate or reduce a waste stream, we try to find vendors to reuse or recycle the waste. For example, our site in Thailand has identified a vendor for composting their gypsum. We encourage our customers to accept carbon black in bulk delivery systems (e.g. truck or rail car) when possible. We are also exploring opportunities to improve the capacity and quality of packaging takeback and reuse programs at some of our facilities and source biodegradable packaging materials.</p> <p>b) In line with local regulations and our Waste Management Standard, the Health, Safety and Environment Managers at our sites are required to qualify/evaluate companies providing waste transportation and disposal services. This requirement is verified by a third party during our audits conducted every two years.</p> <p>c) Waste is a focal point of our internal compliance auditing process conducted on-site every 24 months. Our waste storage and disposal volumes are entered into our Environmental Information Management System (Enablon) by a site representative on a monthly basis. This data is verified by our Global Sustainability Manager and reported in this index.</p>	
306-3	See Appendix: Data GRI 306-3	3 12	
306-4	See Appendix: Data GRI 306-4	3 12	
306-5	See Appendix: Data GRI 306-5	3 6 12	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: GOVERNANCE FRAMEWORK			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Compliance Downloads		
103-3	Targets and progress Stakeholder engagement Governance Compliance		
GRI 307: Environmental Compliance 2016			
307-1		Birla Carbon received three environmental fines in FY2021 related to air-emission-control equipment damage, licensing issues with an emission-testing company and recordkeeping. The total amount paid in fines was \$5,000.	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 308: Supplier Environmental Assessment 2016			
308-1	Supplier management	All our critical suppliers, per International Automotive Task Force 16949, have been invited to participate in our environmental criteria screening initiative. Twenty-six percent of our critical suppliers have been screened using environmental criteria through EcoVadis. All new critical suppliers will be invited to participate.	
308-2		Eighty-nine of our critical suppliers have been assessed for environmental impacts. None of our suppliers has confirmed negative environmental impacts; however, several of our suppliers had a low score on their environmental assessments due to inconclusive documentation on environmental policies, lack of ISO 14001 certification and limited to no disclosure on environmental metrics. We have not established improvement plans with any of our suppliers yet as we are in the early stages of the assessment process. We have not had reason to terminate any relationship with suppliers yet due to environmental performance.	
SOCIAL			
MATERIAL ISSUE: EMPLOYEE ENGAGEMENT			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Attracting and retaining talent Downloads		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
103-3	Targets and progress Stakeholder engagement Governance Health and safety		
GRI 401: Employment 2016			
401-1	See Appendix: Data GRI 401-1	8	
401-2		Benefits are provided to full-time, part-time and temporary employees in accordance with local laws and regulations. Birla Carbon endeavors to provide full- and part-time employees with the same level of benefits where appropriate. 8	
401-3	See Appendix: Data GRI 401-3	8	
MATERIAL ISSUE: SAFETY			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Health and safety Downloads		
103-3	Targets and progress Stakeholder engagement Governance Health and safety		
GRI 403: Occupational Health and Safety 2018			
403-1	Health and safety		
403-2	Health and safety	<p>Each site has a process for workers to report hazards and near-miss incidents. Reporting hazards and near misses is encouraged and in some plants incentivized. The company has a formal incident-reporting and investigation standard. Each site is expected to have a local process for the reporting and investigation of incidents, including near misses. Information on incidents is recorded in a central system (Enablon). A daily report of incidents reported in the previous 24 hours is distributed daily to approximately 250 executives and managers globally. Completion of investigations and close-out of findings is tracked; incidents with important learnings for other sites are flagged as High Value Learning Events or shared as safety alerts with other sites. Corrective actions from incident investigations focus both on the immediate conditions and behaviors responsible for the incident, and on any gaps in the health and safety management system.</p>	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
403-3	Health and safety	The occupational health service (OHS) at each location performs regular medical surveillance activities to detect potential impacts of occupational exposures, such as noise. The OHS also provides non-occupational health screenings for conditions such as high blood pressure, cholesterol and diabetes. These departments are also the primary source of health education for their sites. These services are readily accessible to employees and in many instances are required by law.	
403-4	Health and safety	Employees are involved at the sites based on local regulatory requirements and the discretion of management. Employees do not consult or design the quality management system. All sites have a formal safety and health committee with representation of employees and management. The membership, responsibilities and meeting frequency are all site-specific determinations.	
403-5	Health and safety		
403-6	Health and safety	In addition to non-occupational screening, the on-site clinics are used for the treatment of work-related symptoms as well as minor non-work-related conditions.	
403-7	Health and safety		
403-8	See Appendix: Data GRI 403-8	Internal audits are conducted as needed by Corporate HSE, but at a minimum of every two years.	
403-9	Health and safety See Appendix: Data GRI 403-9	The company has a formal reporting process and uses common safety and health performance incidence rate metrics. Incidents and exposure hours are recorded monthly in a centralized system and communicated to all sites along with other key performance indicators on a monthly basis.	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
403-10	See Appendix: Data GRI 403-10	Hazards are identified through routine audits and inspections of the sites and industrial hygiene exposure assessments. Birla Carbon has an internal standard for exposure assessment and complies with any local or national regulatory of requirements for exposure assessment and monitoring of requirements. Noise is the most prevalent risk for occupational exposure in the work environment. All sites have a comprehensive hearing-conservation program that includes annual audiometric testing, noise monitoring at regular intervals, installation of engineering controls to reduce noise levels, and the use of hearing protection by personnel working in areas with elevated noise levels. Contractors may be excluded from medical surveillance requirements (North America and European Union historically do not monitor contractors), but are not excluded from protective measures.	

MATERIAL ISSUE: EMPLOYEE ENGAGEMENT

GRI 103: Management Approach 2016

103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Health and safety Downloads		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
103-3	Targets and progress Stakeholder engagement Governance Health and safety		
GRI 404: Training and Education 2016			
404-1	See Appendix: Data GRI 404-1		
404-2	Attracting and retaining talent Employee engagement	8	
404-3		All employees receive regular performance and career development reviews. 4 8	
MATERIAL ISSUE: HUMAN RIGHTS			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Ethics Downloads		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
103-3	Targets and progress Stakeholder engagement Governance Ethics		
GRI 406: Non-Discrimination 2016			
406-1		<p>There were three incidents of discrimination in FY2021 raised through our Global Hotline. Review of one claim is ongoing; a remediation plan was implemented for another instance; and the third instance is no longer subject to action.</p> <p>8 16</p>	
GRI 408: Child Labor 2016			
408-1		<p>Through our third-party due diligence screening system we have not identified any suppliers with incidents of child labor or forced or compulsory labor. Birla Carbon's Code of Ethics and Supplier Terms and Conditions prohibit these practices.</p>	
GRI 409: Forced or Compulsory Labor 2016			
409-1		<p>Through our third-party due diligence screening system we have not identified any suppliers with incidents of child labor or forced or compulsory labor. Birla Carbon's Code of Ethics and Supplier Terms and Conditions prohibit these practices.</p> <p>8 10 16</p>	
GRI 411: Rights of Indigenous Peoples 2016			
411-1		<p>There were no incidents of violations involving rights of indigenous peoples in FY2021.</p> <p>16</p>	
GRI 412: Human Rights Assessment 2016			
412-1		<p>None of our operations have been subject to formal human rights reviews or impact assessments.</p> <p>16</p>	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
412-2		<p>Around 1,600 hours were spent training employees on human rights policies and procedures in FY2021. Seventy percent of employees were trained on human rights policies and procedures in FY2021. Due to COVID-19, we were unable to conduct classroom Code of Ethics training for many production line employees.</p> <p>4 16</p>	
412-3		<p>Birla Carbon does not systematically include human rights clauses in investment agreements. We have, however, revised our Supplier Terms and Conditions to include a Business Ethics clause referring to our Code of Ethics.</p> <p>17</p>	

MATERIAL ISSUE: COMMUNITY ENGAGEMENT

GRI 103: Management Approach 2016

103-1	<p>Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report</p>		
103-2	<p>Leadership messages Sustainable Development Goals Targets and progress Governance Communities Downloads</p>		
103-3	<p>Targets and progress Stakeholder engagement Governance Communities</p>		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 413: Local Communities 2016			
413-1		All of Birla Carbon manufacturing plants have implemented local community engagement programs, including local community development programs and formal local community grievance processes. While a number of Birla Carbon plants are testing ways to measure their community engagement programs, Birla Carbon recognizes this is inconsistent, and intends to identify appropriate impact assessment approaches over the next two years with the help of its parent company, the Aditya Birla Group.	
413-2		All Birla Carbon manufacturing plants would have significant potential negative impacts on local communities if carbon black powder were released into the local area; however, Birla Carbon has strict controls in place to avoid these impacts from occurring.	
MATERIAL ISSUE: SUSTAINABLE PROCUREMENT			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Supplier management Downloads		
103-3	Targets and progress Stakeholder engagement Governance Supplier management		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 414: Supplier Social Assessment 2016			
414-1	Ethics Compliance Customers and suppliers Supplier management	16 17	
414-2	Ethics Compliance Customers and suppliers Supplier management	16 17	
MATERIAL ISSUE: PRODUCT STEWARDSHIP			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Product responsibility The big questions Downloads		
103-3	Targets and progress Stakeholder engagement Governance Product responsibility The big questions		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 416: Customer Health and Safety 2016			
416-1		All of our products are assessed for health and safety improvements. 3 8 9 16	
416-2		There have been no incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of Birla Carbon products in FY2021. 3 8 9 16	
MATERIAL ISSUE: PRODUCT CONSISTENCY			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Product quality Downloads		
103-3	Targets and progress Stakeholder engagement Governance Product quality		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
GRI 417: Marketing and Labeling 2016			
417-1		Through Safety Data Sheets (SDS) Birla Carbon's product labeling includes the content and safety guidance on the use and disposal of the product. 3 8 9 16	
417-2		There have been no incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling in FY2021.	
417-3		There have been no incidents of non-compliance with regulations and voluntary codes concerning marketing communications in FY2021. 16	
MATERIAL ISSUE: GOVERNANCE FRAMEWORK			
GRI 419: Socioeconomic Compliance 2016			
419-1		Birla Carbon has not received any significant fines for non-compliance with laws and regulations concerning the provision and use of products and services in FY2021. 16	

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
OTHER MATERIAL ISSUES			
MATERIAL ISSUE: CUSTOMER ENGAGEMENT			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Customer engagement Downloads		
103-3	Targets and progress Stakeholder engagement Governance Customer engagement		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: BUSINESS CONTINUITY			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Downloads		
103-3	Targets and progress Stakeholder engagement Governance		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: GLOBAL PRESENCE			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance About Downloads		
103-3	Targets and progress Stakeholder engagement Governance About		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: INNOVATION			
GRI 103: Management Approach 2016			
103-1	Leadership messages Focusing on what matters Sustainable Development Goals Stakeholder engagement Future issues and trends About our report		
103-2	Leadership messages Sustainable Development Goals Targets and progress Governance Research and development Downloads		
103-3	Targets and progress Stakeholder engagement Governance Research and development		

SPECIFIC STANDARD DISCLOSURES

Disclosure number	Source	Notes	Omissions
MATERIAL ISSUE: CIRCULARITY			
GRI 103: Management Approach 2016			
103-1	Birla Carbon Sustainability Report homepage Leadership messages Focusing on what matters Sustainable Development Goals		
103-2	Birla Carbon Sustainability Report homepage Leadership messages Focusing on what matters Sustainable Development Goals Targets and progress Downloads		
103-3	Targets and progress Stakeholder engagement Governance Birla Carbon Sustainability Report homepage		

APPENDIX: DATA

GRI 102-8 Information on employees and other workers

Employee numbers FY2021	Americas		Asia		Europe, Middle East and Africa		Total male	Total female	Total
	Male	Female	Male	Female	Male	Female			
Full time	539	95	912	149	449	69	1,900	313	2,213
Part time	0	0	0	0	0	0	0	0	0
Permanent employees (full time + part time)	539	95	912	149	449	69	1,900	313	2,213
Temporary	8	4	4	1	3	0	15	5	20
Contractors/supervised	63	30	1,124	95	72	2	1,259	127	1,386

GRI 301-1 Materials used by weight or volume

Raw materials used	Unit	FY2019	FY2020	FY2021
Natural gas	kNm ³	155,139	142,102	136,127
Oil feedstock	tonnes	2,684,441	2,503,495	2,461,375

Note: Raw materials are non-renewable and sourced from external suppliers. The data is calculated through direct measurement.

APPENDIX: DATA

GRI 302-1 Energy consumption within the organization

Energy consumption intensity	Unit	FY2019	FY2020	FY2021
Oil (non-production)	GJ/t _{carbon black}	0.08	0.10	0.16
Natural gas (non-production)	GJ/t _{carbon black}	0.62	0.75	0.9
Electricity consumption	GJ/t _{carbon black}	1.62	1.75	1.77
Steam consumption	GJ/t _{carbon black}	4.82	4.87	4.82
Tail gas consumption	GJ/t _{carbon black}	4.45	4.55	4.66
Compressed air consumption	GJ/t _{carbon black}	0.01	0.00	0.00
Hot water consumption	GJ/t _{carbon black}	0.01	0.00	0.00
Electricity sold	GJ/t _{carbon black}	1.25	1.27	1.17
Tail gas sold	GJ/t _{carbon black}	1.95	2.04	1.89
Hot water sold	GJ/t _{carbon black}	0.00	0.00	0.00
Steam sold	GJ/t _{carbon black}	2.92	3.17	3.08
Net energy use	GJ/t _{carbon black}	5.47	5.54	6.17
Total energy consumption	GJ/t _{carbon black}	11.61	12.02	12.31

Notes:

- Site-specific gross calorific value (GCV) used for natural gas.
- Used conversion factor of 3.841 to convert MWh to MKCal for power.
- Used conversion factor of 780 to convert MWh of steam to MKCal.
- Tail gas conversion factors varied by site.
- Water heating conversion factors varied by site.
- Compressed air conversion factors varied by site.
- Used conversion factor of 4.187 to convert MKCal to GJ.

APPENDIX: DATA

GRI 302-2 Energy consumption outside the organization

Energy consumption intensity	Unit	FY2017	FY2018	FY2019	FY2020	FY2021
Upstream: Extraction, transportation, refining and distribution of raw materials	GJ/t _{carbon black}	15.10	Not available	Not available	Not available	Not available
Downstream: Transportation and distribution of products	GJ/t _{carbon black}	1.50	Not available	Not available	Not available	Not available

Note: Scope 3 emissions were determined as part of a Life Cycle Assessment (LCA). Data required for the LCA was obtained directly from Birla Carbon's manufacturing plants, ecoinvent (v3) and the Greenhouse Gas, Regulated Emissions and Energy Use in Transportation (GREET) Model (2013).

LIFE CYCLE ASSESSMENTS

Impact categories

Category	Unit	Abbreviation
Ozone layer depletion	Trichlorofluoromethane equivalents	CFC-11 eq
Human toxicity (cancer effects and non-cancer effects)	Comparative toxic units	CTUh
Particulate matter	Particulate matter 2.5 equivalents	PM 2.5 eq
Photochemical ozone formation	Non-methane volatile organic compound equivalents	NMVOC eq
Acidification	Hydrogen ions equivalents	mole H+ eq
Terrestrial eutrophication	Nitrogen equivalents	mole N eq
Freshwater eutrophication	Phosphorus equivalents	P eq
Freshwater ecotoxicity	Comparative toxic units	CTUe
Land use	Carbon deficit	C deficit
Mineral, fossil and renewable resource depletion	Antimony equivalents	Sb eq

APPENDIX: DATA

LIFE CYCLE ASSESSMENTS continued

Results

Impact	Unit	Birla Carbon FY2017 Global	Ecoinvent database for carbon black ¹
Ozone layer depletion	CFC-11 eq	0.15E-03	1.1E-03
Human toxicity, cancer effects	CTUh	1.9E-06	42.2E-06
Human toxicity, non-cancer effects	CTUh	2.3E-05	25.0E-05
Particulate matter	PM 2.5 eq	0.11	4.10
Photochemical ozone formation	C ₂ H ₄ eq	0.91	6.09
Acidification	mole H ⁺ eq	1.59	13.2
Terrestrial eutrophication	mole N eq	1.99	15.8
Freshwater eutrophication	P eq	-0.012	0.178
Freshwater ecotoxicity	CTUe	621	573
Land use	SOC	2,090	1,500
Mineral, fossil and renewable resource depletion	Sb eq	0.01	0.05

¹ <http://www.ecoinvent.org/database/database.html>

APPENDIX: DATA

GRI 303-3 Water withdrawal

Water withdrawal by source from all areas	Unit	FY2019	FY2020	FY2021
Fresh surface water	megaliters	7,518	7,223	6,585
Groundwater	megaliters	5,070	4,992	4,221
Seawater/brackish water	megaliters	0	0	0
Produced/process water	megaliters	3,328	3,459	2,630
Third party	megaliters	4,973	4,340	5,176

Note: Surface water, groundwater and third party volumes are directly measured via metering. Produced/process water are directly measured via metering at some locations and are estimated at others based on rainfall data for the area.

Water withdrawal by source from water-stressed areas	Unit	FY2019	FY2020	FY2021
Fresh surface water	megaliters	1,820	1,729	1,455
Groundwater	megaliters	994	982	328
Seawater/brackish water	megaliters	0	0	0
Produced/process water	megaliters	1,216	1,321	590
Third party	megaliters	2,165	1,697	2,483

Note: Surface water, groundwater and third-party water volumes are directly measured via metering. Produced/process water are directly measured via metering at some locations and are estimated at others based on rainfall data for the area.

Water withdrawal by water quality	Unit	FY2019	FY2020	FY2021
Freshwater (<1,000 mg/L total dissolved solids (TDS))	megaliters	17,562	16,554	15,982
Other water (>1,000 mg/L TDS)	megaliters	0	0	0

APPENDIX: DATA

GRI 303-4 Water discharge

Water discharge by destination for all areas	Unit	FY2019	FY2020	FY2021
Fresh surface water	megaliters	2,362	3,039	3,029
Groundwater	megaliters	0	0	0
Seawater/brackish water	megaliters	0	0	0
Third party	megaliters	415	623	577

Notes: Surface water, groundwater and third-party water volumes are directly measured via metering.

Water discharge by quality for all areas	Unit	FY2019	FY2020	FY2021
Freshwater (<1,000 mg/L TDS)	megaliters	2,362	3,039	3,029
Other water (>1,000 mg/L TDS)	megaliters	0	0	0

Water discharge by quality for water-stressed areas	Unit	FY2019	FY2020	FY2021
Freshwater (<1,000 mg/L TDS)	megaliters	496	597	634
Other water (>1,000 mg/L TDS)	megaliters	0	0	0

GRI 305-1 Direct (Scope 1) GHG emissions

APPENDIX: DATA

	Unit	FY2019	FY2020	FY2021
	tCO ₂ -eq	3,698,216	3,411,688	3,349,101

Notes:

- Direct GHG Emissions (Scope 1)
- Only CO₂ is included in the calculation as emissions of other gases are considered negligible in comparison.
- No biogenic CO₂ emissions.
- FY2005 is taken as the baseline year because this is the first year reliable direct GHG-emission data was available for all plants. Base year Scope 1 emissions were 3,523,847 tonnes of CO₂eq.
- Emission factors for all facilities, with the exception of those in India, are sourced from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Default Emission Factors for Stationary Combustion in Manufacturing Industries and Construction. Emission factors for facilities in India are sourced from the Central Electricity Authority (CEA).
- Consolidation approach for emissions is based on operational control.
- Process Scope 1 emissions are calculated using a mass balance methodology. Stationary combustion emissions are calculated through Enablon.

GRI 305-2 Energy indirect (Scope 2) GHG emissions

	Unit	FY2019	FY2020	FY2021
	tCO ₂ -eq	97,095	79,141	83,669

Notes:

- Indirect GHG Emissions (Scope 2)
- Market-based energy indirect GHG emissions not applicable.
- Only CO₂ is included in the calculation as emissions of other gases are considered negligible in comparison.
- Base year emissions not applicable for absolute Scope 2 emissions.
- Emission factors for purchased electricity are sourced from International Energy Agency. Emission factors for purchased steam, compressed air and hot water are sourced from ELCD based on fuel types, as shown on the next page.
- Consolidation approach for emissions is based on operational control.
- Scope 2 emissions are calculated through Enablon.

APPENDIX: DATA

GRI 305-3 Other indirect (Scope 3) GHG emissions

Other indirect GHG emissions (Scope 3)	Unit	FY2017	FY2018	FY2019	FY2020
	tCO ₂ -eq	1,184,210	Not available	Not available	Not available

Notes:

- Gross other indirect Scope 3 GHG emissions
- Only CO₂ is included in the calculation as emissions of other gases are considered negligible in comparison.
- No biogenic CO₂ emissions.
- The calculation includes the upstream extraction, transportation, refining and distribution of feedstock materials and downstream distribution to customers.
- FY2013 is taken as the baseline year because comprehensive and reliable energy data was not available for all plants in previous years. Base year Scope 3 emissions were 1,248,575 tonnes of CO₂-eq.
- Emission factors are summarized in the table below.
- Scope 3 emissions were determined as part of a Life Cycle Assessment (LCA). Data required for the LCA was obtained directly from Birla Carbon's manufacturing plants,ecoinvent (v3) and the Greenhouse Gas, Regulated Emissions and Energy Use in Transportation (GREET) Model (2013). The impact assessment method used to quantify the global warming potential (GWP) impact was IPCC 2007 GWP 100a V1.02.

Emission factors (EF) for fuel combustion from European Life Cycle Database (ELCD)	LCA EF	
Type	(tCO ₂ -eq/MWh)	(tCO ₂ -eq/GJ)
Motor gasoline	0.299	0.08
Gas oil, diesel	0.305	0.08
Residual fuel oil	0.31	0.09
Anthracite	0.393	0.11
Other bituminous coal	0.38	0.11
Sub-bituminous coal	0.385	0.11
Lignite	0.375	0.10
Natural gas	0.237	0.07
Municipal waste (non-biomass)	0.33	0.09
Wood	0.405	0.11

GRI 306-3 Waste generated

APPENDIX: DATA

Waste generation	Unit	FY2019	FY2020	FY2021
Total waste generated	tonnes	26,710	24,557	28,363
Hazardous waste	tonnes	4,910	2,769	715
Non-hazardous waste	tonnes	21,800	21,788	27,648

GRI 306-4 Waste diverted from disposal

Weight of waste by type and disposal method ¹	Unit	FY2019		FY2020		FY2021	
		Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Reuse	tonnes	0	2,002	98	2,449	-	4,360
Recycling	tonnes	1	8,959	3	8,332	52	8,129
Composting	tonnes	11	1	-	2,895	-	6,600
Total	tonnes	12	10,962	101	13,676	52	19,089

Note: ¹ The waste-disposal method is determined by Birla Carbon except for landfill disposal, which is a default of the waste-disposal contractor.

GRI 306-5 Waste directed to disposal

Weight of waste directed to disposal	Unit	FY2019		FY2020		FY2021	
		Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Incineration	tonnes	164	487	905	165	87	173
Incineration (with recovery)	tonnes	0	-	-	-	2	-
Landfill	tonnes	4,734	10,352	1,763	7,948	574	8,386
Total	tonnes	4,898	10,839	2,668	8,113	663	8,559

APPENDIX: DATA

GRI 401-1 New employee hires and employee turnover

Employee hires and employee turnover FY2021	Total hires	Hire rate	Total turnover	Turnover rate
Age: under 30 years	11	1.4%	8	1.0%
Age: 30–50 years	33	4.2%	42	5.3%
Age: over 50 years	3	0.4%	8	1.0%
Americas & Europe	15	1.9%	23	2.9%
Asia	10	1.3%	21	2.7%
Corporate Functions	19	2.4%	5	0.6%
Sales & Marketing	3	0.4%	9	1.1%
Female	14	1.8%	14	1.8%
Male	33	4.2%	44	5.6%
Total	47*	6.0%	58	7.4%

Total employees (management) = 789

* Total hires include internal and external hires

GRI 401-3 Parental leave

Return to work and retention rates after parental leave FY2021	Female	Male	Total
Employees entitled to parental leave	285	1,208	1,493
Employees that took parental leave	9	28	37
Employees that returned to work	7	27	34
Employees in employment 12 months after returning to work	2	15	17
Return to work rate of those who took parental leave	78%	96%	92%
Retention rate of employees who took parental leave	22%	54%	46%

APPENDIX: DATA

GRI 403-8 Workers covered by an occupational health and safety management system

Employee coverage	Number	Percentage
Those covered by an occupational health and safety (OHS) management system	2,233	100%
Those covered by an OHS management system that has been internally audited	2,233	100%
Those covered by an OHS management system that has been audited or certified by an external party	2,233	100%
Contractor coverage	Number	Percentage
Those covered by an OHS management system	1,386	100%
Those covered by an OHS management system that has been internally audited	1,386	100%
Those covered by an OHS management system that has been audited or certified by an external party	1,386	100%
No workers have been excluded		

GRI 403-9 Work-related injuries

	Employees	Workers who are not employees but whose work is controlled by the organization (contractors)
Number and rate of fatalities as a result of work-related injury	0	0
Number and rate of high-consequence work-related injuries (excluding fatalities)	5 / 0.19	3 / 0.13
Number and rate of recordable work-related injuries	10 / 0.39	5 / 0.22
Main types of work-related injuries	Slips, trips and falls	Slips, trips and falls
Number of hours worked	5,048,672	4,569,445

APPENDIX: DATA

GRI 403-10 Work-related ill health

	Employees	Workers who are not employees but whose work is controlled by the organization
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	0	0
Main types of work-related ill health	N/A	N/A

GRI 404-1 Average hours of training per year per employee

Average hours of employee training FY2021	Senior management	Middle management	Junior management	Non-management
Female	4	19	11	16
Male	12	36	67	48

UN Global Compact Index

Birla Carbon 2021

This is Birla Carbon’s annual United Nations Global Compact (UNGC) “Communication on Progress.” Please see below for information on where the UNGC Principles are covered in our [2021 Sustainability Report](#) [Link > report PDF](#) and supplementary materials.

UNGC PRINCIPLE	LOCATION IN BIRLA CARBON 2021 SUSTAINABILITY REPORT (or link to location of alternative source where relevant)
Human Rights	
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<p>Customers and suppliers > Supplier management > p57 Communities > Sustainable livelihoods > p80 Governance and ethics > Ethics > p92 Our people > Health and safety > pp62–66 Birla Carbon Human Rights Policy Birla Carbon Code of Global Business Ethics and Compliance Standards Birla Carbon Supply Chain and Procurement Policy</p>
<p>2. Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>Customers and suppliers > Supplier management > p57 Governance and ethics > Ethics > p92 Birla Carbon Human Rights Policy Birla Carbon Code of Global Business Ethics and Compliance Standards</p>
Labour	
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>Governance and ethics > Ethics > p93 Birla Carbon Human Rights Policy Birla Carbon Code of Global Business Ethics and Compliance Standards</p>
<p>4. Businesses should uphold the elimination of all forms of forced and compulsory labour.</p>	<p>Governance and ethics > Ethics > p92 Birla Carbon Human Rights Policy Birla Carbon Code of Global Business Ethics and Compliance Standards Birla Carbon Supply Chain and Procurement Policy</p>

UNGC PRINCIPLE	LOCATION IN BIRLA CARBON 2021 SUSTAINABILITY REPORT (or link to location of alternative source where relevant)
<p>5. Businesses should uphold the effective abolition of child labour.</p>	<p>Customers and suppliers > Supplier management > p57 Governance and ethics > Ethics > p92 Birla Carbon Human Rights Policy Birla Carbon Code of Global Business Ethics and Compliance Standards Birla Carbon Supply Chain and Procurement Policy</p>
<p>6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>Governance and ethics > Ethics > p92 Our people > Employee engagement > p71 Birla Carbon Human Rights Policy Birla Carbon Code of Global Business Ethics and Compliance Standards</p>
<p>Environment</p>	<p>Our approach > Megatrends > p16 Environment > entire section > pp39–51 Governance and ethics > Governance > p86 Birla Carbon Environmental Policy Birla Carbon Sustainability Policy Birla Carbon Energy and Carbon Policy Birla Carbon Product Stewardship Policy Birla Carbon Supply Chain and Procurement Policy Birla Carbon Water Stewardship Policy</p>
<p>7. Businesses should support a precautionary approach to environmental challenges.</p>	<p>Our approach > Sustainable Development Goals > p21 Environment > entire section > p39–51 Appendix > Targets and progress > pp96–97 Birla Carbon Environmental Policy Birla Carbon Sustainability Policy Birla Carbon Energy and Carbon Policy Birla Carbon Product Stewardship Policy Birla Carbon Supply Chain and Procurement Policy Birla Carbon Water Stewardship Policy</p>
<p>8. Businesses should undertake initiatives to promote greater environmental responsibility.</p>	<p>Our approach > Sustainable Development Goals > p21 Environment > entire section > p39–51 Appendix > Targets and progress > pp96–97 Birla Carbon Environmental Policy Birla Carbon Sustainability Policy Birla Carbon Energy and Carbon Policy Birla Carbon Product Stewardship Policy Birla Carbon Supply Chain and Procurement Policy Birla Carbon Water Stewardship Policy</p>

UNGC PRINCIPLE	LOCATION IN BIRLA CARBON 2021 SUSTAINABILITY REPORT (or link to location of alternative source where relevant)
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	<p>Our product > The big questions > pp30–31 Our product > Research and development > pp35–37 Environment > p39 Environment > Carbon stewardship > p44 Environment > Water > p48 Environment > Air emissions > p51 Birla Carbon Environmental Policy Birla Carbon Sustainability Policy Birla Carbon Product Stewardship Policy Birla Carbon Energy and Carbon Policy</p>
Anti-Corruption 10. Businesses should work against corruption in all its forms, including extortion and bribery.	<p>Our approach > Sustainable Development Goals > p20 Customers and suppliers > Supplier management > pp57–58 Governance and ethics > Ethics > p92 Birla Carbon Code of Global Business Ethics and Compliance Standards Birla Carbon Security Policy</p>