

CORPORATE SOCIAL RESPONSIBILITY

STEEL AUTHORITY OF INDIA LTD (SAIL)

SAIL is committed to the realm of social responsibility. The major activities in this field are briefly enumerated below.

Health & Medical

There are 20 state-of-the-art hospitals situated through out the country having a total strength of around 4500 beds for the benefit of employees, their dependants and the peripheral population and are managed by around 6000 doctors, medical and paramedical staff. SAIL has launched an **AIDS Awareness and Control Program** in partnership with National AIDS Control Organization [NACO], Ministry of Health & Family Welfare. Till date about Rs. 32 million have been received for implementing the policies of NACP-II in all Plants/Units.

Peripheral Development

Several socio-economic surveys reveal considerable benefits emanating from SAIL's efforts that reach interiors up to a radius of 8-15 kilometers. Programs are undertaken by each plant in close co-ordination with the State Government, District Administration as well as the local Panchayats, social organizations and people's representative of the area. Since the last 5 years the major plants have spent Rs. 10 million each in their allocated budget to carry out various programs every year.

Education

SAIL has continuously strived to provide the best of Education for the children and wards of employees. Over the years it has opened about 200 schools in the Steel Townships, which employ more than 6000 teachers who impart modern day education to over 1,00,000 children. Bhilai Steel Plant has adopted 36 tribal children of Chattisgarh region and is providing free education, boarding and lodging facilities.

Sports and Cultural activities

SAIL has developed and nourished sports and games over a period of time and established *academies* for handball, hockey and football at Bhilai, Rourkela and Bokaro respectively. The handball and hockey academies are joint ventures with

Sports Authority of India (SAI). As a result of the training, the academies are proud to have produced National, Commonwealth and SAF champions. SAIL has also given scholarships, amounting to Rs.4,200/- per annum, which have encouraged about 30 SAIL family children to either win national medals or be selected to the national teams.

Assistance During Natural Calamities

Employees of SAIL have always come forward to help and provide relief to the people affected by natural calamities such as floods, earthquakes etc. SAIL employees have given support in every possible form such as financial, relief materials, medical supplies, construction of houses & schools etc. in natural calamities which occurred in the recent past such as a severe earthquake in Jabalpur on 21/5/1997 and in Gujarat on 26/1/2001, cyclone floods at the eastern coast of Orissa in October 1999 and October 2001. In particular, relief material worth Rs. 1.00 crore was channelized through BSP on behalf of the entire SAIL collective in the 1999 cyclone flood in Orissa.

RASHTRIYA ISPAT NIGAM LIMITED (RINL)

Corporate Social responsibility

In the year 2000, a universal code of practice for labour conditions in manufacturing industry was formulated under Social Accountability International (SAI) whose purpose was to develop voluntary standards for corporate social responsibility covering employees' working conditions to give a standard for socially responsible employment practices. Accordingly, the SA 8000 code of practice has been developed with nine key requirement areas, i.e. (i) Child Labour, (ii) Forced Labour (iii) health and Safety (iv) Freedom of association (v) Discrimination (vi) Disciplinary practices (vii) Working hours (viii) Compensation and (ix) Management. All these have become statutes for the Indian Industries.

RINL has been continuously shouldering social responsibility through various peripheral development activities. A separate cell on peripheral development is functional in the Town Administration department of the company. Initiatives for self sustenance of women and youth in and around VSP through training,

employment generation schemes, etc. are undertaken on a continuous basis. Skill development programmes organised for various training programmes are also provided.

Till now, three villages have been adopted for development as model villages. Further, it has been planned to adopt at least one village every year with thrust on literacy, drinking water, health and hygiene.

A committee has been constituted for planning and monitoring activities related to CSR. The top management also closely monitors the progress on various initiatives.

Summer Camps

Organising summer camps for school children during summer vacations is a regular feature. Yoga classes and coaching camps for various sports like cricket, badminton, volley ball, swimming, skating, etc. are also organised.

Youth hostels association

Youth hostels association of India, affiliated to International Youth Federation, functioning in VSP township, organises various knowledge exchange programmes and health camps. Health runs, cycle rallies, eye camps, pulse polio programmes, games and sports competitions are organised by this association.

NATIONAL MINERAL DEVELOPMENT CORPORATION(NMDC)

In all its Projects, NMDC has developed very good Townships with all amenities and infra-structural facilities like Schools, Hospitals, Community Centres, Market Places etc.

The Bailadila Projects are extending free medical facilities available in its Project hospitals to the local tribals. The Project Doctors with para-medical staff and medicines are regularly deputed to visit the interior villages to provide necessary medicare at the doorsteps of the tribals. The Company has also concentrated on providing potable drinking water by constructing tube wells as well as traditional open wells.

In order to ensure that the fruits of development are evenly distributed, NMDC has initiated a regular consultative process on the one hand with the local village-heads as well as Panchayat leaders and on the other hand with the Unions and Associations functioning in the Project. Periodical meetings are held with the Sarpanches of various tribal villages adjoining the Projects and tentative lists of the developmental works to be undertaken are detailed.

Various Community/Peripheral development works undertaken by the company our Projects in and around their respective areas are as detailed below :-

Medicare:

Free medical aid in all respects (both out-patient and in-patient), including Family Welfare counseling and operations including free diet is being provided to the Scheduled Tribes (Adivasis) residing within Dantewada District in Project hospitals. Rest shelters have been provided for the use of family members of the Adivasi indoor patients. Health check-up programme has been instituted for the benefit of the primary school children in the surrounding villages. The company has active association in all eye camps, Pulse Polio immunization programmes/Family welfare camps organized by the District Administration for the benefit of the Adivasis and others within the District by deputing Project doctors/staff/vehicles.

Education:

Free educational facilities for children of tribals (local adivasis) and Scheduled Caste students in Project Schools are provided. Besides constructing a number of school buildings, additional class rooms, ashrams and hostels, NMDC is regularly undertaking repair/renovation works to a number of school buildings of State Government and other Tribal schools in the vicinity of its Projects including electrification works.

Drinking Water

A number of hand pumps/Water Tanks/open wells/Tube wells have been constructed for supplying drinking water to the nearby villages. NMDC has also undertaken construction of overhead tanks in various areas for the benefit of local

people, laying of pipeline to bring drinking water to different camps (labour camps, refugee camps etc.) away from the Project area, provision of drinking water to Degree college/ Schools and repairing of Public Health Engineering Dept's hand pumps and public utility water tanks.

Infrastructural Facilities.

Following infrastructural development works have been undertaken by our Company:

- a) Roads:
All-weather Roads to a number of villages connecting one village and another - WBM roads from village to village, town to village etc. Construction/Improvement of approach roads to various villages - Black topping of PWD roads - Repairs to State highway.
- b) Electrification work in the peripheral villages and various hamlets and provision of streetlights.
- c) Provision of Steel Walkway Bridge over Madadi nallah.

Skill Development Programme.

As a unique way of improving the competitiveness of middle pass local tribal youth every year, the Bailadila Projects introduced a 'Skill Development Programme' exposing them to various activities of the Projects. They are paid Rs.1200/- per month towards their out-of-pocket expenses in addition to providing them uniforms and other safety equipment. Regular classes are also held in order to improve their skill, performance and knowledge.

To enable the women folk of the villages to initiate self & community development works, Anganwadis were constructed in Hiroli, Prinar and Perpa villages - Bharat Matha Mahila Jagran Samiti, a voluntary organisation of women run by SCs/STs/OBCs employed in the NMDC and also from the adjoining villages, engaged in imparting training/coaching to womenfolk in sewing/adult literacy/making household materials etc. has been provided suitable accommodation .

In the permanent community centers constructed by NMDC as well as in labour camps, cultural programmes/weekly film shows are arranged for the entertainment and welfare of the employees and local population / adivasis. A primary Bailadila Adivasi & Harijan Unemployed Workers' Cooperative Society has been formed by the local youth with active cooperation from the Project. Since the

Iron Ore Projects are situated in the heart of the tribal belt, a local market has been developed in the Project area, where Adivasis are encouraged to market their products in the 'Haat' at Kirandul and Bacheli directly to the consumers. Special platforms with sheds and water facilities have been constructed for the exclusive use of Adivasis.. Over the years, the Bailadila Projects have also awarded contracts providing employment opportunities to adivasis for tree plantation in the Bailadila area to protect the environment and as a gesture of goodwill, employment to 43 local tribals from whom land was acquired. Upto 2001-02, the Bailadila Projects had spent around Rs.1600 lakhs on Community Development works. For the year 2002-03, various works were undertaken by NMDC in and around its Projects at a total cost of Rs.629.28 lakhs..

In other Projects of NMDC viz, Donimalai in Karnataka and Panna in MP such facilities are extended to the neighbouring villages under the 'Community Development Programme'. At Donimalai, two multipurpose Community Halls at the nearby villages have been constructed and handed over to the respective village Panchayats.

NMDC IRON AND STEEL PLANT, NAGARNAR, JAGADALPUR (CG)

NMDC is setting up an Iron and Steel plant near village Nagarnar in Bastar district of Chhatisgarh.

For construction of this plant, State Government of C.G. has acquired about 288.99 hectares of private land and allotted to NMDC apart from 114.01 hectares of Government land allotted by the Government of Chhatisgarh. NMDC has committed to make a comprehensive survey and implementation of a suitable scheme for total upliftment of the Cultural, Social, Economical, Educational and Health of the people residing in the Zone of influence of 10 KM around the plant in the state of Chattisgarh.

302 affected villagers have been given monetary compensation for their land and 98 persons whose total land was acquired have been provided suitable employment in the company's existing projects. NMDC is also bearing the cost of training of any person of an affected family who gets admission in any ITI run by

NMDC or recognized by the Government. Priority is being given to local cooperative societies in construction activities for supply of building materials etc.

KUDREMUKH IRON ORE COMPANY LIMITED

Kudremukh Iron Ore Company Limited has contributed immensely towards community development in and around the project. Some such developmental works are in the following areas:-

- Pure drinking water facilities.
- Play grounds, buildings, books and other financial assistance to the Educational Institutions.
- Development of social, cultural and recreation facilities.
- Health and Medical facilities.
- Assistance to the poor, disabled and downtrodden.
- Construction of buildings and provision of equipment to the hospitals.
- Construction of Bridges.
- Development of Coastal region.
- Rehabilitation.
- Supply of water for irrigation purposes.
- Construction of Irrigation Tank.
- Construction of a Panther Enclosure at Wild Life Safari of Pilikula Nisarga Dhama, Mangalore.

MANGANESE ORE(INDIA) LTD. (MOIL)

MOIL had adopted a tribal village viz Gondi, close to Ukwa Mines in Madhya Pradesh. The company has introduced a wide range of development activities such as repair of roads, construction of houses for homeless tribals, construction of school building to impart education to tribal children etc. as a part of their ongoing social welfare promotion scheme.

MOIL has about 7100 employees out of which more than 800 are women employees. As part of its Corporate Social responsibility, the Company is engaged in various welfare activities in and around its mining areas which include conducting medical camps, educational programmes, adoption of village and social forestry. The Company has taken up afforestation programmes towards maintenance of

ecological balance in the mining areas. So far, MOIL has planted about 12 lakh saplings with a remarkable survival rate of over 80%.

SPONGE IRON INDIA LIMITED (SIIL)

SIIL continues to remain concerned about its social responsibilities besides the business goal it pursues. The Company's plant is located in a Scheduled Tribal Area predominantly having Schedules Castes/ Scheduled Tribes and backward population. The company has been giving priority to recruitment of personnel from these socially backward classes. Today at present out of the total employees strength of 322, 27% belongs to SC/ST and other backward classes.

SIIL has been carrying out its social obligation/ responsibilities towards not only its own employees and their families but also the population at large residing around the Plant and Township at Paloncha in Khammam District of Andhra Pradesh. Some of the activities being directly undertaken by the company and others where support is being provided by the company are:

- a) Providing various facilities and infrastructural support to the employees and their families and local population like Chlorinated drinking water, Banking facilities, Post Office, LP Gas Outlet etc.
- b) Major attention is focused on community health care by direct participation. This includes creating First Aid Centre, providing medical support to Tribal population in the nearby region, organizing medical camps such as Eye Camps, Anti-Leprosy Programme, Polio camps, AIDS and other health educational camps. Medicines are also provided free of cost to the Tribals and other weaker sections.
- c) The company has been actively contributing towards spread of education in the region. It has also provided support in setting up of Primary standard to High School in its campus. The school is run with the assistance of private management efficiently and this is helping not only the children of employees of the company but also the local children. The school provides education both in English and Telugu medium.

- d) The Company has been promoting awareness in maintaining the pollution free environment in and around its township and has also taken measures such as large scale tree plantation besides controlling its plant pollution through various measures. This continues to be an on-going activity. The General Manager (Works) of the Company is a member of the Environment control Committee of that area.

Considerable efforts have been made by the company and are being continued towards developing skilled personnel and vendors to meet the company's needs. This has resulted in setting up of small business units in and around Paloncha capable of providing various technical and other services to the company.

MECON LIMITED

MECON has been extensively associated with the rural/community development activities since 60's. In the year 1976, a dedicated group was also formed and designated as Community Development Committee (CDC) to look after this activity.

The Community Development Committee of MECON has been working with the following objectives:-

- a) Assist in harmonious development of the environment
- b) Nurture communities towards optimum growth, so that they can become partners in progress
- c) Concentrate on the poorest of the poor
- d) Work together with NGO's & Government agencies towards common goals

The activities being performed are briefly indicated below.

1. Community Education Scheme

Under this scheme, at present there are 12 primary/adult education centres for the poor in the slum areas/rural areas/backward areas adopted village in an around Ranchi.

2. Resource Generation Scheme

Under the scheme, at present there are 7 resources generation centres, where the poor women are being trained.

3. **Vocational Training Institute**

The vocational training institute is affiliated to National Institute of Open Schooling, New Delhi. This was started in 1992 for providing technical education to poor and rural students. Presently, the institute offers three types of technical courses relating to Radio & TV, Electrical and Welding technology. New courses on Computer Applications have also been started from the year 2003. Few other courses such as Refrigeration and Air Conditioning as well as Radiography are being planned and expected to be started shortly. This training is helping individuals to get jobs and also become self employed.

4. **Adopted Villages**

The company has adopted certain tribal villages and emphasis is given in the adopted villages on Community education schemes, Resources generation schemes, vocational training etc.

5. **Afforestation programme**

The company's horticulture department is distributing saplings and plants to the adopted villages as also to some of the parks, school, colleges and public places.

6. **Community medicine programme**

The community medicine programme includes general health check-ups, allopathic treatment, homeopathic treatment and specialized medical camps etc.

7. **Other welfare activities**

This includes an awareness programme for school children and villagers on computers, various other trades and other important aspects.

HINDUSTAN STEELWORKS CONSTRUCTION LIMITED (HSCL)

About 80% of the Company's employees and their families are stationed at SAIL/RINL Steel Plants – Bokaro, Bhilai and Vizag. These Units organized the following activities during 2003-04:

- Tree plantation in HSCL township
- Republic Day and Independence Day celebration

- Cultural functions on special days of National Importance.

BIRD GROUP OF COMPANIES

The Orissa Mineral Development Corporation (OMDC) under the group runs one 20 bedded hospital at Thakurani with Ambulance facility. Villagers from adjacent villages are allowed free treatment at the hospital. One Lady Medical Officer is attached to OMDC hospital for taking care of female patients. The Bisra Stone Lime Co. Ltd (BSLC) runs one 40 bedded hospital at Birmitrapur with Ambulance facility. Villagers of adjacent villages are allowed treatment at this hospital on nominal charges. This hospital has a tie up with the Ispat General Hospital (IGH) of Rourkela Steel Plant at Rourkela for emergency cases.

Occupational health surveillance covering facilities like X-Ray, pathological laboratory, audiometry, ECG, Lungs function test, dental clinic, operation theatre etc is conducted by OMDC from time to time. The RNTCP, Pulse Polio, Malaria eradication programme of the Government are also carried out through hospitals of OMDC and BSLC.

Drinking water is provided by dug wells, tube-wells etc. The Company also has a water lorry for supplying drinking water in the remote areas.

Both OMDC and BSLC extend aid to peripheral schools and colleges in the form of construction of building, arranging study materials, providing furniture, school buses etc. The Companies actively participate in the TLC and also other Govt. IEC activities.

The companies also take up afforestation work at its mines for maintaining the ecological balance through active participation from the local villages.

JINDAL VIJAYANAGAR STEEL LIMITED(JVSL)

JVSL has initiated a large number of programs for integrated development of the society. The development needs and social initiatives are identified keeping in view changing life style and community needs. The major initiatives undertaken during the year 2003-2004 are as follows: -

- a) JVSL has built a new township at Vijay Vittal Nagar consisting of 358 houses for its outsource employees which is the first of its kind in the industrial sector.

- Another 250 houses along with shopping complex, community hall and a temple are under construction.
- b) As a part of promoting community health services a 22 bedded, fully air conditioned, Jindal Sanjeevani Hospital with secondary and tertiary health care services was established in July, 2004. Large number of free health checkup camps including cardiac assessment, ante natal clinics, tuberculosis detection, blood donation and immunization services for community children have been organised.
 - c) Vocation training centre for tailoring is being run for women, which offers one year Diploma course recognised by Government of Karnataka.
 - d) Organic farming has been popularized in two nearby villages, Vaddu and Kurekappa for growing onions and other crops.
 - e) In association with Azim Premji Foundation, a Computer Assisted Learning Centre with an investment of Rs. 3.5 lakhs has been started for school children and training of primary school teachers. 40 teachers have been trained in this project.
 - f) A hundred years old school, Chatrapati Shivaji School at Sandur has been renovated with play grounds for Basket ball, Football and other facilities.
 - g) 1.4 km of cement road in Sandur has been constructed.

SESA GOA GROUP OF COMPANIES

Peripheral development:

Sesa Goa commenced broad based community and social development programmes in early 1960's, initially by providing drinking water to surrounding villages and conducting in-house training for local youth in the maintenance and operation of mine machinery, thus providing gainful employment. Other programmes soon followed including community health, first aid and ambulance coverage for local communities.

The Company has undertaken a participatory approach with the community to rejuvenate the abandoned and marginal paddy fields, to its original health. Three years joint efforts have led to a sustainable bumper paddy crop to the farmers.

Eventually, it was decided to formalize the Company's community development programmes. Accordingly a socio economic study of the surrounding communities was undertaken through a reputed institute at the cost of Rs 1.5 million. The study helped to identify community expectations and help meet basic developmental needs.

Sesa Goa also established the **SESA COMMUNITY DEVELOPMENT FOUNDATION in 1996** to further its social activities and meet its responsibilities. Under this initiative, the Sesa Technical School and Sesa Goa Football Academy have been established which provide technical education and football coaching to young local youth.

Sesa Technical School was established to provide technical education to children of surrounding villages. In the school, technical training is provided in five trades i.e. Fitter, Welder, Mechanics, Draughtsman, and Electrical. The prime objective of the school is to train local youth in employment oriented fields so as to enhance their opportunities of securing employment, in industry.

Sesa Football Academy was established with an initial capital of Rs 80 lakhs and an annual budget of 30 lakhs. The academy is residential with 30 trainers accommodated for a four-year programme. The trainees are provided with formal education apart from professional training in football. The students passing out from the academy have been well received by the professional clubs at National Level.

Sesa Goa is a founder member and major contributor to the "**Mineral Foundation of Goa**". The foundation is formed by the Mineral Industry in Goa to undertake social and environmental related programmes.