

SUSTAINABILITY PERFORMANCE - 3 YEAR SUMMARY

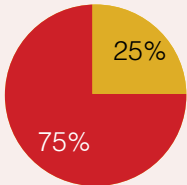
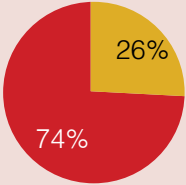

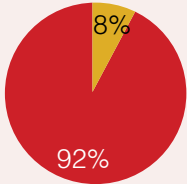
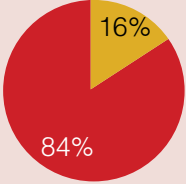



GRI Indicator		2008-(2009)	2009-(2010)	2010-(2011)	
Economic performance indicators					
EC1	Economic value generated (Rs. in million)	48,220 (100%)	55,602 (100%)	69,787 (100%)	
	Economic value distributed (Rs. 'millions)	43,376 (89.95%)	49,966 (89.86%)	61,101 (87.55%)	
	Economic value retained (Rs. 'million)	4,844 (10.04%)	5,635 (10.13%)	8,686 (12.44%)	
EC3	Coverage of the organisation's defined benefit plan obligations				
	Employer contributions to the trust fund	64,477	76,680	87,264	
	Employer contributions to the provident fund	321,375	359,041	426,957	
	Employee benefit liability as of 31 st March	956,917	1,041,395	1,215,597	
	Payments during the financial year	92,960	107,904	70,150	
Environmental performance indicators					
EN3	Direct energy consumption by primary source (GJ)	379,923	363,479	360,704	
EN4	Indirect energy consumption by primary source (GJ)	236,135	246,259	271,065	
EN11	Sites near/in high bio-diversity areas (protected areas)	10	15	14	
EN16	Total direct and indirect GHG emissions by weight (MT)	Not required as per C level reporting	62,130	65,524	
EN28	Fines and sanctions for environmental non compliance	None	None	None	




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GRI Indicator		2008-(2009)	2009-(2010)	2010-(2011)	
Social performance indicators: Labour practices and decent work					
LA1	Total workforce	9,135	10,675	11,186	
LA2	Total number and rate of employee turnover	Not required as per C level reporting	17%	36%	
LA4	Percentage of employees covered by collective bargaining agreements	29%	18.59%	22.2%	
Social performance indicators: Labour practices and decent work contd.					
LA7	Injury rate - Number of Staff	Not required as per C level reporting	238	180	
	Occupational diseases rate	Not required as per C level reporting	0	0	
	Lost day rate	Not required as per C level reporting	0.0263%	0.0588%	
	Absentee rate	Not required as per C level reporting	0.5713%	0.7168%	
	Work related fatalities	Not required as per C level reporting	None	1	
LA8	Education, training, counselling, programs in place to assist workforce members, their families, or community	Not required as per C level reporting	HIV/AIDS awareness programmes: 6,358 people educated	HIV/AIDS awareness programmes: 15,078 people educated	
LA10	Average training hours per year	Not required as per C level reporting	25 hours per employee	30 hours per employee	
	Non Executive	Not required as per C level reporting	22	20	
	Executive	Not required as per C level reporting	39	83	
	Assistant Manager	Not required as per C level reporting	9	25	
	Manager	Not required as per C level reporting	8	41	
	Assistant Vice President and above	Not required as per C level reporting	10	15	

GRI Indicator		2008-(2009)	2009-(2010)	2010-(2011)	
LA12	Percentage of employees receiving regular performance and career development reviews	Not required as per C level reporting	100%	100%	
Social performance indicators: Human rights					
HR6	Incidents of child labour	Measurement in progress	15	None	
HR7	Incidents of forced labour	None	None	None	
Social performance indicators: Society					
SO1	Programmes/practices that assess & manage impacts of operations on communities, including entering, operating and exiting	6, 624 persons directly impacted	10, 130 persons directly impacted	17, 648 persons directly impacted	
SO2	Percentage and total number of business units analysed for risk related corruption	100%	100%	100%	
Social performance indicators: Product responsibility					
PR3	Type of product information required by procedures, and percentage of significant products subject to such information requirement				
	Sourcing of components	Measurement in progress	<p>62% 38%</p> <p>■ Yes ■ No</p>	<p>78% 22%</p> <p>■ Yes ■ No</p>	
	Content or substances with environmental impact	Measurement in progress	<p>75% 25%</p> <p>■ Yes ■ No</p>	<p>79% 21%</p> <p>■ Yes ■ No</p>	

SUSTAINABILITY PERFORMANCE - 3 YEARS SUMMARY contd.

GRI Indicator		2008-(2009)	2009-(2010)	2010-(2011)	
	Safe use of product or service	Measurement in progress	 <p>75% No, 25% Yes</p>	 <p>74% No, 26% Yes</p>	
	Disposal of the product	Measurement in progress	 <p>92% No, 8% Yes</p>	 <p>84% No, 16% Yes</p>	
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	<ul style="list-style-type: none"> Not required as per C level reporting 	<ul style="list-style-type: none"> Compliant to International Chamber of Commerce Code of Advertising and Marketing Communication Practice. Compliant to procedures laid down by the John Keells committee on advertising 	<ul style="list-style-type: none"> Compliant to International Chamber of Commerce Code of Advertising and Marketing Communication Practice. Compliant to procedures laid down by the John Keells committee on advertising 	
PR9	Monetary value of significant fines for non compliance with rules and regulations concerning the provision and use of products and services	Not required as per C level reporting	Rs. 1.5 million	None	

		
Positive	Negative	Neutral