

**KRIBHCO****COMMUNICATION ON PROGRESS****COMMITMENT STATEMENT**

Being a good corporate citizen is an ambition enthusiastically embraced at all levels within our Society. As a member of the Global Compact, we believe that our business policies incorporate the ten principles. Our board fully supports our actions in working towards sustainability goals – in particular those contained in the UN Global Compact – and endorse the future priorities and specific targets we set out in our report. Through our support of the United Nations Global Compact, we also aim to move the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Here we summarize the progress we have made against these principles and we will continue to follow them up in future.



(S.S. Yadav)  
Director (HR)

**UNITED NATIONS GLOBAL COMPACT**  
**COMMUNICATION ON PROGRESS – COP**

**Participant Name** : M/s Krishak Bharati Cooperative Ltd.

**Country** : India

**Sector** : Cooperative Sector

**Annual Time Period Covered** : 2021-2022 (Financial Year April- March)

**Contact Person** : Sh. S.S. Yadav, Director (HR)

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**Date** : 4<sup>th</sup> August, 2022

**Other Relevant Links** : [www.kribhco.net](http://www.kribhco.net)



*UNITED NATIONS GLOBAL  
COMPACT  
COMMUNICATION ON PROGRESS  
COP - 2021-22  
KRIBHCO  
(KRISHAK BHARATI COOPERATIVE LIMITED)*

## **KRISHAK BHARATI COOPERATIVE LIMITED (KRIBHCO) – AN OVERVIEW**

KRIBHCO has setup a Fertilizer Complex to manufacture Urea, Ammonia & Bio-fertilizers at Hazira in the State of Gujarat, on the bank of river Tapti, 15 Kms from Surat city on Surat – Hazira State Highway.

Hazira Fertiliser Complex consists of 2 x 1350 MTPD Ammonia Plants and 4 x 1100 MTPD Urea Plants each with annual installed capacity of 8.91 Lakh MT Ammonia and 14.52 Lakh MT of Urea.

In an endeavour to make constant improvements, KRIBHCO implemented various schemes to enhance its capacity and improve the energy consumption. Capacities of Ammonia & Urea plants were reassessed to 2x1520 MTPD Ammonia and 4x1310 MTPD Urea with annual installed capacity of 10.03 Lakh MT Ammonia and 17.29 Lakh MT of Urea.

The Hazira Fertilizer Complex was subsequently revamped in 2013 to increase its capacity by 4.65 LMTPA Urea as well as to infuse new life. After the revamp, the rated capacity has been enhanced to 2x3325 MTPD Urea (21.95 LMTPA) and 2x1890 MTPD Ammonia (12.47 LMTPA). With this, the Hazira Fertilizer Complex has become the largest Single Location Urea Plant in India.

### **Vision:**

To become a World Class Organization that Represent the Farmer's Community and Maximizes their return through specialization in Agricultural inputs, rural need-based products and other diversified businesses that maximize stakeholders value.

### **Mission:**

To act as a Catalyst to Agricultural and Rural Development by selecting, financing and managing projects that are both socially desirable and commercially profitable.

### **Objectives:**

- To strengthen cooperative system
- To enhance the urea installed capacity and increasing its market share
- To ensure optimum utilization of existing plant and machinery
- To diversify into other core sectors like Power, Port, Infrastructure, Rural Retail etc
- Transfer of technology for modern farming and improving farmers livelihood
- To educate and train farmers, provide free testing facilities for soil nutrients and irrigation water

KRIBHCO has made remarkable progress in the areas of production, productivity and all other parameters of performance and has made significant strides towards structured community initiatives in line with the overall CSR philosophy. KRIBHCO has an exemplary track record in the areas of Health, Safety and Environment and is consistently upgrading its performance on safety indices and delivering beyond statutory norms. Our community initiatives have contributed positively to the lives of people in the areas where we operate.

### **KRIBHCO strives to:**

- Be compliant with labour laws of the country we operate in. Uphold human rights aligned with national and international regulations as applicable;
- Ensure that our employees including contract employees are fairly and reasonably paid and remuneration structure is compliant with statutory obligations of the jurisdiction we operate in. Our operations will be based on zero tolerance for any form of forced, compulsory or child labour

directly or through contracted labour. We recognise and respect employee rights to associate freely and to collective bargaining. We promote fair working conditions as guided by international conventions wherever applicable;

- Be an equal opportunity employer, all employees will be treated with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability, HIV/AIDS status and any other characteristic;
- Respect and preserve the culture and heritage of the local stakeholders including socially vulnerable groups which are impacted by our operations activities and work towards developing a constructive relationship with such groups and local communities, seeking broad-based support for our operation activities;
- Respect the social, economic, cultural and human rights of communities stakeholders and will regularly communicate social performance in an accurate, transparent and timely manner;
- Work with Government and Regulatory agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situations. We will ensure protection of our people, equipment and assets.

Our units have Grievance Redressal mechanisms that are accessible, accountable and fair, which let our stakeholders raise concerns without fear of recrimination. Human rights training are provided to all the new joiners and Security personnel.

KRIBHCO, being a member of Global Compact Network maintains its active status by submitting annual report for adhering to Global Compact Principles.

The brief report on various activities undertaken by KRIBHCO showing its commitment towards Global Compact Principles is as under:

## **1. HUMAN RIGHTS**

**Principle 1: Business should support and respect the protection of internationally proclaimed human rights;**

**Principle 2: Make sure that they are not complicit in human rights abuses.**

HRD contributing to developed variety of competencies and culture for trainees to embraced their workmanship with knowledge, skill and attitude for betterment of employees and Organization.

Human Recourse Development is concern with the people's multi-dimensional development. HRD KRIBHCO, Surat has always made efforts for development of employees & trainees through developmental, functional training and soft skill-based training programmes. Due to corona no developmental training was organized.

This COVID pandemic in last two years has come up with a focussed approach towards the wellness and healthy living of KRIBHCO's employees and their families. As a part of this approach, various health campaigns, vaccination campaigns and health related awareness sessions were conducted. This ultimately resulted in significant lowering down the cost of medical expenses of the manpower as well as their dependants.



In October 2021 GETs were joined. To strengthening the GETs, induction training was organized. Induction training programme was inaugurated by Shri M. R. Sharma, Operations Director. Shri N. K. Gupta, CGM (Tech) Shri V. K. Singh, CGM (Maint.) Shri R. K. Singhal, GM (P) Shri C. J. Shah, GM (Inst.), Shri R. K. Shukla, GM(F&S) JGMs, DGMs and Sr. Officer were present during this training programme. Shri M. R. Sharma, Operations Director, Shri N. K. Gupta, CGM (Tech.) Shri V. K. Singh CGM (Maint.) and JGM (HR/HRD) Shri S.T. Makwana have delivered their valuable speech and wishes to GETs.

Since organization is made up of people, acquiring their services, developing their skills, motivating them to high levels of performance and ensuring that they continue to maintain their commitment to the organization are essential to achieving organization objectives. HRD has organized soft skills training to Society Trainees by HRD internal faculty Nand Lal Bharati during the period.

## **I. Training Programmes**

### **❖ Developmental Training Programme**

Training is a learning experience and a key to progress & development of workforce and organization. Learning is concerned with bringing about relatively permanent change as a result of experience. Human Resource Development Department (HRD) – Plant at Surat organized 31 Developmental Training Programmes like Building Rapport at work Place, Emotional Intelligence at work place, Inspiring Ownership Mentality within an Organization, the key to managing People, Relationship & Conflicts, You can win and First Aid. The society also focused on building people management capability among its employees and conducted several workshops and MDPs on Art of Managing People, Transformational Leadership and New Age Leadership.

### **❖ Vocational Training Programme**

Vocational Training is an important part of Industrial Education. KRIBHCO is providing Vocational / Industry Training facility to Under Graduate, Post Graduate and Research Students under their Social responsibility commitment. 14 students from different colleges & universities have completed vocational training during July to December 2021.

### **❖ External Training Programmees**

The HRD section of the society focuses on continuous development of its workforce by equipping them in ways that keep them in-step with industry relevant skills. The learning needs of the employees are identified through need assessments and are addressed though various developmental programs. Several learning journeys were conducted in collaboration with various external agencies and educational institutions. Seminars and workshops were conducted to highlight the challenges and strategies in fertilizer industry.

### **❖ Pre-Superannuation HR Meet 2021**

HR has started a unique superannuation programme to motivate employees, aware from their benefits & liabilities, to make familiar after retirement and nurture their future before retirement. Following Pre-Superannuation Meet organized at HRD.

### ❖ Session by Marketing Director

Honourable Marketing Director, Sh. V S Sirohi consented to share his insights on the topic “Motivation for enhancing employees’ productivity”. The aim was to help employees come out of the fear and trauma of second tragic wave of COVID and help them realize their inner strengths and work on self-motivation aspect. The program turned out to be great successes employees from all departments attended the session and got benefitted too.



### ❖ Cardiac Talk Show by Medical Expert

Looking into the high rise in rate of heart diseases and making it number cause of mortality as a silent epidemic among Indians; HRD Team at KRIBHCO invited the one of the best cardiologists of India, Dr. D S Gambhir to deliver a cardiac talk show. The aim was to make the employees of KRIBHCO aware about various cardiac related issues and to help them keep their diet nutritious in order to maintain a healthy lifestyle.



### ❖ Orthopaedic Camp

An orthopaedic campaign was also organized in association with Akash Healthcare in KRIBHCO Bhawan wherein employees were provided free check-up and consultation for any ortho related problems including free X-rays, Bone density check-up, etc.

### ❖ Session by Brahmakumaris

HRD at KRIBHCO also invited faculty from Brahmakumaris to deliver a session on “**Meditation for Blissful Living**”. The main objective of the program was to eradicate the stress of employees due to personal and professional factors and prepare for positive change in behavior with a move towards happiness.



### ❖ Study Visits at KRIBHCO

As a part of various leadership programs conducted by NCCE, HRD team at KRIBHCO also organizes various study visits at KRIBHCO Bhawan, NOIDA including visit to Soil and Seed Testing labs. Recently, two study visits of different groups were organized with a batch size of 30-35 participants each.





### ❖ National productivity Week 2022

In order to create awareness about the theme of Productivity Week, like previous years, this year also KRIBHCO celebrated National Productivity Week from 12th to 18th February 2022 at Corporate Office, KRIBHCO Bhawan, Noida and Plant, Hazira, Surat. This year, the theme of the Productivity Week was '**Self Reliance through Productivity**'. During the productivity week various activities were conducted at Corporate Office including Essay writing, Slogan writing, Quiz, Talk on Circular Economy, etc.



### ❖ Inauguration of Atal Tinkering Lab at Kendriya Vidyalaya No.2, Kribhco, Surat

Innovation is doing new things In an endeavor to inculcate and develop scientific temperament in the young learners of today. Kendriya Vidyalaya No. 2 KRIBHCO proudly set its steps into the noble mission of knowledge enhancement. It was indeed a proud moment as all witnessed the inauguration of the **ATAL TINKERING LAB**. With a vision to cultivate one million child innovators in India, ATAL innovation mission by NITI AAYOG and Government of India envisaged a novel program establishment of Atal Tinkering Laboratories in schools across the country.



The lab is equipped with 'DO IT YOURSELF KITS' and all the instruments related to Science along with an Ideation Studio. The main attraction of the lab is the 3D Printer and Robotics. 3D printing is the crusade of technology in recent time. The school is truly making all sincere efforts to create innovators for a skilled India. All students from class VI to XII will benefit from the lab. The lab is designed to inculcate skills such as design mind set, computational thinking, adaptive leaning etc. to be in sync with the global

scenario. Mentors presented innovative and futuristic models of Welcome display, Ultrasonic sensing instrument, Bluetooth controlled car, Line following robot, Digital height measurement, RFID access control, Arduino Radar, Ambient parameter display and Google assistant based smart home automation. The lab is an approach an environment of scientific temperament, innovation creativity amongst the students. It is a step towards a new India. ATL lab would teach students essential 21st century skill will help them in developing their professional and personal skills.

HRD Department efforts especially on training regularly that upgrade the employee's skills and incorporating other dimensions such as ethic, morals, culture and value. KRIBHCO is treating their employees as Human Capital. KRIBHCO has realized the importance of training as a tool to achieve strategic goals. KRIBHCO management is viewing training as an investment on one of KRIBHCO's most dynamic and valuable Human Capital.

## II. Employee Engagement Activities

### ❖ YOGA DAY CELEBRATION

KRIBHCO organized Yoga Training program for all the employees in KRIBHCO Bhawan, Noida on 21st June 2021 to highlight the importance of Yoga and the pivotal role it plays in rejuvenating our mind and the body, leading to a healthier lifestyle. All the employees from Corporate Office participated in the International Yoga Day with full enthusiasm.



### Hazira Plant

The International Day of Yoga was celebrated at KRIBHCO Staff Club KRIBHCO Township, Hazira, Surat on 21st June 2021. Operations Director, Senior Executives with members of KRIBHCO Parivar, ladies and children participated in the event. The yoga classes are regularly conducted at KRIBHCO Township to create health awareness amongst KRIBHCO employees.



### ❖ HINDI WEEK CELEBRATION - Plant

KRIBHCO celebrated its week-long event on the occasion of Hindi Diwas from 7<sup>th</sup> to 14<sup>th</sup> September, 2021. To mark the occasion, various competitions were organized throughout the week. Various competitions like Hindi Gyan, Shabd Jal, prasnmanch etc. were organized, which gauged the aptitude of employees for the language and they got various opportunities throughout the week to hone their Hindi language abilities and skills.



The week-long celebrations were successfully concluded on the eve of September 14. Thereafter the Chief Guest and Operations Director gave away the awards to the winners of various competitions that were organized during Hindi Week. The ceremony was concluded with the vote of thanks by Additional Chief Medical Officer.

### ❖ Celebration of 152<sup>nd</sup> Gandhi Jayanti

KRIBHCO celebrated 152<sup>nd</sup> Gandhi Jayanti in 2<sup>nd</sup> October, 2021. The residents of KRIBHCO Township paid tribute to Father of the Nation on the occasion. On this occasion, the Operations Director of KRIBHCO, Shri M. R. Sharma, inaugurated the Khadi Shop in KRIBHCO Township. Shri Sharma appreciated the effort of all township residents to keep the township and plant clean and green.





### ❖ Farewell For Superannuating Employees

KRIBHCO honours the superannuating employees by organizing Farewell for them at Plant, Corporate Office and Field Offices.



### ❖ PRERNA- EK NAYI SOCH - Plant

The year 2021 has left Prerna Ladies' Club with some good memories though the Club had been going through the Pandemic. In year, 2020 the Club did not meet for its activities due to rise in COVID-19 cases, but in February, 2021 the Club regained the activities by praying for the wellbeing. The Club has started its activities with celebration of 'Vasant Panchami' seeking blessings from Goddess Saraswati. Again the Pandemic brought a halt to regular Club activities. Yet, in April the Club President did not step back from doing the social works. Food packets were distributed to the labours, house help and needy. The month July came with joy along with the monsoon beginning to shower mildly on the dry land. With the grace of GOD, club also regained its activities after a short break.





In October, the Club had organised Kirtan on 'Durga Asthami'. This too was themed as 'Maa Vaishnodevi'. Snow-capped mountains were made for the Murti Sthapan. Beautiful decoration, melodious Kirtan and the act performed by club members on the life of Maa Vaishnodevi was all appreciated. In other club get together programme, the club had themes like 'Shyam-EAvadh' – a Lucknowi based theme it was. Followed by it was Diwali Celebration.

December first week was again time for some social work. This time Club President decided to distribute three tier good quality lunch/tiffin box so that it can be useful. The Club has distributed the tiffin-box to labours of the township, house helps and the needy around. Their smiles spoke a lot about how happy they were.

#### ❖ VISIT OF MANAGING DIRECTOR & OTHER DIRECTORS AT KRIBHCO HAZIRA PLANT

Shri Rajan Chowdhry, Managing Director, Shri V. S. Sirohi, Marketing Director, Shri S. S. Yadav, Director (HR) and Shri R. S. Mathur, ED(F&A) visited KRIBHCO Hazira plant on 3 – 4 March 2021. During their visit to plant KRIBHCO site has extended a warm welcome to them.

The Board of Directors also visited plant, proposed new project site, product handling plant, bio-fertilizer plant and Jetty. Shri M. R. Sharma, Operations Director briefed about various on-going plant activities to the Board of Directors.



The Board of Directors visited to KRIBHCO Hospital and appreciated one and all of KRIBHCO Medical Team for providing their services during this pandemic. Managing Director also declared a Token of Appreciation to the Ward Boys, Aaya, House-keeping staff of Hospital for their dedicated services during pandemic. The KRIBHCO Hospital team played a vital role during COVID19 pandemic by providing door-to-door medical services, campaigning of awareness programs and vaccination drive in coordination with Primary Health Centre.



❖ **“21<sup>st</sup> ASHIRWAD FOUNDATION DAY” – 14 July, 2021.**

**Senior Citizen Club - Ashirwad Club: Plant**

KRIBHCO also supports “**Ashirwad**” in its Township at Surat where Senior Citizens are provided facilities for meetings, prayers, reading Newspapers and religious books. Also, celebrations of Foundation Day, Annual excursion trips to nearby religious places were organized as a welfare measure for the senior citizens.

The 21st Foundation of KRIBHCO Senior Citizens Club – ‘Aashirwad’ was celebrated on 14 July 2021 in the presence of senior citizens residing in KRIBHCO Township. On this occasion Shri M. R. Sharma, Operations Director requested all senior citizens to take care during COVID-19. The function was organized with COVID-19 guidelines.



As a part of Social Development Activities, KRIBHCO is running a Senior Citizen Club namely; Ashirwad’ at KRIBHCO Township, Hazira Surat to enabling them to live an independent life with respect. KRIBHCO is organizing Bhajan Kirtan, religious tours, picnic to take care of the senior citizens of KRIBHCO and nearby villages

❖ **Diwali New year Milan - 2021**

In KRIBHCO Diwali New Year Milan was celebrated on 5 November 2021. On this occasion, Shri MR Sharma, Operations Director greeted on and all. ‘Prerna’ Ladies Club members organized a dance programme on this occasion.



After the New Year function, Operations Director along with Senior Executives visited all control rooms in the plant and greeted the employees with Diwali wishes.

#### ❖ Rashtriya Ekta Divas at KRIBHCO Hazira Plant

To honor Sardar Vallabh Bhai Patel's Contribution to India's Independence and unity 'National Unity day' was observed by the society on October 30, 2021 to commemorate the birth anniversary of Sardar Vallabhbhai Patel and foster and reinforce our dedication to preserve and strengthen unity, integrity and security of our nation, by reinforcing the value of a strong and united India.



Pledge taking ceremony was conducted on the day to observe the Rashtriya Ekta Divas at KRIBHCO Township wherein Senior Executives and Departmental Heads have taken National Unity day pledge.

At Corporate Office, Noida, HRD Team conducted National Unity Day on 31st October 2021 by observing a pledge ceremony in all offices of KRIBHCO PAN India. Employees of Corporate Office and Field Offices joined the ceremony online on Zoom meeting and employees of Plant observed Unity Day by getting together physically in Plant premises.





## ❖ HOLI CELEBRATION

Holi is festival of color and to greet the members & their families, KRIBHCO organized a “Holi Milan” and on 18<sup>th</sup> march 2022. A large audience of all age group was gathered at the ‘Rang Upvan’ to greet each other. The township, like every year, was yet again smeared in various colors on the occasion thereby bearing witness to the fun that people had on the occasion. On this occasion, Thandai and Sweet was served to all.





### ❖ **Celebration of 75<sup>th</sup> Independence Day**

KRIBHCO celebrated 75th Independence Day on 15 August 2021 and commemorating it as 'Azadi Ka Amrut Mahotsav' in KRIBHCO township with great honor adhering to COVID-19 safety guidelines. On this occasion, Shri M. R. Sharma, Operations Director, KRIBHCO hoisted the National Flag; followed by march-past (parade) by personnel of Security Department. Shri Sharma thanked all employees who put their sincere efforts & dedication to run the plant continuously during the pandemic period for the interest of farming community of our nation. As a part of Social Development Activities, recently KRIBHCO has installed a Medical Oxygen plant at Hazira and dedicated to the nation to fight against COVID-19. The medical oxygen will be provided to needy people and hospital at free of cost. KRIBHCO is also in the process of rain water harvesting project in township and plant areas.



Shri Sharma appreciated the township residents for their cooperation to fight against COVID-19. Due to minimal presence and to adhere COVID-19 safety guidelines, the cultural programme and award function was restricted and the list of awardees of performance award and meritorious students were announced in the function.

### ❖ **Celebration of Pradhanmantri Bharatiya Janaushadhi Divas**

The Pradhanmantri Bharatiya Janaushadhi Divas was celebrated in KRIBHCO, Kribhconagar, Surat with an active participation by township residents in the presence of Chief Guest, Smt. Darshanaben Jardosh, MP, MoS Textile and Railway. The Honorable Prime Minister, Shri Narendra Modi was live through Video Conference to grace the occasion. He emphasized the importance of Janaushadhi Kendra in India.

KRIBHCO, Surat was one of the centres selected by the Govt of India. Honorable Prime Minister talked to the beneficiaries from PMBJK located in 7 different cities of the country. The event was attended by Mayor, Deputy Mayor and Chairman standing committee SMC, Surat. Mr. M.R. Sharma, Operations Director, KRIBHCO delivered a talk and highlighted the efforts made by KRIBHCO to propagate the importance of Janaushadhi Kendra established in KRIBHCO Hospital, Kribhconagar, Surat. We could save

20 lakhs on Medicare in the last financial year. The Janaushadhi Kendra is a boon for the poor people, migrant Labours working and living in the vicinity of Kribhconagar.



Pradhanmantri Bhartiya Janaushadhi week 2022 was being celebrated at KRIBHCO Hospital, Kribhconagar, Surat from 01.03.2022 to 07.03.2022. A weeklong celebration started on 01.03.2022 with “JAN AUSHADHI SANKALP PADYATRA” which was flagged off by the Chief Guest, Shri M.R. Sharma, Operations Director, KRIBHCO. The “Jan Aushadhi Sankalp Padyatra” was joined by the dignitaries of KRIBHCO, representatives of PMBJP (Pradhanmantri Bhartiya Janaushadhi Pariyojana), Shri Shreepal Samdariya, Mr. Dharmesh Shah and Dipen K Parikh.





The team KRIBHCO Hospital celebrated this week long Jan Aushadhi week with a determination to strengthen and propagate this People - Friendly Project to each and every corner of the country.

### ❖ WOMEN'S DAY 2022

International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women. Marked annually on March 8th, International Women's day is one of the most important days of the year to celebrate women's achievement and raise awareness about women's equality. KRIBHCO celebrated womanhood with 2022's International Women's Day theme "**Break the Bias**" with the lesson that we can break the bias for gender equality today for a sustainable tomorrow.

Different activities and games were organised by female employees of HR Department for the enjoyment of women employees of KRIBHCO and they participated with enthusiasm and celebrated the occasion. Every female employee was presented with a memento as a special remembrance to mark the day.



### ❖ National Safety Day Celebration

KRIBHCO observed National Safety Day celebration on 9th March 2021 at HRD Auditorium. On this occasion, various safety competitions were organised to create safety awareness among employees and contract workers. Safety awards were given to winners for various safety competitions and activities like Safety Essay, Safety Quiz, Hydrant Drill and BA Set donning and doffing competition.



Sh. MR Sharma (Operations Director), Sh. NK Shoo CGM (HR), Sh. NK Gupta CGM (Technical), Sh. RL Shukla, GM(TS) witnessed the National Safety Day 2021 at KRIBHCO Plant.. Sh. MR Sharma, Operations Director enlightened the audience about the importance of Safety in our day to day life and appreciated KRIBHCO's Safety performance.

❖ **KRIBHCO Premier League Tournament At KRIBHCO Hazira Plant**

KRIBHCO Premier League 2022 was organized by the Sports and Games committee members and the tournament started from 07<sup>th</sup> March, 2022. All the employees participated very actively in the tournament.



❖ **Celebration Of May Day (International Labour Day) and Gujarat Foundation Day-2022**

International Labour Day is being celebrated on a large scale by organizing Labour Day function and cultural programmes to remember the sacrifice and struggle faced by Labour force and to protect them from exploitation by recognizing the importance of their rights which forms an integral part of any establishment.



May Day (International Labour Day) as well as Gujarat Establishment Day-2022 was celebrated in KRIBHCO Township on 1st May 2022. On this occasion, a musical orchestra program was organized with renowned artists.



#### ❖ Recreational Events organized by KRIBHCO Officer's Club

KOC has organized various events for its member and dependents of all age groups. The list of events organized by KOC is as follows:

1. KOC has from time to time scheduled movie screening for its senior citizens. Through this, many senior citizens come to watch the movie together, enjoy food and company of each other and leave the place refreshed and energetic.



2. Various sports competition like badminton, tennis, chess, swimming, cricket etc. was organized for both members and dependents. Healthy participation was observed and all the participants competed fiercely to try and win the competition. Not only the participants, but the viewers were also left inspired after the competition to take up a sport and enjoy it.



3. After a long week, employees need something that can refresh and rejuvenate them. For this purpose, a soothing night of Gazal Sandhya was arranged wherein more than 150 member came with their family to enjoy the beautiful gazals being sung by Manish Purohit and his group. They were also served with delicious food thereafter to make their night more memorable.
4. KOC also facilitated formation of Karaoke club for all the avid singers of the KOC. The Karaoke club currently has more than 45 members who get together on regular basis to enjoy the singing talent of each other and further improve them.



5. KOC organized a singing program in tribute of Late Bharat Ratna Lata Mangeshkar wherein more than 50 singers of our club showcased their singing talents and more than 150 people attended the program. The evening was filled with songs of Lata Mangeshkar. Both the singers and listeners thoroughly enjoyed the program.





6. Desi games competition was arranged for the members of KOC wherein close to 40 participants engaged in games like gilli danda, tyre race, marbles, seven stones etc. It was a journey of memories for all the participants; some of them reliving it while other making it.



7. A program of Hasya Kavi Sammelan was organized by KOC in order to act as a stress reliever for the members of the club. More than 100 members attended the program and enjoyed the performance of Sh. Ashok Bhati, Sh. Jujhar Singh Bhati, Sushri Nisha Pandit and Sh. Pravin Atre as they filled the night with laughter and joy.



8. A Bollywood Antakshtri program with orchestra was organized wherein more than 50 participants and other attendees enjoyed the musical night. The program consisted of different types of rounds related to Bollywood songs which tested the musical knowledge and passion of the participants. It was a memorable evening which was greatly appreciated and enjoyed by the audiences and participants.



#### ❖ Celebration of Bharat Mandir Patotsav

Bharat Mandir Kaylaya Trust, KRIBHCO Nagar celebrated Bharat Mandir Patotsav on 14<sup>th</sup> February 2022 at Bharat Mandir. Large number of devotees attended the ceremony and took blessings. Hon'ble Managing Director and Operations Director offered pooja. Employees & families and people from nearby villages have participated in large number. The function was concluded with distribution of Mahaprasad to all devotees at mandir premises.



#### ❖ Sai Mandir Puja and Mahaprasadam

Shree Sai Satsang Mandal, KRIBHCO Nagar celebrated Sai Mandir Puja on 31<sup>st</sup> March 2022, devotees from KRIBHCO and nearby villages attended the Puja and feasted on the Mahaprasadam served on the occasion.





### III. Supporting the Nation During COVID-19 Pandemic

KRIBHCO is always at forefront to help the nation at the time of any calamity. Since last two years, the entire humanity is going through unprecedented and testing times due to COVID-19 pandemic. We sought to respond quickly to the health of our employees and communities.

#### ❖ Vaccination Drive at KRIBHCO Hospital, Surat

To fight against COVID19, KRIBHCO Management took various precautionary measures for the employees and their wards. As a part of the on-going activities, Vaccination Drive was started in KRIBHCO Hospital. The Hospital Team also visited control rooms at Plant and campaigned for awareness activities.

KRIBHCO also conducted tests for all contract labours and their families.





### ❖ Vaccination Camps organized by KRIBHCO Hospital

The medical team of KRIBHCO Hospital started a campaign “**Nation First – vaccination Must**”. Our dedicated team of KRIBHCO Hospital took the responsibilities on their shoulders and kick-started the Covid-19 Vaccination drive with enthusiasm and zeal. Since then the Vaccination camps were organised at frequent intervals and all the eligible beneficiaries were being vaccinated as per the laid down guidelines of Ministry of Health and Family Welfare (MoHFW), the medical team of KRIBHCO Hospital participated in the campaign with full commitment.



Till the end of November 2021, 32 camps were organised and nearly 5000 doses of vaccines were inoculated to all the eligible beneficiaries which included employees and family members of KRIBHCO, KRIL, DAE, Kendriya Vidyalaya, Indian Railways, New Flower School, Bank of Baroda, Post office, contract workers in Plant and Labour colony and all others in allied jobs working in KRIBHCO Plant and KRIBHCO Township. Though we had a pre-planned line up of contract with private Hospitals for vaccination, we tried our level best to arrange vaccines from the local health authorities and as a result of which we could save lakhs of Rupees of our organisation. It is an old saying “a penny saved is a penny earned”.





Just not to leave a single stone unturned, a weeklong Mega Covid-19 Vaccination drive “**Har Ghar Dustak Abhiyan**” was planned from 08<sup>th</sup> Dec 2021 to 14<sup>th</sup> Dec 2021. The campaign was inaugurated and flagged off by Operations Director, Shri M.R. Sharma on 8th December 2021. The team of Medical Department visited each and every departments of the Plant. The screening was done at the entry gates, exit gates of both Plant and Township and all the areas of Kribhconagar to identify and vaccinate the left-out eligible beneficiaries. Altogether 342 doses of vaccines were inoculated in the drive.



The “**Har Ghar Dustak Abhiyan**” concluded on 14th December when “**Covid-19 Tikakaran Vijay Rath**” was flagged off by Shri. N.K. Gupta, CGM (Technical).

### **Vaccination Camp- HO, Noida**

#### **❖ Free COVID Vaccination Camps**

During COVID pandemic, KRIBHCO has extended all possible support to the employees and their family by purchasing oxygen concentrators, medicines, providing on-line consultations, etc.

Also, free COVID vaccination camps were organized in the months of June, November and December 2021 for all employees, their dependents and also the vendors’ staff associated directly or indirectly with KRIBHCO. More than 200 persons got vaccination and the entire cost was borne by KRIBHCO.



### ❖ Overall Health Check-up Camp

Another health campaign in association with MAX Health care was also organized to provide free overall health check-up and consultation for all employees of Corporate Office.

### ❖ KRIBHCO started manufacturing of Medical Grade Oxygen at Surat and dedicated it to the Nation

Our nation was severely affected by the second wave of the pandemic. To mitigate the hardship and to challenge the pandemic, KRIBHCO also extended its support for the cause of our nation. Considering the acute shortage of medical grade oxygen in the hospitals to support the COVID-19 affected people, KRIBHCO by fulfilling its promises has installed oxygen generation facility at Hazira, Surat.

On 15th May 2021, Dr. Chandra Pal Singh, Chairman, KRIBHCO virtually inaugurated the Oxygen Plant of Hazira, Surat and dedicated it to the nation wherein the Board of Directors of KRIBHCO and other members of KRIBHCO Parivar were present.



The total cost of installation of medical oxygen plant was approx.. Rs.90.00 lacs and daily production capacity of medical grade oxygen plant of Surat is 100 D-type Oxygen Cylinder. During the second wave of pandemic, when the requirement of oxygen was very high, KRIBHCO supplied oxygen filling at free of cost in and around Surat area preferably to Government Hospitals and other hospitals. This process helped to mitigate hardship of requirement of medical oxygen during this pandemic time as well as in future. Despite facing difficulties during this pandemic, KRIBHCO could be able to procure and commission the oxygen plant at the shortest time. We hope, our small effort will add to fight the present pandemic.

### ❖ Social Development Activities in nearby villages to fight against Covid-19

The COVID-19 designated Government as well as private hospitals was running out of space and bed in the city. The people of nearby areas were badly affected in absence of proper medical facilities and isolation centers. Hence, the Surat Municipal Corporation asked various communities to start their isolation centers for the COVID patients. The Dakshin Gujarat Samast Chaudhari Samaj Charitable Trust Federation, Mandvi, Surat had established COVID Isolation Center to help the COVID19 patients. The Trust was carrying out welfare activities in the adjoining tribal areas of Mandvi, Mangrol, Bardoli, Valia, Umarpada. The Trust in coordination with, Primary Health Centre and District Collectorate, Surat Municipal Corporation established representative of KRIBHCO Karmachari Sangh visited Mandvi and

handed over medical equipments / masks / sanitizer / medicines for this COVID isolation center at Mandvi, Surat under Social Development Activities.



Considering the ongoing situation of prevailing COVID-19, KRIBHCO has been extending welfare activities under Social Development Activities for nearby villages. As a part of this, 2000 masks were distributed to Shri Paramhans Sukhanandji Seva Charitable Trust, Vankal, Mangrol (Tal), Surat (Dist) which is carrying out welfare activities in the adjoining tribal areas of Mangrol.



#### IV. Corporate Social Responsibility (CSR) Activities

The overall aim of CSR is to achieve a positive impact on society as a whole while maximising the creation of shared value for the owners of the business, its employees, shareholders and stakeholders.

##### ❖ **KRIBHCO contributed Rs. 1.00 Crore to Chief Minister Relief Fund of Gujarat to fight against Covid-19**

KRIBHCO is always with the nation at the time of natural calamity. For more than two years not only India but the entire humanity is going through unprecedented and testing times due to COVID19 pandemic. Our nation as well as the State of Gujarat was severely affected by the second wave of the pandemic.



To mitigate the hardship and to challenge the pandemic, Dr. Chandrapal Singh, Chairman, KRIBHCO with the support of its employees have contributed a sum of Rs.1.00 crore to Gujarat Chief Minister Relief Fund on 20th April 2021 and cheque was handed over to Shri Vijay Rupani, Hon'ble Chief Minister of Gujarat where Shri Dileep Sanghani, Ex. Member of Parliament & President, NCUI, Shri Maganbhai Madavia and Shri Pareshbhai Patel Directors of KRIBHCO were present.

❖ **Kribhco donated Rs.10.00 Lacs by sponsoring Sickle Cell Anemia Control Program at Mandvi**

The Government of Gujarat has launched Sickle Cell Anaemia Control Program in South Gujarat region. Sickle Cell Anaemia is a genetic blood disorder, where the blood cells contain abnormal sickle shaped haemoglobin (HbS) called sickle haemoglobin. Neither the members of medical community, practicing in tribal areas of India were aware of the existence of Sickle gene in tribal population. This has resulted in misdiagnosis and mistreatment. The public health implications of Sickle Cell Anaemia are significant leading to poor quality of life, lower life expectancy and higher rates of infant mortality.



As a part Social Development Activities and also to maintain cordial relation with nearby villages of our Kakrapar Pump House, KRIBHCO sponsored an amount of Rs.10.00 lacs towards medical expenses for 300 patients in Sickle Cell Anemia Control Program in South Gujarat region thru' Shri Tapivan Gram Vikas Charitable Trust, Mandvi, Surat.



## ❖ Support to Farmers and Communities across the Country

Agriculture income is the main strength of farmers. A large number of them are members of our member cooperatives; KRIBHCO with its large dedicated team of agriculture professionals continued its significant contribution in latest farm technology transfer and other rural welfare schemes for improving the profitability of farming community.

KRIBHCO started transferring improved farm technology under the head Benefit to farmers programmes since 1984, indicating a real concern for farmers, their cooperative societies and environment where they resides, i.e., rural areas. In the past 35 years, KRIBHCO has actively reached more than 1.45 crore farmers benefiting them directly by raising their farm income through 99 thousand tailor-made programmes.



**Fertilizer and Seed Conference in MP**



**Exhibition In Sahkar Mela New Delhi**



**Crop Seminar in UP**

This makes on an average one programme /day/state. This is the magnitude of our transfer of farm technology programmes.

KRIBHCO has evolved a strong promotional strategy involving about 300 agriculture graduates and post-graduates to uplift farming community through its Farm Advisory Services. KRIBHCO has been organizing farm technology transfer programmes in more than 16 states through highly trained field force whose skills are updated regularly.

Over a period of time, it was observed that farmers are hesitant to adopt new farm technology unless their whole system is likely to be benefited economically and socially. Farmers are also deeply attached to their fields, livestock and cooperative societies since these are their lifelines. They are also equally concerned about their family welfare including health and children education as well as improvement in rural areas where they spend most of their life time. KRIBHCO carefully considering the above observations adopted the Farming Model which has 5 components, viz., farmers, his fields, livestock, family and cooperative society, all located in rural environment of his village.



**Farm technical Literature**



**Income Generation Programme in Rajasthan**

During 2021-22, KRIBHCO organized 6013 programmes for our farming community such as Crop Seminar, Farmers Meetings, Crop Shows, Field Demonstrations, Field Days, Cooperative Conferences, Group Discussions, Soil Testing Campaign, Seed Grower Conference etc. benefiting 2.43 lakh farmers and cooperatives across the country.

To back up the Agriculture Technology transfer, the Society also made available 16.17 lakh technical folders on KRIBHCO products for the farmers and cooperatives.



**Drinking Water facility in Telengana**



**Society Adoption programme in UP**

Hence, KRIBHCO is a cooperative Identity governed by seven Principles of cooperation. So strengthening cooperatives and rural development always remained a top priority for KRIBHCO. In this direction, 187 Cooperative Societies were adopted, 15387 cooperative managers were trained through 153 Cooperative Conferences and workshops.

The society also organized 38 Income Generation Programmes and 64 Health Campaigns for livestock and humans, promoted 33 Drinking Water Facilities, 36 Sanitation Programmes and 53 Rural Sports programmes for integrated rural development.





**Swachh Bharat Abhiyan In Gujarat**



**Field Demonstration in Uttarakhand**

KRIBHCO Krishi Pramarsk Kendra, a high-tech centre at KRIBHCO Bhawan, NOIDA continued free consultancy to farm-related issues. The centre also propagated efficient and balanced use of fertilizer by testing 5464 soil samples collected scientifically free of cost (2777 for micro-nutrients and 2687 samples for macro-nutrients & irrigation water) from 16 states during 2021-22. Results along with recommendations were forwarded through electronic medium to farmers at their door-steps, apart from uploading KRIBHCO website for display of results.

Pramarsk Kendra also provided latest information on weather, like rainfall, temperature, relative humidity, monsoon movement etc. for use in planning farm operations and mid-term corrections in the event of crop failure generally through KRIBHCO Kisan Helpline.



**Tree Plantation camp in Punjab**



**Rural sports Programme in Maharashtra**

KRIBHCO continued to promote Information Communication Technology (ICT) system through KRIBHCO Kisan helpline using e-mail, phone, computer and its website for informing farmers about latest farm technology alongside with traditional tools. Information on monthly farm operation is also made available on website.



## V. Awards and Achievements

### ❖ **Hon'ble Chairman, Dr. Chandra Pal Singh created History by becoming the First Indian to head ICA Asia-Pacific as president**

It became a matter of great pride that our Hon'ble Chairman, Dr. Chandra Pal Singh has been elected as the President of International Cooperative Alliance – Asia Pacific Region. He becomes the first Indian occupying this position by defeating Ms. Chitose Arai of Japan by 102 votes in the election held at Seoul, South Korea.



15th Regional Assembly of International Cooperative Alliance – Asia Pacific Region was held from 28 to 30 November 2021 at Seoul, South Korea. In this meeting, election of 11 Directors belonging to China, South Korea, Malaysia, India, Nepal, Iran, Vietnam, Philippines, Japan, Australia and Sri Lanka were held. Dr. Chandra Pal Singh's rise to the highest position of the Asia Pacific region in cooperative politics is a sign of the robust cooperative movement in India.

### ❖ **SGCCI Golden Jubilee Memorial Trust Award for Outstanding CEO to Shri M. R. Sharma, Operations Director, KRIBHCO**

The SGCCI Golden Jubilee Memorial Trust gives away Awards every year in various categories including outstanding business persons, pollution control research and development, energy efficiency among others. This year, the Southern Gujarat Chamber of Commerce & Industry, Surat in its Golden Jubilee Memorial Trust Award function held on 13th March 2021 at International Exhibition Convention Centre at Sarsana, Surat presented Outstanding Chief Executive Officer (CEO) Award to Shri M. R. Sharma, Operations Director, KRIBHCO. The award was presented by Shri Ajay Thomar, Police Commissioner, Surat in the presence of Committee Members of SGCCI, Industrialists, Officials of KRIBHCO and Press & Media. Shri Sharma, a Chemical Engineering Graduate from IIT Roorkee (1981) having more than 39 years of experience in Fertilizer Industry mainly in ammonia & urea production integrated complexes along with associated utility plants. KRIBHCO has been achieving new heights in all the spheres of operations under his dynamic leadership.



**Shri M. R. Sharma, Operations Director, KRIBHCO receiving SGCCI Golden Jubilee Memorial Trust Award for Outstanding CEO From Shri Ajay Thomar, Police Commissioner, Surat.**

#### ❖ **KRIBHCO Bags Four Awards in FAI Annual Event**

KRIBHCO, the world's premier fertilizer producing cooperative, has won many accolades at the FAI Annual Award function.

- Shri V S Sirohi, Mktg Director, KRIBHCO won the FAI Shriram Award on best Article in marketing discipline.
- A film titled " Smart Kheti Apnayein- Khushiya Upjayein" has been awarded 2nd prize by FAI for the year 2021. The film is based on smart agriculture which is very informative and useful for farmers.
- KRIBHCO Fertilizer plant, Hazira won Runner-up award for 'Environmental Protection' in the nitrogenous fertilizers' plants category.
- KRIBHCO Fertilizer Limited (KFL) a wholly owned subsidiary of KRIBHCO won the FAI Award for the Improvement in Overall Performance of A Company for the year 2020-21.



**Shri Rajan Chowdhry, Managing Director (KRIBHCO) receiving 'Environmental Protection' Award in the nitrogenous fertilizer plants category from Dr Trilochan Mohapatra, Secretary DARE & DG ICAR) in the presence of Shri K S Raju, Chairman, FAI and Shri Satish Chandra, DG, FAI.**



**Shri V S Sirohi, Mktg. Director, KRIBHCO receiving FAI Award for the Video Film from Dr. Trilochan Mohapatra, Secretary DARE & DG ICAR.**

#### ❖ **KRIBHCO's Educational Film wins First Prize at MANAGE Agri Films Festival 2022**

The educational film produced by KRIBHCO titled **"Smart Kheti Apnayie Khushiyan Upjayie"** has won the First Prize at the MANAGE Agri Films Festival. National Institute of Agricultural Extension Management, Hyderabad is a premier Agricultural extension and Management Institute located at Hyderabad. The film festival was conducted for the First time by MANAGE and KRIBHCO was awarded the First Prize. The Prize includes Cash Prize of Rs. 50,000/- , Certificate and Trophy. The Prizes and Trophy were presented by Sh. B C Patil, Hon'ble Minister of Agriculture, Govt. of Karnataka.

#### ❖ **PRSI Award**

KRIBHCO in-house journal 'KRIBHCO NEWS' has bagged the scnd prize in English In-house Journal category for the year 2021 by PRSI. The award was conferred to Mr Umesh Mishra, Jt. General Manager (Marketing & PR) by Ms Etsuko Tsuginara, President - 2022, International Public Relations Association and Shri Akhilesh Mishra, Ambassador of India to Ireland in the presence of Dr Ajit Pathak, National President - PRSI.



## **2. LABOUR**

**Principle 3 : Business should uphold the freedom of association and the effective recognition of the right to collective bargaining;**

**Principle 4 : the elimination of all forms of forced and compulsory labour;**

**Principle 5 : the effective abolition of child labour;**

**Principle 6 : the elimination of discrimination in respect of employment and occupation.**

- ❖ Registered Unions & Associations: We recognize the employees' right to form associations and to participate in management. In accordance with this principle, the workmen have formed their own Trade Unions which are registered and the same have been recognized for the purpose of collective bargaining. The decisions related to the workmen are taken in consultation with the said unions. Complete industrial peace and harmony has been prevailing since the setting up of the Plant and not a single man-hour has been lost due to industrial unrest.
- ❖ Compliance to Labour Laws: KRIBHCO does not encourage any form of forced or compulsory labour. No child labour is engaged either directly or indirectly. No discrimination is shown in employment or in extending any type of benefit/ advantage on the ground of gender, place of birth, caste or community.
- ❖ Women are provided a healthy and safe working environment & equal opportunities, keeping in mind the principles of equality in gender with respect of their working, development and growth.
- ❖ Protection of Women at Workplace at Plant: As per the notification published by the Central Government on "The Sexual Harassment of Women at Workplace (prevention, Prohibition and Redressal) Act, 2013", an Internal Complaint Committee has been constituted to comply with the provisions of the Act. KRIBHCO ensures that a safe environment is being extended to all female employees.

### 3. ENVIRONMENT

#### **Principle 7: Business should support a precautionary approach to environment challenges;**

KRIBHCO is fully conscious about its responsibility to the environment. KRIBHCO is committed to minimize the environmental impact of its operations and its products. To achieve this goal, best available technology and sustainable practices are adopted. Our actions aim at continually improving the efficiency of our operations and to remain always compliant with the conditions of our environmental consents and other requirements issued by statutory bodies. KRIBHCO has implemented Integrated Management System certified as per international standards ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 to ensure continual improvement of the organization on all fronts of Quality, Environment and Occupational Health & Safety.

#### **Principle 8: Undertake initiative to promote greater environmental responsibility;**

KRIBHCO is putting all out efforts to protect and conserve the natural resources so that a healthy environment is maintained to safeguard the present and future generations. The society has taken various steps in this direction and some of the measures taken are as follows:

#### **❖ KRIBHCO has adopted recycle/reuse schemes for water conservation as water is the most precious resource now-a-days.**

- ⤴ Tertiary treated sewage water (approx. 2000 m<sup>3</sup>/day) is being used as a cooling tower make up.
- ⤴ Deep hydrolyser system was installed in the year 1989 in each Urea plant to reuse the process effluent as a boiler feed water after its treatment.
- ⤴ Cooling tower blowdown water is being sent to M/s. Adani Hazira Port Pvt. Ltd.-Surat (2000 m<sup>3</sup>/day) and M/s. Kailash Bulk Cargo Handling -Hazira Surat (550 m<sup>3</sup>/day) for their industrial use of spraying on coal. Hence, our treated liquid effluent is being used by them as a resource thus conserving the natural resources.
- ⤴ KRIBHCO has implemented rain water harvesting system at plant premises and township in a phased manner. In this regard, rain water harvesting system was implemented in one part of township in the Financial Year 2021-22 and approximately 30,000 m<sup>3</sup> of raw water has been conserved in the FY 2021-22. The rain water harvesting system in plant premises and other part of the township was also implemented in June-2022 and conservation of water by rain water harvesting in plant premises and other part of the township has also started from monsoon of the year 2022.
- ⤴ KRIBHCO has achieved zero liquid effluent discharge from the final outlet of balancing pond since the year 2003. IP camera with PAN, TILT, Zoom, 5x focal length with night vision capability and flow meters has been installed at the final discharge point.
- ⤴ A continuous online ambient air monitoring station has been installed in the plant premises for continuous monitoring of ambient air quality and the data are displayed continuously at factory main gate. Apart from this, ambient air quality is also being monitored fortnightly within a radius of 10 km from our complex for periodic monitoring of air quality in the surrounding area.

- ▲ KRIBHCO has undertaken afforestation program and trees of different species are planted every year in order to improve the ambient air quality.
- ❖ A number of projects have been commissioned for improving the energy efficiency and towards pollution abatement. Continuous efforts are being made to check the emission of pollutants in the air.
  - ▲ Wet de-dusting system has been installed in urea plant at prilling tower top in order to minimise urea dust emission to atmosphere.
  - ▲ During the revamp of Urea plants in the year 2012, a new scrubber (C-60) was installed. Low pressure section off gases and Process condensate treatment section off gases carrying ammonia are recycled to C-60 for recovery of ammonia. Venting of ammonia bearing gases from LP section and Process condensate treatment section of Urea plant has become almost nil.
  - ▲ Moreover, during HP loop draining, system hold up is almost totally recovered with the implementation of above scheme.
  - ▲ Vibro-priller has been installed in prilling towers of Urea Phase I & II. This has resulted in not only improving the Urea product quality but also reduction in urea dust emission from prilling tower top.
  - ▲ New wet scrubbing system has been installed at urea product fall point from MT-3 to BC-1 belt conveyor to recover the micro dust from the product and the urea solution so obtained is recycled to urea plant.
- ❖ As a part of green initiative, Society has established 80 KWp (kilowatt peak) rooftop photovoltaic solar system at its corporate office in Noida. This solar system has grid connected MPPT inverters without batteries for captive use. With 320 Nos. solar panels of capacity 250 W each, the solar power plant is operational during the daytime. This has helped in generating minimum 1.1 lakh units per annum and caters to 6% of the total power requirement of corporate office
- ❖ To create awareness among contract workers, an audio-video module on Environment Protection has been developed which is shown to all the contract workers and thereafter, they are allowed to work in the plant premises.
- ❖ Paperless file system (DDFS) & SAP system have been implemented at organisational level. This has helped in drastic reduction of paper consumption.
- ❖ **Offsite Emergency Mock Drill Conducted at KRIBHCO Plant**

The last Offsite Mock drill was conducted at KRIBHCO in the Year of 2014. After 7 Years, District Collector-Surat identified KRIBHCO Plant for conducting Offsite Emergency Drill to check the Emergency Preparedness of District Crisis Group, Local Crisis Group and the Organisation. On 19.01.2021, District Crisis Group (DCG)-Surat conducted an Offsite Emergency Mock Drill at KRIBHCO Plant. The scenario simulated was heavy leakage followed by fire of the synthesis gas (comprising of Hydrogen and Ammonia) from Ammonia Converter Outlet Pipeline.

District Crisis Group, Local Crisis Group, KRIBHCO Emergency Management Team, Mutual Aid partners participating in the Offsite Mock Drill





All key members of District Crisis Group participated in the offsite emergency drill. Mr. S D Vasava, Chairman of DCG & Resident Addl. Collector -Surat, Ms. Panna Momaya -DCP Zone 2, Mr.R C Patel-Chairman of Local Crisis Group and SDM Olpad, Mr. SC Bamania-Joint Director Industrial Safety and Health, Mr. P H Patel-Dy. Director Industrial Safety and health and Member Secretary, Mr. M R Sharma-Operations Director- KRIBHCO, Mr. B P Saxena-Mamlatdar Choryasi and Officials of DISH, Police, SMC Fire services, GPCB and Members of Local Crisis Group participated in the Mock Drill. After the Drill, debriefing session was held at Samaj Sadan- KRIBHCO Township and performance, timings and coordination was found to be excellent and few areas for further improvement were also identified.

#### ❖ Swachhata Abhiyan

As part of 'Swachhata Abhiyan' mission and to make our township neat and clean "Clean KRIBHCO, Green KRIBHCO", cleanliness drives were held in Plant, HAEP Plant and in township. With the aim of cleaning and beautifying the township, many residents come together and participate in the drives with zest.



Kick start of cleanliness drive & oath by Operations Director Shri M. R. Sharma at Administration Building on 01.09.2021 wherein the Team of 'Swachhata Abhiyan' were also present along with employees.

During this period, an inter plant best cleanliness and housekeeping award for Ammonia-1, Ammonia-2, Urea-1, Urea-2, Power Plant, Product Handling Plant, Offsite Plant, Bio-Fertilizer Plant and HAEP plant were carried out.



Poster and Slogan competition on the theme of '**Not to use single use plastic and to discourage use of plastic**' for KRIBHCO Employees and Kendriya Vidyalaya Students.

#### **Principle 9: Encourage the development and diffusion of environmentally friendly technologies.**

KRIBHCO has always encouraged implementing best available technology and sustainable practices. Latest Purifier technology of M/s. Kellogg Brown & Root (KBR) was implemented in both Ammonia plants in the year 2012 so as to minimize specific energy consumption in Ammonia plant.

KRIBHCO has achieved zero liquid effluent discharge from the final outlet of balancing pond since the year 2003. IP camera with PAN, TILT, Zoom, 5x focal length with night vision capability and flow meters has been installed at the final discharge point. Also, emissions from stacks are well below the stipulated norms of statutory bodies. To monitor the quality of liquid effluent and emission of pollutants in air, online continuous liquid effluent monitoring system and continuous emission monitoring system have been installed. All the stacks and liquid effluent quality data are displayed continuously at factory main gate and also have been linked to CPCB/GPCB server.

#### 4. ANTI-CORRUPTION

**Principle 10: Business should work against corruption in all its forms, including extortion and bribery.**

##### ❖ **Vigilance Awareness:**

KRIBHCO considers Vigilance as an integral part of the Management Function. Main stress of the management is on transparency in the Organization and accountability in the day to day functioning/working of the Society. There is a full-fledged Vigilance set up being headed by a Chief Vigilance Officer. KRIBHCO management has been emphasizing on the efficacy of preventive vigilance to improve systems and procedures in a way so as to reduce scope of discretion and eliminate corruption. Efforts are on towards sensitization of employees through “Group Discussion and power point presentations” on Vigilance Activities carried out in the organisation. Surprise and regular inspections are carried out by VOs on a regular basis. On the basis of findings of VOs during the inspections, remedial action is taken by the Management whenever adverse findings come to the notice. All officers are required to submit Annual Property Returns of their moveable and immovable properties for the period from 1st January to 31st December every year, which are scrutinized by the Vigilance Department.

Vigilance Awareness Week-2021 was observed during 26 October to 1 November, 2021 in all the units of KRIBHCO viz. HO, Plant, and Field Marketing Offices. The week in which 31 October, the birth day of late Shri Sardar Vallabhbhai Patel falls is observed as Vigilance Awareness Week as Sardar Patel was an unmatched craftsman of national integration who had exceptional leadership capabilities. He integrated the country and was a shining example of probity in public life.

The theme of this year’s Vigilance Awareness Week was ‘**Independent India @ 75: Self Reliance with Integrity**’. Observation of Vigilance Awareness Week was one step towards sensitizing the employees of the KRIBHCO to bring more transparency in their working and shouldering the responsibility that each and every employee of the organization should work as a Vigilance Officer.

On 26 October 2021, pledge was administered to all the employees by Heads of the Departments in all the units of KRIBHCO. At Corporate Office NOIDA, pledge was administered to General Managers and above by Hon'ble Managing Director in Board Room, wherein Marketing Director, Director (HR), Executive Director (Finance), Executive Director (Marketing & CR), Chief Vigilance Officer and all General Managers of CMO, F&A, and Technical Department were present. Subsequently, all Departmental Heads also administered integrity pledge to their subordinate staff in HO and CMO. At Plant Surat, pledge was administered by Operations Director at Administration building, wherein senior officers and employees of HR, F&A, purchase and MS department were present. Beside this at Plant, pledge in all control rooms, technical building, Lab, Workshop etc was administered by respective Heads of Departments. Similarly, pledge was taken in Marketing field offices.

Besides the above, efforts are also made to sensitize the public/customers/ employees about the evil consequences of corruption and ways to prevent it. During Vigilance Awareness Week celebrations, various events like Pledge Ceremonies, Talk on Preventive Vigilance, Group Discussions, Cooperative Conferences, Workshops, Theme Lecture, Essay writing, Quiz competitions on Moral Values involving employees were organized by the Society to highlight the evil consequences of corruption and ways to prevent it. An e-pamphlet on the subject ‘**KRIBHCO believes in Corruption Free Environment**’ was prepared and published on KRIBHCO Web Site in Hindi and English with an aim to create awareness.





Vigilance Awareness Week was observed with the theme of “India @ 75: Self Reliance with Integrity” at KRIBHCO Plant Hazira, from 26th October to 1st November, 2021.



On the occasion of Awareness Week, a pledge was administered by our H'ble Chairman, wherein Board of Directors, Managing Director, Finance Director, Marketing Director, Operations Director-Plant, Sr. officers, employees of HR, F&A, Purchase and MS Dept were present. Inside plant also, pledge in front of all control rooms was administrated by shift-in charge, which includes Production, Mechanical, Instrumentation, Electrical & other departments. Pamphlets were distributed to all participants in programme.

As a part of Observance of Vigilance Week, banners & slogans in English, Hindi & Gujarati with vigilance and corruption themes displayed at prominent locations at Plant and KRIBHCO & HAEP Township throughout the week. Theme depicting on banner was displayed on cable TVs which was throughout the week.

Individuals indulging in unethical activities for personal gains at the cost of the organisation lead to wastages, losses and economic decline. There is a need to control or restrict such persons' misendeavours and promote organisational interest.

Our Vigilance department has adopted pro-active approach to create incorruptibility in the administration and works for systems improvement and simplification and codification of rules and procedures. The culture of taking independent initiatives and decision making at all levels is constantly strengthened. We encourage transparency (openness), fairness (applying same principles to all concerned), and competition amongst vendors, in the interest of the organisation.

It is the endeavour of our Vigilance Team to create an ethos of Organisational Citizenship" among all the employees so that there is voluntary compliance of rules and procedures.

In cases where irregularities are detected '**Zero Tolerance**' concept is adopted and Punitive Vigilance is used as a management tool to provide positive discipline in the society.

**Action Plan against Corruption:** For achieving the vision of the society, a strategic action plan has been implemented.

**A. Awareness:**

- Seminars, Workshops, Lectures and Debates, power point presentation on Vigilance;
- Distribution of in-house pamphlets, articles on Vigilance Awareness;
- Giving due protection to the whistle blower/complainant.

**B. Preventive Vigilance:**

- Simplification of Rules and procedures;
- Plugging loopholes of systems/procedures to reduce corruption;
- Sensitizing employees through Group Discussion's power point presentation, Dos & Don'ts at various offices about evil consequences of corruption;
- Increasing Transparency and accountability in day to day working
- Effective machinery to deal promptly with complaints;
- Regular and surprise Inspections;
- Ensuring high standard of integrity amongst the employees;
- Exploring fresh areas of corruption resulting due to technological advancements and use of I.T.

**C. Punitive Vigilance:**

- Speedy disposal of vigilance cases and disciplinary inquiries;
- Steps to maintain positive discipline.

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