

## Chapter 7

# Conclusion and Recommendations

### 7.1 Conclusion

The Company has a well defined CSR policy comprehensive in coverage and scope. However, to reap the benefits of the policy, the company needs to implement it effectively by ensuring adequate allocation of funds and setting up measurable targets. Allocation of funds and expenditure on community and peripheral development was below the norms in case of five out of seven subsidiaries. To discharge its CSR activities effectively, CIL and its subsidiaries need to constructively spend on community and peripheral development as per their norms and policy. The companies were not carrying out any need assessment survey in the periphery to assess the requirements of the society and were also not assessing the impact of their CSR activities on the society.

Mining operations damage the environment and ecology to an unacceptable degree, unless carefully planned and controlled. While the Company has taken initiatives in areas impacting environment, there is a scope for further improvement in the areas of backfilling, land reclamation, preservation of topsoil and plantation of trees, recovery of Coal Bed Methane so that Company's vision of increasing coal production from 324 million tonnes in 2004-05 to 782 million tonnes in 2024-25 is achieved.



Given the hard working conditions in the mines of CIL and its subsidiaries, occupational health care of its human assets assume a greater significance. CIL and its subsidiaries, therefore, need to pay greater attention to regular medical examinations and follow up to prevent health hazards. Though the number of fatal accidents, number of fatalities and number of serious accidents showed declining trend but it was not able to achieve the zero harm target.

Based on the audit findings discussed in the foregoing chapters, significant recommendations are summarized below:

- i CIL and its subsidiaries should evolve a mechanism to set up measurable targets with timeline so that performance on CSR activities can be monitored effectively.
- ii Topsoil should be preserved at earmarked sites without violating MoEF guidelines and proper record of its storage and use should be maintained.
- iii Contract period of maintenance of saplings by the State forest agencies may be increased from the present three years to five years so that the plants become self sustaining.
- iv In order to arrest depletion of ground water level as a result of coal mining, subsidiaries may take up rainwater harvesting.
- v Independent safety audit of every mine should invariably be conducted at a frequency of two years as suggested by the safety committee of CIL.
- vi All subsidiaries may maintain computerized database of medical history of employees as is being done in NCL for effective medical care.
- vii The Company should plan and spend constructively on community and peripheral development after assessing the needs of the society.

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