c) **Functional Competency / Capacity Building:** Training program for land and revenue, capacity building training for HR Executives, capacity building training for Mining, capacity building training for Civil, shovel maintenance (BE 1000) training, training on Bank Guarantee Module in SAP, capacity building training for MM Contracts and training on New Labour Codes have been organized during the year.

d) **Statutory / Safety Training:** Orientation program for Internal Auditors under ISO, First Aid training and Simulator training have been organized during the year.

e) **Work life balance and others:** Pre-retirement preparatory training, training on work life balance through Yoga. Training on Ethics in Governance, Cyber hygiene and cyber security training, training on Vigilance Awareness and Master Trainers Orientation IGoT Karmyogi have been organized during the year.

In addition to the same, 191 executives were nominated for trainings organized at IICM and 299 executives were nominated for external trainings during F.Y. 2025-26.

Details of various training provided during the year 2025-26 as compared to 2024-25:

Nature of Training	2025-26	2024-25
1.Inhouse Training Details (Including Training in IICM)		
Long Training (5 Days or More)		
Executives	299	730
Non-Executives	8954	9047
Short Training (Less than 5 days)		
Executives	773	1115
Non-Executives	925	1282
2.Training Outside the Company (Within India)		
Long Training (5 Days or More)		
Executives	21	310
Non-Executives	-	-
Short Training (Less than 5 days)		
Executives	413	293
Non-Executives	-	-
3.Training Abroad	**-**	**-**
4.Vocational training (at VT Centre)	**8885**	**9420**
5. Cumulative apprentice engaged through NATS	**-**	**794**
6.Cumulative apprentice engaged through NAPS	**-**	**255**
7. Vocational Training (1 Month)	**519**	**928**

ENVIRONMENTAL PROTECTION AND CONSERVATION:

Environment management of Eastern Coalfields Limited (ECL) focuses on promoting sustainable mining practices through proper planning, regular monitoring, and continuous improvement. The Environment Department works to ensure compliance with environmental regulations while adopting practical measures to reduce the impact on the surroundings. Key activities include mitigation of air and water pollution, carrying out mine reclamation, developing green belts through plantation, and protecting local biodiversity. The department also gives importance to creating environmental awareness among employees and nearby communities. Through these efforts, ECL aims to maintain a balance between its mining operations and environmental care, supporting the long-term well-being of both the ecosystem and its activities.



Plantation in Pandaveswar Area during F.Y. 2025-26



Avenue Plantation at Salanpur Area during F.Y. 2025-26

ADOPTION OF CORPORATE ENVIRONMENTAL POLICY:

The Company has formulated and implemented its own Corporate Environment Policy which is in line with environment policy of Coal India Limited. The Environment Policy states that the company is committed to promote sustainable development by protecting the environment through integrated project planning & design, deploying the concept of 10 R's (Reduce, Recycle, Reuse, Redesign, Repurpose, Refurbish, Repair, Recover, Redeploy and Refuse), prevention/mitigation of pollution, conservation of natural resources, restoration of ecosystem & biodiversity, proper disposal of wastes, addressing climate change and inclusive growth in a mission mode through company-wide implementation.

Major achievements during 2025-26:

A. Environment Clearance:

a) The Company's first revenue-sharing model mine, Kuardih-Tirat, successfully progressed through the public hearing stage and has received recommendation for grant of fresh Environment Clearance by the State Expert Appraisal Committee (SEAC), Government of West Bengal.

b) Two (02) Nos. of Terms of Reference (ToR) were granted by State Expert Appraisal Committee (SEAC), West Bengal for Madhujore UG Mine (MDO-RS Project) on 12.08.2025 and Moira UG Mine (MDO-RS Project) on 07.01.2026.

c) Environment Clearance (EC) for Cluster No. 1 was granted on 11.09.2025, involving capacity expansion of Chapapur-II UG & OC from 0.68 MTY to 1.50 MTY and Khoodia UG & OC from 0.035 MTY to 0.065 MTY.

d) Environment Clearance for Cluster No. 9 was granted on 27.01.2026 for expansion of Amritnagar UG from 0.60 MTY to 1.20 MTY (with OC), expansion of Nimcha UG & Amkola/Nimcha OC Patch from 1.43 MTY to 3.50 MTY and expansion of Kalipahari UG & OC from 0.40 MTY to 0.81 MTY.

e) Certified Compliance Reports (CCR) in respect of six (06) clusters and two (02) standalone projects of ECL were issued by the Integrated Regional Office (IRO), MoEF&CC.

B. Forestry Clearance:

a) Handover of 20.21 Ha. of Jungle Jhari land was obtained from Government of Jharkhand in respect of Chitra East OCP.

b) Compliance of 30 Nos. of conditions out of 33 Nos. stipulated in Stage-I Forest Clearance for Tilaboni UGP on part of ECL has been completed and communicated to the Nodal Officer, Forest Clearance, Government of West Bengal.

c) 227.88 Ha. of degraded forest land was identified for Compensatory Afforestation against diversion of 113.94 Ha. of forest land in Chitra East OCP.

d) Differential Global Positioning System (DGPS) survey and preparation of Keyhole Markup Language (KML) files for Chuperbhita-Simlong OCP has been completed.

C. Plantation & Reclamation:

Plantation in ECL command Areas falling within the State of Jharkhand is being done through Concerned DFO of the Area on nomination basis and in the State of West Bengal it is being done through West Bengal Forest Development Corporation Limited (WBFDCL) under MoU which was rendered on 19.09.2025. Emphasis is being given to develop green-belt along coal transportation roads, railway sidings and coal stock yards to arrest dust emission from the vehicles & handling of coal. Plantation was carried out over 91.71 Ha with plantation of about 2.22 Lakh saplings, registering an enhancement of 17.50% over the previous financial year. Notable initiatives undertaken during the year are as under:

a) Development of Miyawaki plantation over 1 Ha. with approximately 20,000 saplings at Rajmahal OCP.

b) Drone-based seed ball plantation over 5 Hectares on overburden dumps at Sonepur Bazari OCP.

c) Establishment of a central nursery at Salanpur Area.

Area-wise details of plantation for the F.Y. 2025-26 is as under:

Sl. No.	Name of the Area	Name of the Mine	Type of Plantation	Plantation Area in Ha	No of Saplings Planted
1.	Kenda	Siduli UG	Miscellaneous	0.30	300
2.	Jhanjra	Jhanjra UG	Miscellaneous	0.50	350
			Miscellaneous	5.00	12500
3.	Sonepur Bazari	Sonepur Bazari OCP	Miscellaneous	7.00	17500
			Safety Zone	4.50	11250
			Miscellaneous	2.30	5750
			Seed-ball	5.00	12500
4.	Salanpur	Outside ML Area	Miscellaneous	4.65	12000
		Mohanpur OCP	Avenue	2.50	5000
		Near Area Office	Avenue	2.54	5080
5.	Kajora	Khas Kajora UG	Miscellaneous	0.30	300
		Madhusudanpur UG	Orchard	7.00	2800
6.	Satgram-Sripur	Nigha UG	Miscellaneous	3.00	7500
		AB Pit	Miscellaneous	0.40	1000
		Bhanora UG & OC	Avenue	0.20	400
		Sripur UG	Miscellaneous	0.08	200
7.	Kunustoria	Bansra Rly Siding	Miscellaneous	0.50	260
		Bansra OCP	Avenue	2.14	4280
8.	Sodepur	Dhemomain UG	Miscellaneous	0.10	100
		Chinakuri UG	Miscellaneous	0.10	100
		Parbelia UG	Miscellaneous	0.10	100
		Patmohona UG	Miscellaneous	3.00	7200
		Sodepur R Colliery	Miscellaneous	8.00	20000
9.	Bankola	Shyamsundarpur UG	Miscellaneous	10.00	25000
			Miscellaneous	10.00	25000
		Bankola UG	Miscellaneous	0.20	500
10.	Pandaveswar	Khottadih UG & OC	Miscellaneous	5.00	12500
			Miscellaneous	0.40	300
		Panthnagar Regional Hospital	Miscellaneous	0.20	100
		SS Siding	Miscellaneous	0.10	100
		Madhaipur OC	Miscellaneous	3.00	7000
11.	S P Mines	Chitra East OCP	Miscellaneous	0.10	100
12.	Mugma	Area Office	Miscellaneous	0.10	200
		Rajpura OCP	Miscellaneous	1.00	2000
13.	Rajmahal	Hura-C OCP	Miscellaneous	0.90	2000
		Rajmahal OCP	Miyawaki	1.00	20000
			Miscellaneous	0.50	900
Total				**91.71**	**222170**

In order to promote community participation and sustainable livelihood, ECL has extended support to the District Administration by offering developed orchard sites at select Areas for engagement of Self-Help Groups (SHGs).



Inauguration of Sindoor Park by Hon'ble Minister of Coal and Mines, Shri. G. Kishan Reddy



Glimpses of Sindoor Park at Jhanjra Area



Drawing competition conducted at Jhanjra Area, ECL on the eve of World Environment Day 2025

D. Environmental Awareness and Campaigns:

Various awareness programmes and campaigns to promote environmental consciousness were organized in ECL during the year 2025-26:

a) 'Vriksharopan Abhiyan - 2025' held in ECL during which approximately 28,770 saplings were planted and distributed across the Company's command areas.

b) World Environment Day 2025 was observed with active participation across all Areas, aligned with the national theme of ending plastic pollution and Mission LiFE. Activities included awareness drives, cleanliness campaigns, competitions, workshops, and distribution of ecofriendly materials.

c) Innovative measures such as use of plantable stationery, biodegradable materials, and community engagement initiatives were undertaken to reinforce environmental 7 stewardship.

E. Development of Green Infrastructure and Sustainable Initiatives:

a) Sindoor Park was inaugurated by Hon'ble Union Minister of Coal and Mines Shri G. Kishan Reddy at Jhanjra Area on 20.06.2025, contributing to eco-restoration.

b) MoU for implementation of proposal of "Mulberry Afforestation in Coal Mine-Degraded Lands: A Sustainable Solution for Soil Reclamation and Livelihood Enhancement" has been finalised with Central Sericulture Research & Training Institute (CSR&TI), Central Silk Board, Ministry of Textiles, Govt. of India.

c) Letter of Award (LoA) was issued for installation of a Coal NEER plant at Bankola Area to facilitate utilization of treated mine water.

F. Pollution Control and Compliance Measures:

ECL continued to strengthen its pollution control infrastructure and has taken following initiatives:

a) Three (03) Nos. of mechanical road sweeping machines commissioned at Rajmahal, Sonepur Bazari and S.P. Mines Area.

b) Seven (07) Nos. of truck mounted fog cannons commissioned at Rajmahal, Sonepur Bazari, Jhanjra, Pandaveswar, Kenda and Salanpur (02 Nos.) Area. Additionally, six (06) Nos. truck mounted fog cannons are under delivery.

c) In addition to above, Purchase Order has been issued for procurement of three (03) Nos of truck mounted fog cannons for Kenda, Satgram-Sripur and Bankola Area.

d) One (01) No. trolley mounted fog cannon installed at siding-II under Bankola Area during 2025-26.

e) Purchase Order has been issued for six (06) Nos. of CAAQMS on 20.03.2026.

f) Three (03) Nos. modular STPs has been installed at Bankola, Jhanjra and Pandaveswar Area.

g) Nine (09) Nos. of flowmeters installed at Bankola area for compliance of statutory conditions of groundwater NoC.

G. Companywide ISO Certification:

Successful surveillance audit by the external certification body conducted on25.02.2026. Based on the audit, continuation of the following ISO certifications were recommended:

a) ISO 9001:2015 (Quality Management System);

b) ISO 14001:2015 (Environmental Management System) and

c) ISO 45001:2018 (Occupational Health & Safety Management System).

H. Scientific Study

The study on "Assessment of the success of Tree Plantation in ECL created over 1003.87 Ha in the last 10 years" was completed by CSIR-CIMFR, Dhanbad. The study aims to determine survival rates, evaluate environmental and social benefits, and recommend strategies for improving plantation outcomes through field studies, drone surveys and data analysis.

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Ceremonial Plantation by CMD, ECL along with functional Directors of ECL in presence of Independent External monitors of ECL on the eve of World Environment Day 2025



Drone Seedball Plantation carried out using drone technology on the steep and inaccessible OB (Overburden) slopes at Sonepur Bazari OC, ECL



Cleanliness drive, plantation and campaigning on single use plastic along in Salanpur Area, ECL







Plantation Initiatives of Eastern Coalfields Limited





Plantation Initiatives of Eastern Coalfields Limited