

Dated: 9th July, 2024

To, BSE Ltd. Pheroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai-400001 Scrip Code: 523369	To, National Stock Exchange of India Ltd Exchange Plaza, 5th Floor, Plot No. C-1, G Block, Bandra Kurla Complex, Bandra (E) Mumbai- 400 051 Symbol: DCMSRIND
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Sub.: Business Responsibility and Sustainability Reporting for the Financial Year 2023-24.

Dear Sir(s),

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), 2015 ("Listing Regulations"), please find enclosed Business Responsibility and Sustainability Reporting for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

You are requested to take the same on record.

Thanking you,

Yours faithfully,

(Y. D. Gupta)
Company Secretary &
Compliance Officer
FCS 3405

Encl: As above

DIRECTORS' REPORT (continued)

long term perceptive. The Company believes in and take care of needs of the work force, being one of the pillars of the organization.

With the introduction of SAP, flow and accuracy of data have improved substantially resulting in better efficiency particularly in the accounts and finance functions.

Industrial relations remained cordial in all operations during the year. As on 31.03.2024, the total number of employees on the Company's pay roll was 2341.

Corporate Social Responsibility has always been integral to the business policy of the Company. The Company undertakes/ supports several activities in and around the areas where its operations are located to ensure that the benefit from the expenditure on CSR activities reach the maximum people in those areas. The programmes cover activities laid down under Schedule VII of the Companies Act, 2013. In the year 2023-24 the Company has spent Rs.183.41 lakh.

Environment protection

The Company's moto is green, breath clean, stop polluting the environment and save our planet. These are also the universal voice at a time climate change is staring at the face of the planet. The Company gives utmost importance to environment protection in and around the areas, where it operates. Apart from installing state of the art effluent treatment and waste disposal plants the Company gives special attention to tree plantation at Daurala and Kota, aiming at improving quality of air in the area and also addressing greenhouse emissions. The emphasis continues to be on using environment friendly agrofuels for power generation in place of fossil fuels.

The shift from fossil fuel to agro-fuels for power generation has been achieved progressively. DSW has fully discontinued use of coal and Shriram Rayons continue to use agrowaste fuels in place of fossil fuels to a large extent. Research and innovation are ongoing activities in the Company to find solutions to minimize emissions from its operations and to remain environment friendly.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE F.Y. 2023-24

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L74899DL1989PLC035140
2. **Name of the Listed Entity** - DCM Shriram Industries Ltd.
3. **Year of incorporation** - 21.02.1989
4. **Registered office address** - Kanchenjunga Building, Barakhamba Road, New Delhi- 110001.
5. **Corporate address** - Kanchenjunga Building, Barakhamba Road, New Delhi- 110001.
6. **E-mail** - dsil@dcmr.com
7. **Telephone** - 011- 43745000
8. **Website** - www.dcmr.com
9. **Financial year for which reporting is being done** - 2023-24
10. **Name of the Stock Exchange(s) where shares are listed** - BSE Ltd. (BSE) and National Stock Exchange of India Ltd. (NSE)
11. **Paid-up Capital** - INR17.39 Crores
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BSR report** - Ms. Anjali Narula (Mem. No. 43234), Tel: 011-43745072, email- anjalinarula@dcmr.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** Standalone basis as the subsidiaries are not material subsidiaries.

II. Products/services

14. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sugar & Distillery	Manufacture of all types of sugar and alcohol including ethanol, sugarcane research farm, Bio-Methanation, co-generation of power etc.	47%
2	Rayons & Nylons	Production of Industrial Fibre (Rayon Tyre Yarn, Cord and Fabric/chafer for tyres) for industrial applications including stitching cord, reinforcing materials for V-Belts etc. The plant also produces chemicals such as Carbon Disulphide, Anhydrous Sodium Sulphate.	33%
3	Organic / Fine Chemicals	Manufacturing of Fine Chemicals used in Pharma, Agrochemicals, Fragrance/Perfumery, Dyes/Paints/Coatings, etc.	20%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Sugar*	1072	47%
2	Industrial Fibres & related products	1399/13999	33%
3	Chemicals	2011/20119	20%

* Comprising of sugar, power and alcohol

Note: Units Daurala Sugar Works (DSW), Daurala Organics & Daurala Chemicals Industries (DO), Shriram Rayons (SR) and Engineering Project Section (EPS).

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	3	7	10
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	34
International (No. of Countries)	5

b. What is the contribution of exports as a percentage of the total turnover of the entity?

31.99%

c. A brief on types of customers

"DCM Shriram caters to two kinds of customers through its various businesses:
Business-to Business (B2B)
Business-to-Consumer (B2C)"

DIRECTORS' REPORT (continued)

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	MALE		FEMALE	
			No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	1149	1111	97%	38	3%
2.	Other than Permanent (E)	2	2	100%	0	0%
3.	Total employees (D + E)	1151	1113	97%	38	3%
WORKERS						
4.	Permanent (F)	1223	1223	100%	0	0%
5.	Other than Permanent (G)	1140	1120	98%	20	2%
6.	Total workers (F + G)	2363	2343	99%	20	1%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	MALE		FEMALE	
			No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)		NIL			
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)		NIL			
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	12	2	17
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.80%	18.92%	10.10%	10.84%	6.90%	17.74%	6.73%	7.14%	13.87%
Permanent Workers	3.09%	0	3.09%	2.17%	0	2.17%	2.25%	0	2.25%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Daurala Foods & Beverages Private Limited	Subsidiary	100%	NO
2	DCM Shriram Fine Chemicals Limited	Subsidiary	100%	NO
3	DCM Shriram International Limited	Subsidiary	100%	NO
4	DCM Hyundai Limited	Associate	49.28%	NO

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	23,509,247,395
(iii) Net worth (in Rs.)	6,992,088,202

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://dcmsr.com/wp-content/uploads/2021/04/whistleblower-policy.pdf	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes, https://dcmsr.com/wp-content/uploads/2021/04/whistleblower-policy.pdf	0	0	Nil	0	0	Nil
Shareholders	Yes, https://dcmsr.com/investor-grievance-section/#investor-grievance-section	13	0	Nil	7	0	Nil
Employees and workers	Yes, https://dcmsr.com/wp-content/uploads/2021/04/whistleblower-policy.pdf	0	0	Nil	0	0	Nil
Customers	Yes, https://dcmsr.com/wp-content/uploads/2021/04/whistleblower-policy.pdf	0	0	Nil	0	0	Nil
Value Chain Partners	Yes, https://dcmsr.com/wp-content/uploads/2021/04/whistleblower-policy.pdf	0	0	Nil	0	0	Nil
Other (please specify)	-	-	-	-	-	-	-

DIRECTORS' REPORT (continued)

Every Stakeholders group has been provided with a grievance redressal platform, details of which are present on the Company's website.

Investors & Shareholders

Investors and shareholders have been provided with a grievance redressal platform, details of which are present on the Company's website under Investor Grievance Section. They also have access to the Company Secretary and Sr. Vice President of the Company through dedicated emails and contact details to report any concerns or grievances. In addition, they have access to SCORES/ODR portal of SEBI.

Employees and Workers

The Company has adopted a Whistle Blower Policy that provided a mechanism for employees, including both full-time, part-time employees and contractual workers to report any concerns or grievances. The policy aims to ensure that genuine complainants are able to raise their concerns in full confidence, without any fear of retaliation or vitimization and also allows for anonymous reporting of complaint. Systems are also in place at the factories wherein workers can seek redressal of any grievances.

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Cyber Security / Technology / Information Security	R	Risk of data loss, information security and privacy breach can lead to accidental exposure of confidential information	The Company has implemented information security controls and processes to mitigate any internal or external threats such as firewall with anti-virus, encrypted VPN and restriction in access, etc.	Negative
2	External Environment: Implications of Govt. Policies changes in agri sector	O	Government is emphasizing and promoting usage of agro/bio waste as fuel for power generation and company is utilising agro waste (Husk) as fuel for generation of power in substitution of fossil fuel.	N.A.	Positive

3	Health and Safety	O	<p>Several initiatives to ensure safety practices that includes certification of sites for ISO 45001 on Occupational Health & Safety standard. Company has taken initiatives to obtain IATF certification & FSC certification.</p>	N.A.	Positive
4	Pandemic Risk leading to Business disruption	R	<p>COVID-19 pandemic had emerged as risk of disruption to our business continuity.</p>	<p>Each business has taken adequate measures for its employees, customers and visitors through implementation of standard operating procedures in line with the norms prescribed by the Government to to minimise the posed risk. Company remain alert to any such future incident.</p>	Negative
5	Compliance to various laws and Listing requirements	R	<p>Frequent amendments to regulations leads to onerous, stringent and complex responsibility and other risks related to non compliances.</p>	<p>Any new statute, legal requirements or amendments to existing framework are being monitored continuously. Also, engagement of external experts or consultants on need basis, tracking facility via Compliance Mantra software . Register of regulation (ROR) is being maintained capturing all the applicable statues/ legal requirements pertaining to the industry. The Board and the officer concerned are apprised of the changes periodically.</p>	Negative

DIRECTORS' REPORT (continued)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://dcmsr.com/company-policies/#company-policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes (wherever applicable)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	SEDEX	ISO-14001, ISO-45001, FSSC:22000, ISO 9001, HALAL, FSC - COC, IATF 16949:2016 certification is under process (Target Date : June 2024)	ISO 45001	ISO 9001, ISO 14001 & ISO 45001.	SMETA 6.0	ISO-14001 Greenco rating Shriram Rayons complies to REACH & ROHS requirements. Product is also certified to DINCERTCO for Biobased Carbon content (falling in highest category having >85% biobased carbon content). FSC COC , (Ref.: FSC-STD-40-004 V3-1) , ISO 14040 & 14067 is under process	-	-	ISO-9001, ISO 14001 & ISO 45001. Shriram Rayons complies to REACH & ROHS requirements.

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We comply with the goals and targets (Statutory and Regulatory) as notified by the State and Central authorities	We always emphasize to maintain the specified certifications. IATF 16949:2016 certification is under process (Target Date : June 2024)	-	-	-	SBTi target setting ISCC+ certification for sustainability , ISO 14040 & 14067 is under process	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met."	Undergoes recertification audits every 3 years for ISO-9001,14001 & 45001 and other certifications. In addition, also undergoes annual surveillance audits by TUV Nord. There are no issues in these certification audit findings Dincertco certification is valid till Apr'26, Positive results recieved for the Verification test conducted in Jan 2024.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

It gives us pleasure to present our 2nd Business Responsibility and Sustainability Report (BRSR) for the year 2023-24. This report reflects our commitment and some of our initiatives and practices in pursuit of our long standing commitment to ESG. This report prepared in accordance with the nine principles of 'National Guidelines on Responsible Business Conduct' (NGRBCs), outlines our sustainability performance, which we have strived to achieve backed by the solid foundation of our integral values. It also elucidates our interventions which are aligned to fulfill our commitment towards the UN Sustainable Development Goals (SDGs).

Care for the environment is one of our core focus areas as we continue to contribute in shaping a better future, which is safe, inclusive and sustainable. Furthermore, we have designed business strategies that incorporate social well-being in everything we do. Our responsibility towards our stakeholders is deeply ingrained in our way of doing business since the founding days of the Company. The Company's policies are based and the firm belief that sustainability of any business depends on conducting business responsibility and transparently. This philosophy reflects in all its business activities.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	The Board has constituted a 'Risk management Committee' which oversees the activities relating to Business Responsibility & Sustainability initiatives. The members of the Committee are Mr. Alok B. Shirram (Sr. Managing Director & CEO), Chairman, Mr. Sanjay C. Kirloskar (Independent Director), Member, Mr. Manoj Kumar (Non Executive Director), Member, Mr. Vineet Manaktala (Director Finance & CFO), Member and Mr. Harjeet Singh Chopra (Independent Director), Member (from 01.04.2024)

DIRECTORS' REPORT (continued)

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committee of the Board									Half-yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances										Half-yearly								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		No							

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Non Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. **Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Nil*	Companies Act, 2013, CSR & Financial Reporting, SEBI Regulations	100%
Key Managerial Personnel	Nil*	Code of Conduct, Whistle Blower Policy, Prevention of Sexual Harassment (POSH) Policy	100%
Employees other than BoD and KMPs	62	Behaviour Based Safety Communication Skills Energy Conversation First Aid Awareness Hazardous, bio medical & other Waste Handling Height Work Safety & Work Permit System IATF Core Tools - APQP / PPAP / FMEA Internal Auditor Course - QMS, EMS & OHSAS based on (ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018). Internal Auditor Course on IATF 16949 OHS Awareness Program on Industrial Relations and Human Resource Management-2 (IIND Half - Offline) Program on Occupational Safety and Health Management and Work Environment Improvement [ERWM] Safety Management System at Shiram Rayons Workshop on Disaster Management Critical Challenges and Preparedness POSH. Chemical Compatability, Maintenance and uses of PPE's, Emergency, Preparedness, Hygiene & Communicable Disease, Importance of Machinery Guarding, Fire Fighting, Process Safety, Prevention & control of Dust Explosion, Basic properties of chemicals used in DO and DCI, Electro Static / Basic Electrical Safety, Emergency Preparedness, First Aid and Ergonomic Hazard.	72%

DIRECTORS' REPORT (continued)

Workers	55	Awareness session of IATF 16949 Chemical Safety & Life Safety General First Aid Awareness Safety, Hazardous Waste & Emergency Response Plan Precaution during welding, cutting, Grinding work, Handling and Operation of Fire Hose Pipe, Usage of PPE's, Hazard during handling of Chemicals, usage of PPE's, Precaution during welding, cutting, Grinding working at height and vessel entry & Ergonomic Hazard, Fire Fighting.	74%
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* Note - In every regular Board meeting, the Board & KMPs is apprised of the regulatory developments and as such no separate training organised.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on entity's website:

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not applicable	NA	Not applicable	Not applicable
Settlement	Principle 6	Rajasthan State Pollution Control Board(RSPCB), Jaipur	49,00,000/-	Environmental Compensation by RSPCB under Water and Air (Prevention and Control of Pollution) Acts	No
Compounding fee	Nil	Not applicable	NA	Not applicable	Not applicable

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not applicable	Not applicable	Not applicable
Punishment	Nil	Not applicable	Not applicable	Not applicable

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has laid down an Anti-Corruption and Anti-Bribery Policy. The Policy is available on the Company's website at <https://dcmsr.com/wp-content/uploads/2023/05/Anti-Bribery-Anti-Corruption-Policy.pdf>.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Nil

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	PF & ESIC Awareness Session for the Contractor	100%
3	PF (Nidhi Aapke Nikat)	100%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)

If Yes, provide details of the same.

Yes, the Company has put in place stringent procedures to avoid any conflicts of interest involving members of the Board. Code of Conduct and Policy on Related Party Transactions are applicable to all Directors on the Board and provides guidelines for avoiding conflict of interest. As per the policy, Board

DIRECTORS' REPORT (continued)

Members and Senior Management Personnel will not involve in a situation in which he/ she may have direct/ indirect interest that conflicts with the interest of the Company. In case any such situation arises, the same is required to be disclosed to the Board of directors and Audit Committee of the Company for appropriate consideration.

Policy on Related Party Transactions intends to ensure that proper reporting, approval, and disclosure processes are in place for all transactions between the Company and related parties. The Policy disallows the concerned or interested Director to participate in any discussion or approval of contracts or arrangements with related parties.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	2023-24	2022-23	Details of improvements in environmental and social impacts
R&D	R & D process done at Units are for process improvement. There is no R&D investments made in the area to improve the environmental and social impacts of product and processes.		
Capex	Nil	2.08%	-

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) - Yes
 - If yes, what percentage of inputs were sourced sustainably?

Shriram Rayons- 74%

Daurala Sugar Works- 91.29%

Daurala Organics- No

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a)	Plastic	<p>SR - The main product of the Company is an input materials for our customers who in turn finally produce the finished products. Once the products are sold they would not come back to the company. Hence company is not required to reclaim the products.</p> <p>DO - The plastic waste generated is disposed off as per plastic waste management rule 2016. Compliance and returns are submitted regularly as per rules.</p> <p>DSW - EPR applicable for plastic packaging is being fulfilled as per plastic waste management rule-2016.</p>
(b)	E-waste	<p>SR - This is not applicable as Shriram Rayons Unit is not reclaiming any electronic items. All e-waste generated in-house is handed over to certified vendors for safe disposal.</p> <p>DO & DSW - The E-waste generated is disposed off as per E-Waste management rules. Compliance and returns are submitted regularly as per rules</p>

(c)	Hazardous waste	<p>SR - Not applicable as our products is 100% bio-degradable however in house generation of hazardous waste is handled, stored, disposed by agency authorised by Rajasthan State Pollution Control Board.</p> <p>DO - All the hazardous waste generated is disposed off to authorised vendor as per authorization.</p> <p>DSW - Entire hazardous waste is being burned in captive power plant.</p>
(d)	Other waste	<p>i) Returnable packaging i.e. metallic shell rolls are recalled from the customers which are re-used for further supply.</p> <p>ii) Other waste are being disposed in environment friendly manner.</p>

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

SR - Not Applicable to the Unit, The Unit manufactures products which are intermediate products (input materials) for our customers who in turn finally produce the finished products. Therefore, these products packaging materials becomes pre-consumer waste to our customers who recycle it through certified recyclers.

DO - Yes, EPR under Plastic waste management has been taken care and compliance are being done by the EPR agency.

DSW - Yes, Waste collection plan is in line with EPR plan submitted to pollution control board.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
13124	High Tenacity Rayon tyre grade Yarn/Cord/Fabric (Greige /Dipped)	95%	Gate to Gate	No	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
CS2	Fire and Health hazard	Gas concentration detectors, Use of ame proof lighting and tools provided.
Sodium Sulphate	Ingestion of large amount may cause health hazards, No significant environmental impact	PPEs used in plant

DIRECTORS' REPORT (continued)

3. Percentage of recycled or reused input material to total material (by value) used in Products (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Not Applicable to DSW and SR Unit.		
Daural Organics- Since our final products are meant for pharma / Agro Chemical Industry, hence, all the input materials are virgin.		

4. Of the products and packaging reclaimed at end of life of products, amount, reused, recycled, and safely disposed, as per the following format:

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	587 MT	392.81 MT	Nil	1361.7 MT	Under Process by our Organics Unit
E-waste	Nil	Nil	1.075 MT	Nil	Nil	Under Process by our Organics Unit
Hazardous waste	Nil	Nil	2179.39 MT	Nil	1056 MT	1010 MT
Other waste	Nil	Nil	393.71 MT	1353 Nos.	Nil	Nil

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
DSW & SR had Nil reclaimed products & their packaging material. Further, DO products are meant for pharma/ agro chemical industry, hence all the input materials are virgin.	

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1111	574	51.67%	971	87%	N/A	N/A	0	0	0	0
Female	38	9	23.68%	34	89%	16	42.11%	N/A	N/A	0	0
Total	1149	583	50.74%	1005	87%	16	1.39%	0	0	0	0
Other than Permanent employees											
Male	2	0	0	0	0	N/A	0	0	0	0	0
Female	0	0	0	0	0	0	0	N/A	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1223	492	40.23%	1223	100%	N/A	N/A	0	0	0	0
Female	0	0	0	0	0	0	0	N/A	N/A	0	0
Total	1223	492	40.23%	1223	100%	0	0	0	0	0	0
Other than Permanent workers											
Male	1120	352	31.43%	842	75%	N/A	N/A	0	0	0	0
Female	20	0	0	20	100%	0	0	N/A	N/A	0	0
Total	1140	352	30.88%	862	76%	0	0	0	0	0	0

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	2%	47%	Y	2%	47%	Y

*Most of the employees salary are outside the ESI applicability.

DIRECTORS' REPORT (continued)

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, Most of working locations of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so,

provide a web-link to the policy.

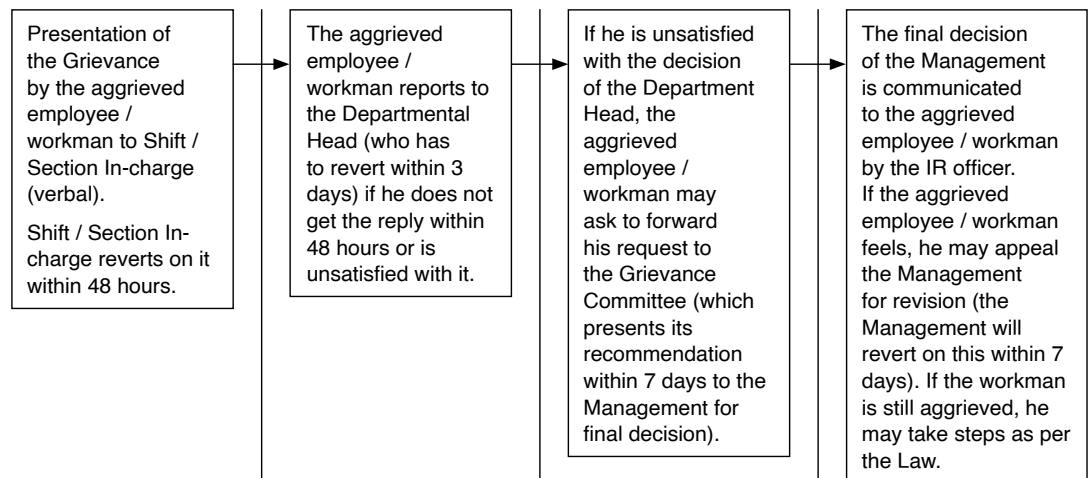
Yes, the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. We don't have any web link as such but follows the regulatory provisions and to ensure employee has appropriate opportunity, we periodically organize workshops for them.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not applicable			
Female				
Total				

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No
Permanent Workers	Yes, as per Grievance Redressal Committee. Flow chart of the process are mentioned below:
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	



7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or Union(D)	% (D/C)
Total Permanent Employees						
Male	1111	365	32.85%	780	396	51%
Female	38	0	0	0	0	0
Total Permanent Workers						
Male	1223	1218	99.59%	1289	1288	100%
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1113	1113	100.00%	1113	100.00%	1120	1120	100.00%	1120	100.00%
Female	38	38	100.00%	38	100.00%	30	30	100.00%	30	100.00%
Total	1151	1151	100.00%	1151	100.00%	1150	1150	100.00%	1150	100.00%
Workers										
Male	2343	2343	100.00%	2343	100.00%	2514	2514	100.00%	2514	100.00%
Female	20	20	100.00%	20	100.00%	10	10	100.00%	10	100.00%
Total	2363	2363	100.00%	2363	100.00%	2524	2524	100.00%	2524	100.00%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1113	1111	100.00%	1120	1120	100.00%
Female	38	38	100.00%	30	30	100.00%
Total	1151	1149	100.00%	1150	1150	100.00%
Workers						
Male	2343	1482	63.25%	2514	2514	100.00%
Female	20	0	0	10	10	100.00%
Total	2363	1482	62.72%	2524	2524	100.00%

DIRECTORS' REPORT (continued)

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).**

If yes, the coverage such system?

Yes, Coverage: Health & safety policy, safety risk management, safety assurance, statutory compliance, safety promotion, safety education, training & awareness etc. The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners which is in compliance to ISO 45001:2018 Occupational health & safety management system and it ensures the protection of environment and health & safety of its employees, contractors, visitors and relevant stakeholders.

- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

As part of implementation of ISO standard, procedures for Hazard Identification and Risk Assessment (HIRA) have been established and implemented within the Plant. HIRA, QRA (Qualitative risk assessment), safety audit, safety inspection, JSA (Job Safety analysis), AIA (Aspect Impact Analysis), PSSR (Pre Start up Safety review), Delivery of toolbox talks, execution of work permit system, etc. are conducted for routine and non routine activities. Work related hazards are identified by people involved in the operations, Security and safety officers and contractor representatives. Adequate Training was provided to the workers by the Supervisor from time to time for identification and its solution.

- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**

Yes, Units has established a robust system of reporting Unsafe Acts and Unsafe Conditions (UAUC), near misses and incident reporting. Workers are encouraged to report UAUC, near miss and incidents and to immediately remove themselves from such risks. Direct report to section incharge or safety officer, routine safety inspections, Safety committee meetings etc. are conducted. Remedial actions are taken, wherever required, immediately.

- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, OHC (Occupational health center i.e., industrial Dispensary) and OPD are maintained, with Doctor & medical staff. Employees and workers have access to Dispensary 24X7, also preventive health check up and Wellness programs are offered as part of non-occupational medical and healthcare services.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.74	0
	Workers	3.04	1.76
Total recordable work-related injuries	Employees	0	0
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

- 1 The Company in its Units has a well defined & managed work permit system.
- 2 Daily Tool Box Talks are conducted for Contract Workmen in the morning.
- 3 Safety Inspection & Audits are conducted on regular basis.
- 4 Central Safety Committee (quarterly) & Departmental Safety Committee meetings (monthly) are organised with workmen representatives.
- 5 Unsafe Conditions & Unsafe actions are captured by Safety department & followed up till resolved.
- 6 Near miss reporting & closure.
- 7 Every dept has its own HIRA & AI.
- 8 Safety Displays & SOP displays in Hindi Language
- 9 Providing the training and conducting seminars for creating a safe and healthy work place includes Training Operations on Fire Extinguisher, Training on Self Defence for Women, Training on Fire Air, Fire Safety Awareness, Monsoon Season Safety Precautions and 9 trainings on Health which includes multiple sessions on Yoga, Stress management, World Health Heart Day, Cancer Awareness, Wellness and Healthy Eating.
- 10 Health & safety, policy, Safety Committee meeting, Mock Drill, HIRA practices, use of PPE's & training awareness.
- 11 All the requirements of ISO 14001, ISO 45001 and as per applicable Laws are being followed.

13. Number of Complaints on the following made by employees and workers:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL					
Health & Safety						

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% through Internal assessment and customer audit. Also, critical areas of plant are monitored under work room environment monitoring program by CIPM (Chief Inspector of Factory & Boiler), twice in a year. Environment monitoring of plant as per EPA Act, 1986 is carried out by inhouse lab/RSPCB team from RO Kota, 3rd party NABL approved lab.
Working Conditions	100% through Internal assessment and customer audit. Also, critical areas of plant are monitored under work room environment monitoring program by CIPM (Chief Inspector of Factory & Boiler), twice in a year. Environment monitoring of plant as per EPA Act, 1986 is carried out by inhouse lab/RSPCB team from RO Kota, 3rd party NABL approved lab.

DIRECTORS' REPORT (continued)

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

All the incidents are properly investigated as per defined procedure and corrective actions decided are properly implemented and verified by safety officer. Every Departments has identified high risks activities of its day to day operations. HIRA- Hazard identification & Risk Assessment of all such activities is being done & documented in HIRA register by each department. It is being updated & reviewed regularly.

Daurala Sugar Works reported the following observation:

Observation 1: - It was noted during facility tour that 01 eye wash provision installed in lubricant storage area was observed with low water pressure.

Corrective Action : - It is recommended that facility shall ensure to maintain sufficient water pressure in the provided eye wash provision.

Observation 2: - It was noted during facility tour that facility has not interconnected fire alarm installed in packing section and sugar house (both sections located in same building). It was noted during operation of fire alarm of sugar house that fire alarm of packing section was not working along with it. Further it was noted that sound of fire alarm of sugar house was not audible in the packing section.

Corrective Action : - It is recommended that facility shall ensure to interconnect fire alarm of both the section.

Observation 3: - It was noted during documents review that facility did not provide any records to demonstrate that fire evacuation drills are conducted periodically in night shift. As per provided records, last two night fire evacuation drills were found conducted on 08/03/2024 & 03/01/2024.

Corrective Action : - It is recommended that facility shall ensure to retain records of conducted fire evacuation drills in all shifts to demonstrate compliance.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, Through EDLI policy, Insurance Policy - ISMA, Gratuity from LIC and Pension from PF.

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

Yes, we follow all the Statutory norms. The contractors payments are being made on submission of proof of statutory dues (ESI/PF etc.) 25th of next month, challan with payment register has been verified by concerned person of IR Department. Instruction passed to the value chain partners and audit for the same has been conducted by the Company.

3. **Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No.of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	1*	1	Nil	Nil

* Concerned worker has joined back and started his duty successfully since then.

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

No

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

There is a penalty clause and if still it is not satisfactory, then the contractors services can be terminated.

DIRECTORS' REPORT (continued)

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

List Attached

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Notice Board, Emails	Important communications are sent on daily basis to all employees.	Business performance & plans, Welfare, Health and safety of the employees and to maintain the Harmonious relations between employees and the Management.
Government & Regulatory bodies	No	Filing of returns, regular inspections, periodic reports and Letters.	As per the requirements of the Act / Rules or atleast once in six months or nomally once in 2 months.	Government Policy on Sugar Export, Monthly Quota & Excise Policy, Legal Compliance & taking advise from them on issues.
Shareholders & Investors	No	Annual General Meeting, Company's website, Annual Report, Grievance Redressal Mechanism, Emails, Newspaper Publication, Notice board.	Quarterly, need basis & Annually.	Improved profitability and growth of organisation, future business plans, transparent and effective communication and Good Corporate Governance practices.
Customers	No	Sales meet, Emails, Website, Webinars, Newsletter, Exhibitions, Customers visit.	Other - Need basis	Quality related issues, Customer satisfaction, prompt response to customer complaints and timely delivery. Buidling trust among customers.
Suppliers, Dealers and Distributors	No	Email, Website, Webinars, Newsletter, Exhibitions, Supplier visit.	Other - Need basis	To understand the new market trends and educating the suppliers
Farmers	No	Physical Meetings , mediators, calls, SMS	Twice in a year during husk season	To provide assurance of purchase and to communicate about Quality, timely delivery and payments
Local Communities	No	Face to Face Communication or via email or call.	Regular / Ongoing process	Local Market issues, Upliftment of socially & economic weaker section of the society and other environmental, health & safety issues.

Civil Society	No	Community Meetings and Collaboration of various CSR projects.	Regular / Ongoing process	Community development such as Education, Women & Child Development, Tribal & Rural areas development, local area hygiene, environment protection, etc.
Industry Associations	No	Trade fairs, Meetings, Seminars, Workshops, emails or calls.	As and when required	Promote the industrial environment and safeguard the interest of employee & employer. To resolve Industry issues i.e. Export policy, Molasses Policy.
Media	No	Newspaper Advertisements, Ganna Patrika, meetings, email, calls, Social Media Platform like LinkedIn, etc	As and when required	To provide Product list, usage and technical details, Mills performance impact on Local Society. Awareness programme about the industry and development efforts taken by the company.

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company management regularly interacts with key stakeholders i.e. customers, suppliers, government bodies and shareholders at the general meetings.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, through materiality study, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics. The Company puts continuous efforts in raising awareness among farmers to utilize water efficiently using best agricultural practices, non-chemical pest control and promoting use of bio-compost. This helps in providing better returns to farming community with increased productivity and water conservation. In addition, it also enhances soil fertility and protects and preserves the environment from undue chemicals.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company regularly educates the farmers on good farming practices to produce sugarcane by using less irrigation water through trash mulching, trench planting, press mud application, laser land leveling and in addition using bio-control measures for controlling pests and diseases in sugarcane crop. At the General Meetings, the shareholders are given opportunity to raise issues and the same are analysed and redressed to the extent practicable. The Company also interacts with the vulnerable stakeholders and provide them CSR contributions. The Company keep shareholders informed of the developments through filings on Stock Exchanges and newspaper publication of quarterly / half yearly results.

DIRECTORS' REPORT (continued)

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1149	625	54%	1147	386	34%
Other than permanent	2	2	100%	3	3	100%
Total Employees	1151	627	54%	1150	389	34%
Workers						
Permanent	1223	1217	100%	1300	522	40%
Other than permanent	1140	1014	89%	1224	291	24%
Total Workers	2363	2231	94%	2524	813	32%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1111	18	2%	1093	98%	1117	0	0	1117	100%
Female	38	1	3%	37	97%	30	0	0	30	100%
Other than permanent										
Male	2	2	100%	0	0	3	0	0	3	100%
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	1223	481	39%	742	61%	1300	0	0	1300	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent										
Male	1120	1096	98%	24	2%	1214	211	17%	1003	83%
Female	20	20	100%	0	0	10	4	40%	6	60%

3. Details of remuneration/salary/wages, in the following format:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	3,481,000	3	3,107,000
Key Managerial Personnel	3*	8,602,193	0	-
Employees other than BoD and KMP	1111	535,913	38	682,945
Workers	1223	341,036	0	-

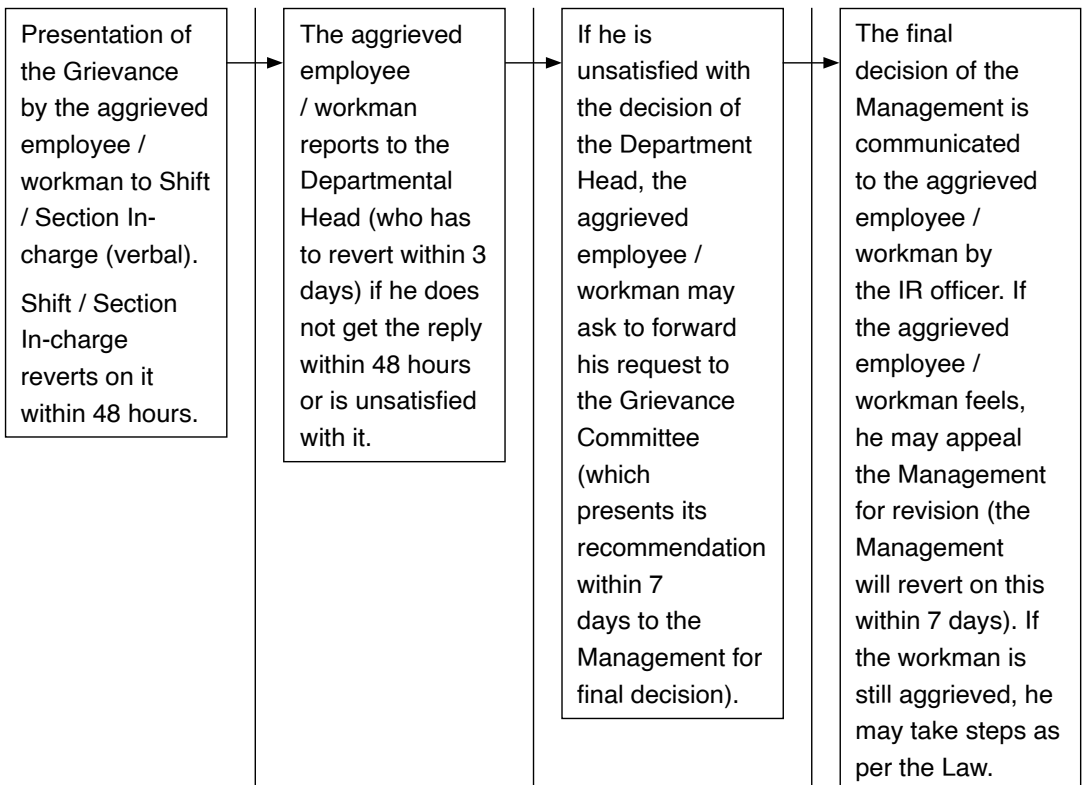
* Two KMPs are on the Board.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, We have Trade Unions, Works Committee in place to address human rights issue.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have grievance redressal committee in place and described as follows:



DIRECTORS' REPORT (continued)

6. Number of Complaints on the following made by employees and workers:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL			NIL		
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has Internal Complaint Committees (ICC) to address any kind of complaint w.r.t., Sexual Harassment. All complaints of sexual harassment will be kept and treated as confidential to the extent practicable under the circumstances. Only those individuals who receive the complaint or are necessarily involved in an investigatory process and in decision regarding resolution of the complaint will ordinarily be provided access to the information regarding the allegation of sexual harassment. All information regarding the sexual harassment will be kept with the Personnel Department. The Company also has Grievance Policy in place and procedure is given for complaint.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% through Internal assessment and customer audit.
Forced/involuntary labour	100% through Internal assessment and customer audit.
Sexual harassment	100% through Internal assessment and customer audit.
Discrimination at workplace	100% through Internal assessment and customer audit.
Wages	100% through Internal assessment and customer audit.
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No such case have been reported.

Leadership Indicators

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

Not Applicable as there was no complaint/grievances related to human rights during the reporting year.

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**

No such due diligence conducted.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% through Internal assessment and customer audit.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

No such concerns has been detected so far.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

(in Mega Joule)

Parameter	FY 2023-24	FY 2022-23
Total electricity consumption (A)	857208232	856703912
Total fuel consumption (B)	6763848990	6832214484
Energy consumption through other sources (C)	487958171	477299304
Total energy consumption (A+B+C)	8109015393	1342597151
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.39	0.06
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

DIRECTORS' REPORT (continued)

Yes, The mandatory energy audit was completed by R K Online Solution in October-Nov 2021, and the next one is scheduled for October-Nov 2024 in Shriram Rayons. No independent assessment carried out in Daurala Organics and Daurala Sugar Works.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Yes, Shriram Rayons PAT Cycle IInd (2018-19) Target was 2.7681 TOE/Tonne and Achieved is 1.1411 TOE/Tonne. Daurala Organics and Daurala Sugar Works - No

3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	2181501	2104010
(ii) Groundwater	1153253	1258014
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3334754	3362024
Total volume of water consumption (in kilolitres)	3334754	3362024
Water intensity per rupee of turnover (Water consumed / turnover) KL/Lacs INR	16.01	14.30
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Independent assessment was carried out in Daurala Sugar Works by Mr. Vijay Taj Kumar Yadav, Independent Consultant. No independent assessment carried out in Shriram Rayons and Daurala Organics.

4. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

SR - No as this policy is not mandatorily required to be implemented in Rajasthan.

DO - Not applicable.

DSW - Zero Liquid discharge is implemented in Distillery unit. Entire waste water is treated in CPU and re-cycled in process.

5. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/nm ³	-	32.56
	µg/m ³	33.8	34.4
SOx	mg/nm ³	-	10.12
	µg/m ³	18.2	17.5

Particulate matter (PM)	mg/nm ³	75.25	67.54 & 78.51
	µg/m ³	37.26 & 31.5 (PM2.5)	35.2(PM 2.5)
Persistent organic pollutants (POP)	µg/m ³	<1.0 (Benzene)	<1.0 (Benzene)
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		Pb <0.05 ng/cu.m; CO - 0.72mg/cu.m	Pb <0.05 ng/cu.m; CO - 0.71mg/cu.m
Others– please specify		NIL	NIL

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

SR - Yes, Vibrant Technology Pvt. Ltd. (14.02.2024)

DO & DSW - Yes, Envirotech

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	592779	641240
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	23130	21677
Total Scope 1 and Scope 2 emissions per rupee of turnover (in lakhs)	Metric tonnes CO ₂ e /Revenue in Lacs INR	2.96	2.82
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Shriram Rayons- TUV India Pvt Ltd. Validated emission data as per ISO 14064 part I. The Unit is participating in CDP- carbon disclosure project. No such independent assessment was carried out in DO & DSW units.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, SR - Trials underway to recycle & reuse waste water which help us reducing the GHG required for pumping approx 8% of our consumption water from canal, also it leads to approx 8% sludge reduction which also effects our GHG emission. DSW - CO₂ bottling plant installed to capture the CO₂ gas generated from distillery fermentation. No such projects in DO Unit.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	979.81	1425
E-waste (B)	1.075	0
Bio-medical waste (C)	0.09399	0.0072

DIRECTORS' REPORT (continued)

Construction and demolition waste (D)	0	10800
Battery waste (E)	3.01	1.581
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	773.7112	794
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	393.71	356
Total (A+B + C + D + E + F + G + H)	2151.41019	13376.3442
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	2.4
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	2.4
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1928	77561
(ii) Landfilling	9429	13671
(iii) Other disposal operations	Rest are majorly sold	Rest are majorly sold
Total	11358	91232

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

SR - In order to reduce generation of hazardous waste, following actions has been initiated: - Installation of decanter at ETP for handling ETP sludge, this will reduce moisture content in sludge thus reducing the overall quantity. - Switching to higher capacity carboys in place of smaller for hazardous chemicals thus reducing the hazardous waste generation.

DO - Authorization & procedures are in place for disposal of various waste generated in the facility . Waste generated is disposed to government authorized vendor.

DSW - Entire waste generated is being treated and utilized to maximum extent. All the process chemicals are of food grade category. Separate safe storage and handling is adopted for toxic chemicals.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Water and Air (Prevention and Control of Pollution) Acts	Deficiency in adhering to air & water pollution standards at Shriram Rayons, Unit of the Company at Kota, Rajasthan.	Imposed an environmental compensation of Rs. 49 Lakh.	Corrective action taken.

DIRECTORS' REPORT (continued)

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

(in Mega Joule)

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	756983437	757744911
Total fuel consumption (B)	6763848990	6832202801
Energy consumption through other sources (C)	451386040	446312580
Total energy consumed from renewable sources (A+B+C)	7972218467	8036260292
From non-renewable sources		
Total electricity consumption (D)	100224795	97499470
Total fuel consumption (E)	0	11683
Energy consumption through other sources (F)	36572131	32446255
Total energy consumed from non-renewable sources (D+E+F)	136796926	129957409

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

SR - Yes, The mandatory energy audit was completed by R K Online Solution in October-Nov 2021, and the next one is scheduled for October-Nov 2024. No such independent assessment was carried in DO & DSW units.

2. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	1651885	59089
- No treatment	0	0
- With treatment-please specify level of treatment	Secondary treatment	Secondary treatment
(ii) To Groundwater	0	0
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(iii) To Seawater	0	0
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(iv) Sent to third- parties	0	0
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(v) Others	395131	1102045
- No treatment	0	0
- With treatment-please specify level of treatment	Secondary treatment	After treatment through ETP for irrigation & Secondary treatment
Total water discharged (in kilolitres)	2047016	1161134

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, National Sugar Institute Kanpur for Daurala Sugar Works Unit. No independent assessment carried out in Shriram Rayons and Daurala Organics.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area - Kota (Rajasthan)
- (ii) Nature of operations - Manufacturing of Viscose rayon Tyre cord
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	2181501	2104010
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	2181501	2104010
Total volume of water consumption (in kilolitres)	2545467	2121410
Water intensity per rupee (in lakhs) of turnover (Water consumed / turnover) (KL/Lacs in Turnover)	12.22	9.02
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	1426791	59089
- No treatment	0	0
_ With treatment-please specify level of treatment	Secondary	Secondary
(ii) Into Groundwater	0	0
- No treatment	0	0
_ With treatment-please specify level of treatment	-	-
(iii) Into Seawater	0	0
- No treatment	0	0
_ With treatment-please specify level of treatment	-	-
(iv) Sent to third-parties	0	0
- No treatment	0	0
_ With treatment-please specify level of treatment	-	-
(v) Others (Recycle)	363966	17400
- No treatment	0	0
_ With treatment-please specify level of treatment	Secondary	Secondary
Total water discharged (in kilolitres)	1790757	76489

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

DIRECTORS' REPORT (continued)

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	238740	133401
Total Scope 3 emissions per rupee (in lakh) of turnover		1.146189196	0.567440711
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Enviro tech GZB conducted assessment of Daurala Sugar Works (DSW). No independent assessment carried out in Shriram Rayons and Daurala Organics.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Fogger maching to supress the dust dispersion	To minimize the fugitive emission , anti smog gun machine has been acquired & used	Has resulted in better environment in plant area
2	Effluent - secondary treatment	Rayons plant kota has implemented a secondary treatment process for effulent waste reduction.	Much better effluent water quality in comparison to state norms
3	Decanter - for sludge moisture	Installation of Decanter has been done to control and oversee sludge moister.	Ease in ETP sludge handling
4	Wet Scruber	Wet scruber has been installed at boilers to reduce stack emission	STACK emission reduction from boiler
5	K K filter	DSIL has installed K.K.filter in viscose process which is an lensing continous filters. These has substituted the conventional filters resulting in less effluent.	Fresh water consumption & effluent generation has been reduced
6	100% agro based Fuel usage	Company has remarkably reduced the dependency on non renewable fuel usage and shifted on HUSK for generation of electricity.	Significant reduction in emmission
7	Improvement in Aeration system at Effluent Treatment Plant (ETP)	Installed high efficiency aerators for treatment of effluent.	Improve the quality of treated water.
8	High efficiency air pollution control device	High efficient air pollution control device ESP followed by Electro gravel precipitator installed in boiler stack.	Reduce the PM in stack emmission.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes

SR - Shriram Rayons has Onsite Emergency Response Plan in place to comply with RCIMAH rules, 1991 that addresses issues related to disaster management. On site Emergency plan prepared by external Agency and employees participation in Off site emergency drills as and when conducted by Government officials.

DO - The facility has Business continuity plan and Emergency response plan to respond and mitigate the situation like Fire, release of toxic gases, Spillage of chemicals. Regular drills are conducted as per calender. These drills are also performed in front of Government officials as per statutory requirement. On site Emergency plan prepared by external Agency and employees participate in Off site emergency drills as and when conducted by Government officials.

DSW - DSW has a robust fire fighting set up with trained personnel and a quick response team for addressing any disaster situations.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company's products are supplied to customer with updated MSDS (Material safety data sheet), and end use does not pose adverse environment impact.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Nil

DIRECTORS' REPORT (continued)

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**

List Attached.

- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Sugar Mills Association	National
2	U.P Sugar Mills Association	State
3	All India Distillery Association	National
4	Federation of Sweets & Namkeen Manufacturers	National
5	PHD Chamber of Commerce & Industry	North India
6	Confederation of Indian Industry (CII)	National
7	CHEMEXCIL	National
8	Meerut Management Association Pallavpuram Phase-1	State
9	Western U.P. Chamber of Commerce and Industry Meerut	Western India
10	Federation of Indian Chamber of Commerce and Industries (FICCI)	National
11	All India Organisation of Employers' (AIOE)	National
12	Federation of Indian Export Organisations (FIEO)	National
13	All India Management Association (AIMA)	National
14	Indian National Trust for Art and Cultural Heritage (INTACH)	National
15	Delhi Golf Club	State
16	SSI- Small Scale Industry association	State
17	Rajasthan Employers association	State
18	UCCI - Udaipur Chamber of Commerce & Industry	State

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
Not applicable		

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
Not applicable					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

3. **Describe the mechanisms to receive and redress grievances of the community.**

Regular meetings are held with the community leaders & local leaders, our senior officials regularly take part in their functions. There is no grievance against our organisation because society firmly believe that we are committed for their upliftment. Even our efforts during the covid period are not only recognised by the top government official but were also praised by local leaders and community. Through our CSR activities we are committed and successful to bring positive change in standards of school, panchayat house, irrigation systems, hospitals etc.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	18.87%	7.25%
Sourced directly from within the district and neighbouring districts	27.19%	48.19%

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments**

(Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable	Not applicable

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount spent (In INR)
None			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - NO

DIRECTORS' REPORT (continued)

(b) From which marginalized /vulnerable groups do you procure? N.A.

(c) What percentage of total procurement (by value) does it constitute? N.A.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting health care including preventive health care and sanitation	Not ascertainable	Above 80%
2	Support to education of women / old age / Spl. Able children / library		
3	Empowering Women, Support to Senior Citizens		
4	Environmental Sustainability and protection of flora and fauna		
5	Promotion of national heritage, traditional art/ protection of buildings		
6	Support to War Widows		
7	Promotion of Rural Sports		
8	PMNRF and PM CARES		
9	Rural Develop. project		

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

We strictly follow SOP(SOP/PL/09) & MSC (MSC/PL/05/01) for handling the customer complaints & feedback. Physical Test Lab (Dept. Head/Div. Head) is the single point for handling customer communication through marketing team.

Customer complaint or feedback was immediately communicated to all the concerned production & cross functional team for RCA & Quality records. Then RCA & CA identified through brainstorming session with the cross functional team. Accordingly, initial report shared with the customer through marketing about our findings which includes Root cause including 8D format, Corrective action & implementation plan.

The same corrective action implemented within time frame & then final communication done with the customer about effectiveness of the corrective action already implemented within 15 days. The mechanism have been elaborated in our ISO 9001 policy documents.

We recognise our customers as one of our most important stakeholders and hence have developed an approach to achieve absolute customer satisfaction.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	6	-	-	14	2	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

(Yes/No) If available, provide a web-link of the policy.

<https://dcmsr.com/privacy-policy/>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No such case has been reported.

DIRECTORS' REPORT (continued)

Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Details of all our products and services are provided on our website: <https://dcmsr.com/> under the Products Section.

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The product label displays additional information relevant for consumers to help them consume a higher valued product and appropriate usage. Information related to safe handling, direction of usage of products and specific certification obtained by the Company are also mentioned. All of these information is mentioned according to laws.

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Communication through mail, if any such situation arises.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) - Not Applicable to the Company.**

- 5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact-** None
- b. Percentage of data breaches involving personally identifiable information of customers-** Not Applicable