

Ref: SEC/SE/2023-24
Date: July 4, 2023



To,
Corporate Relations Department
BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai – 400 001

National Stock Exchange of India Ltd.
Exchange Plaza, 5th Floor
Plot No. C/1, G Block
Bandra – Kurla Complex
Bandra (E), Mumbai – 400 051

BSE Scrip Code: 500096

NSE Scrip Symbol: DABUR

Sub: Submission of Integrated Annual Report 2022-23 (including Notice of 48th Annual General Meeting) and Business Responsibility and Sustainability Report 2022-23

Dear Sir/ Madam,

This is further to our letter dated June 22, 2023 wherein it was informed that the Annual General Meeting (AGM) of the Company is scheduled to be held on August 10, 2023.

In terms of Regulations 34 and 53 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith Integrated Annual Report of the Company including the Business Responsibility and Sustainability Report for the financial year 2022-23 and the Notice of AGM.

The Integrated Annual Report for the financial year 2022-23 including Notice of AGM is being sent to the Shareholders electronically who have registered their email IDs. The same is also available on the Company's website at www.dabur.com and on the website of Company's Registrar and Transfer Agent, KFin Technologies Ltd. at <https://evoting.kfintech.com/>.

Brief details of AGM are as under:

Date & Time	August 10, 2023, 3.00 P.M. IST
Mode	Video Conferencing/Other Audio Visual Means
Cut-off date	August 3, 2023
e-voting start date & time	August 6, 2023, 9.00 A.M. IST
e-voting end date & time	August 9, 2023, 5.00 P.M. IST
Website for e-voting	https://evoting.kfintech.com/
Website for attending the AGM	https://emeetings.kfintech.com/

Thanking you,

Yours faithfully
For **DABUR INDIA LIMITED**

(A K Jain)
EVP (Finance) & Company Secretary

Encl: as above



DABUR INDIA LIMITED

CIN: L24230DL1975PLC007908; Regd. Office: 8/3, Asaf Ali Road, New Delhi - 110002; Tel. No.: 011-23253488

Website: www.dabur.com; Email Id : corpcomm@dabur.com; Email Id for investors: investors@dabur.com

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

FY 2022-23

SECTION A General disclosures

SECTION B Management and process disclosures

SECTION C Principle-wise performance disclosure

- Principle 1** Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
- Principle 2** Businesses should provide goods and services in a manner that is sustainable and safe
- Principle 3** Businesses should respect and promote the well-being of all employees, including those in their value chains
- Principle 4** Businesses should respect the interests of and be responsive to all its stakeholders
- Principle 5** Businesses should respect and promote human rights
- Principle 6** Businesses should respect and make efforts to protect and restore the environment
- Principle 7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- Principle 8** Businesses should promote inclusive growth and equitable development
- Principle 9** Businesses should engage with and provide value to their consumers in a responsible manner



SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

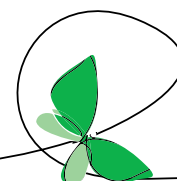
1.	Corporate Identity Number (CIN) of the Listed Entity	L24230DL1975PLC007908
2.	Name of the Listed Entity	Dabur India Limited
3.	Year of incorporation	1975
4.	Registered office address	8/3, Asaf Ali Road, New Delhi – 110002
5.	Corporate address	Dabur India Limited, Kaushambi, Ghaziabad – 201010, Uttar Pradesh, India
6.	E-mail	investors@dabur.com
7.	Telephone	011-71206000
8.	Website	www.dabur.com
9.	Financial year for which reporting is being done	FY 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd., National Stock Exchange of India (NSE) Ltd.
11.	Paid-up Capital	INR 177.2 Cr.
12.	Contact Person	
	Name of the Person	Byas Anand
	Telephone	0120-4182507
	Email address	byas.anand@dabur.com
13.	Reporting Boundary	
	Type of Reporting	Disclosures made in this report are on a standalone basis and pertain only to Dabur's India operations.

II. Product/Services

14. Details of business activities

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing & Marketing	Ayurvedic, Healthcare, Home & Personal Care and Food & Beverages	100%

S. No.	Category	Product/ Service	NIC Code	% of Total Turnover contributed*
1	Healthcare	Health Supplements	21003 Ayurvedic Preparations	31.7%
			10623 Glucose	
			10791 Tea	
			10794 Malted Foods	
		Digestives	21003 Ayurvedic Preparations	
		OTC & Ethicals	21003 Ayurvedic Preparations 21004 Homeopathic Preparations	
2	Home & Personal Care	Hair Care	20236 Hair Oils and Shampoos	47.2%
		Oral Care	20235 Oral Hygiene	
		Home Care	20232 Air Fresheners	
			20239 Toilet Preparations	
		Skin Care	20237 Skin care/cosmetics	



S. No.	Category	Product/ Service	NIC Code	% of Total Turnover contributed*
3	Food & Beverages	Beverages	10304 Fruit juices	21.1%
			10509 Other dairy products	
			11041 Aerated fruit drinks	
		Foods	10305 Sauces	
			10306 Pickles, chutneys, etc	
			10401 Ghee	
			10402 Vegetable oils	
			10403 Edible oils	
			10795 Spices	

Note: The above table shows sales contribution and doesn't include other operating income and other segments.

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	49*	13	62
International	Not Applicable		

*Note: Number of plants include our 13 manufacturing Plants, 28 Warehouses and 8 Bio Resources Development (BRD) Farms.

17. Market served by the entity

a. No. of Locations

Locations	Numbers
National (No. of States)	28 States + 8 Union Territories
International (No. of Countries)	45 countries

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

3.86%

c. A brief on types of customers

Dabur operates in key consumer product categories like Hair Care, Oral Care, Health Care, Skin Care, Home Care and Foods. Dabur has a large distribution network, with over 7.7 million retail locations and a strong presence in both urban and rural areas. Dabur holds customers who are mostly health-centric and are bent towards ayurvedic products. These natural products offered by Dabur are popular amongst all age groups owing to the quality. A huge segment of their customer base comprises consumers inclined toward traditional herbal products.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent (A)	3,965	3,742	94%	223	6%
2	Other than Permanent (B)	4,132	3,760	91%	372	9%
3	Total (A+B)	8,097	7,502	93%	595	7%


b. Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent (E)	1,354	1,318	97%	36	3%
2	Other than Permanent (F)	4,448	4,312	97%	136	3%
3	Total (E+F)	5,802	5,630	97%	172	3%

c. Differently abled Employees

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent	2	2	100%	0	0%
2	Other than Permanent	0	0	0	0	0%
3	Total	2	2	100%	0	0%

d. Differently abled Workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1	Permanent	5	5	100%	0	0%
2	Other than Permanent	0	0	0	0	0%
3	Total	5	5	100%	0	0%

19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	14	1	7 %
2	Key Management Personnel	4*	0	0%

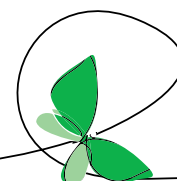
*2 out of 4 are part of BOD.

Note: From 1st June 2023, another woman director has been appointed to the board, increasing board diversity from 7% to 14%.

20. Turnover rate for permanent employees and workers

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	25%	24%	18%	14%	18%
Permanent Workers						

Note: Combined voluntary turnover rate (excluding retirement & demise) for permanent employees and workers has been reported for FY 2022-23.





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

21. Names of holding / subsidiary / associate companies / joint ventures

S. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or 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.	H & B Stores Limited	Subsidiary	100%	No
2.	Badshah Masala P Ltd.	Subsidiary	51%	No
3.	Dabur International Ltd., Isle of Man	Subsidiary	100%	No
4.	Naturelle LLC	Subsidiary	100%	No
5.	Dabur Egypt Limited	Subsidiary	100%	No
6.	African Consumer Care Ltd	Subsidiary	100%	No
7.	Dabur Nepal Private Ltd.	Subsidiary	97.5%	No
8.	Dabur Bangladesh Pvt Ltd.	Subsidiary	100%	No
9.	Dabur (UK) Limited	Subsidiary	100%	No
10.	Hobi Kozmetik Imalat Sana	Subsidiary	100%	No
11.	RA Pazarlama Ltd., Sirketi	Subsidiary	100%	No
12.	Dabur Lanka Pvt Ltd.	Subsidiary	100%	No
13.	Namaste Laboratories LLC	Subsidiary	100%	No
14.	Urban Laboratory Internl.	Subsidiary	100%	No
15.	Dabur Consumer Care Pvt. Ltd., Sri Lanka	Subsidiary	100%	No
16.	Hair Rejuvenation and Revitalization Nigeria Ltd.	Subsidiary	100%	No
17.	Dabur Tunisia	Subsidiary	100%	No
18.	Asian Consumer Care Pakistan P. Ltd.	Subsidiary	100%	No
19.	Dabur Pakistan P. Ltd.	Subsidiary	100%	No
20.	Dabur PARS	Subsidiary	100%	No
21.	Dabur S.A. (Pty) Ltd.	Subsidiary	100%	No
22.	Atlanta Body & Health Prod.	Subsidiary	100%	No
23.	D & A Cosmetics Prop. Ltd	Subsidiary	100%	No
24.	Excel Investments FZE	Subsidiary	100%	No
25.	Forum 1 Aviation Pvt. Ltd.	Joint Venture	20%	No
26.	Dermoviva Skin Essentials Inc., USA	Subsidiary	100%	No
27.	Healing Hair Lab International LLC, USA	Subsidiary	100%	No

Note: ** Herbodynamics India Limited is has been striked off by the ROC in FY 2022-23 therefore it ceased to be subsidiary.

VI. CSR Details

22. Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes

Turnover	Rs. 8,684.3 Cr.
Net worth (in Rs.)	Rs. 6,286.9 Cr.

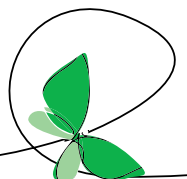




VII. Transparency and Disclosures Compliances

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)	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes. We have our development executives stationed at various plant locations. In addition, we have local volunteers working within the communities in planning and rolling our development initiatives. Also, the individual unit heads and unit HR heads in other locations work closely with the communities.	0	0	0	0	We haven't received any complaints from the communities that we operate in.
Investors (other than shareholders)	Yes. We have a dedicated email investors@dabur.com in addition to corpcomm@dabur.com where investors can raise their grievances or queries.	0	0	0	0	We haven't received any complaints from our Investors
Shareholders	Yes. Our shareholders can reach us on investors@dabur.com and/or corpcomm@dabur.com where they can directly register their grievances or queries.	26	0	15	0	The complaints were duly resolved during the financial year to the satisfaction of shareholders.
Employees and workers	Yes. Our employees can reach us on corpcomm@dabur.com where they can share their grievances or queries or directly write to their respective HR managers. We also have a comprehensive Whistle Blower policy 'Direct Touch', which allows and encourages employees to bring to the management's notice concerns about suspected unethical behaviour, malpractice, wrongful conduct, fraud and violation of the company's policies. Policy can be accessed at https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf .	1	1	0	0	
Customers	Yes. Our Consumers can reach out to Dabur on a dedicated toll-free number 1800-103-1644 or write to us on daburcares@dabur.com and corpcomm@dabur.com to share their grievances against our products and services; They can also connect with our healthcare experts on the toll-free number for any health-related consultation or speak to our executives to raise any query/grievance about our products or their ingredients.	2,665	92	4,171	0	All Complaints were closed as per the redress policy (SOP).





Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Value Chain Partners*	Yes. Our Value Chain partners, and Business Associates can reach us on corpcomm@dabur.com where they can share their grievances or queries. For safeguarding the interests of value chain partners, grievance redressal mechanism is detailed in the Whistle Blower Policy of the Company, (which can be accessed at https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf)	0	0	0	0	
Other (please specify)	-	-	-	-	-	-

*Value Chain partners are limited to suppliers and vendors.
 Dabur India Limited has a grievance redressal mechanism in place for all its stakeholders. The processes are set internally and communicated to the stakeholders. Link: <https://www.dabur.com/contact-us>

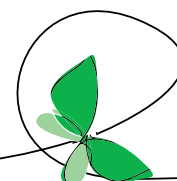
24. Overview of the entity's material responsible business conduct issues

Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	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)
GHG Emissions	Risk	The expansion of manufacturing capacity to accommodate increase in demand can potentially result in a subsequent rise in greenhouse gas (GHG) emissions	The adoption of new and efficient technologies and the transition towards greener options, such as onsite solar projects and the purchase of renewable energy through power purchase agreements (PPAs), will lead to a reduction in greenhouse gas (GHG) emissions. The following are the key steps we are taking to tackle climate change: 1. Commitment to near-term and Net-Zero Science-based targets. 2. Achieve Net-Zero by FY 2045. 3. Elimination of coal across our operations by FY 2025.	Negative – Adoption of new and efficient technologies in business processes may require massive financial investments including technical skill training at regular intervals





Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	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)
Waste Management	Opportunity	Dabur achieved a significant milestone by becoming a plastic waste positive company. This accomplishment was made possible through the implementation of a robust and integrated waste management program in collaboration with several partners, with the intent of reducing the consumption of virgin plastic, paper and glass. Additionally, the company prepares organic manure from food waste, diverting it from landfills.	Improve waste segregation process to increase process efficiency.	Positive - The management of generated waste is a critical aspect for reducing the raw material cost in our processes. For most part, Dabur's efforts are channelized towards low waste generation in their operations.
Water management	Risk	Water scarcity, during summer season, can impair the company's operations and disrupt business.	Dabur has a strong focus on reducing water intake and has taken necessary initiatives to conserve and recycle water across its operations. At all manufacturing locations, suitable and efficient wastewater treatment systems like sewage treatment plants (STP) and effluent treatment plants (ETP) are installed, and treated wastewater is used for various purposes. Additionally, various community-led water conservation Rainwater Harvesting (RWH) projects have been initiated, enabling us to contribute to water accrual.	Positive - No financial implication is foreseen in the near future. Measures undertaken for efficient water management across facilities and implementation of ZLD will have financial implications in long run.
Energy management	Opportunity	Robust processes and meticulously designed systems are in place to optimize energy efficiency, and an unwavering commitment to continuously improve them to enhance our energy-saving initiatives	For efficient energy management, solar panels and LEDs are installed at various Dabur facilities. Additionally, bio briquettes, biodiesel and husk/dry herbs are being used in boiler as a substitute for fossil fuel.	Positive - By increasing reliance on efficient technologies and embracing green energy, Dabur can experience a significant positive impact on its triple bottom line, encompassing People, Planet and Profit
CSR	Opportunity	Need assessment done prior to project execution gives us the voice and stance of the community along with their consent to operate	Dabur has pioneered in CSR activities for overall development of the community as mentioned elsewhere in the report.	Positive - The benefits our CSR endeavors bring to the community generates goodwill and enhances our reputation thereby having long term financial benefits.
Human rights	Risk	Changing regulations around human rights	We have a grievance redressal system and due diligence process in place to continuously evaluate and promptly address human rights issues. This approach enhances our responsiveness and ability to handle such matters timely and effectively.	Negative - Any human rights violation or non-compliance of statutory norms can lead to severe reputational and financial risk for the organization
Employee Health and Safety	Risk	Non-compliance with appropriate safety standards can attract high frequency of health and safety incidents and ultimately decrease productivity	Many efforts and initiatives have been put in place to ensure employee health and safety. Please refer to Human Capital Section for more updates	Positive - Any cost put towards employee health and safety will yield positive results in the long term





Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	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)
Labour Practices	Risk	Changing regulations around labour practices pose as a challenge	Substantial efforts are placed to ensure that we comply with all requirements of labour law.	Negative - Non-compliance with regulations associated with labor practices could impact corporate reputation, productivity, and may lead to financial repercussions.
Climate change strategy	Risk	Climate Change can have adverse impact on our business and not having a correct strategy or its right implementation will severely affect the business continuity	Having a specific, measurable and smart approach towards climate change shall ensure the long-term sustainability of our business	Negative - Cost undertaken to mitigate the impact of climate change
Biodiversity	Opportunity	Our business thrives and flourishes due to the rich biodiversity access we have. Dabur has been able to utilize this for creating the best blend of science and ayurveda.	We will continue fostering and bettering the biodiversity reserves from the regions wherein we operate	Positive - Any cost we incur for the prevention and protection of the biodiversity will yield positive results for our business
Supply chain management	Opportunity	Setting up a resilient supply chain has helped us in business continuity in adverse times including COVID. Our supply chain has also ensured us to have competitive pricing and pass on its benefit to our consumers without any business disruptions.	Our business continuity plan and risk management plan has covered all foreseeable risks in our supply chain with measures already underway to address those	Positive - Building resilience in our supply chain has helped us fetch long term results
Consumer Welfare	Opportunity	To distinguish ourselves as market leaders and most preferred consumer brand	Dabur has established strong market connects and build legacy brands that ensure consumer welfare is ensured	Positive - Goodwill amongst consumers will convert into product sales
Governance	Opportunity	To build upon our organizational strategy for championing success	Strong leadership and our resilient execution teams	Positive - In transforming our business and leveling it up
Product Life cycle Assessment	Opportunity	This will enable us to understand the overall environmental impact of our products and chalk out effective mitigation action plans in case of any negative environmental impact	Dabur has conducted Life Cycle Assessment of the products in the past. The approach is to conduct such assessments for the entire product range in future.	Positive - Any cost we incur to conduct the Life Cycle Assessment will yield positive results for us in the long run
Raw Material Sourcing	Risk	Our raw materials are very critical to the kind of products we manufacture and are specific to certain geographies. The environmental risk due to changing climatic conditions may pose a risk to our raw materials and their availability	Capitalize on our Research and Development to identify substitutes of particular raw materials in instances of unavailability	Positive - The implications of this could swing either ways depending on the mitigation approach we take in future.

Notes:

1. For detailed risks identified, please refer to the section Risk Management (page 53) forming part of the Annual Report.
2. The material issues are identified based on stakeholder consultations, peer benchmarking and globally recognized ESG ratings and framework for the industry.
3. The ESG risks and opportunities are evaluated for high impact material issues and the company will undertake the process of integration of ESG R&O with ERM.

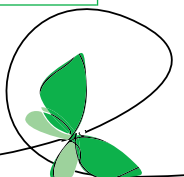




SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and Management Processes

Disclosure Questions	P1 Ethics and integrity	P2 Sustainable products	P3 Employee well-being	P4 Stakeholders	P5 Human rights	P6 Environment	P7 Regulatory requirement	P8 Inclusive growth	P9 Consumer and IT
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	Policies can be accessed on the link - https://www.dabur.com/investor/corporate-governance/policies-related-documents								
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	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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • UNGC Guidelines 	<ul style="list-style-type: none"> • Quality Management System ISO 9001 • Food Safety standards- FSSC 22000 & ISO 22000 • Forest Stewardship council (FSC) • Rainforest Alliance • BRCS standards • SEDEX • ISO 15378:2017 • ISO 13485:2016 • AGMARK • ISO 20400 	<ul style="list-style-type: none"> • Dabur's health and safety framework is based on the OHSAS and ISO 45001 standards 	<ul style="list-style-type: none"> • SA 8000 (Silvassa manufacturing unit) • ISO 14001 standards 	<ul style="list-style-type: none"> • UNGC guidelines • SA 8000 (Silvassa manufacturing unit) 	<ul style="list-style-type: none"> • Dabur's Environment Management System (EMS) is based on ISO 14001 standards 	<ul style="list-style-type: none"> • Code of Ethics & Conduct • GRI Standards 	<ul style="list-style-type: none"> • CSR disclosures pursuant to section 135 of the companies Act, 2013 • SA 8000 (Silvassa manufacturing unit) • GRI Standards 	<ul style="list-style-type: none"> • Advertising Standards Council of India (ASC)- Code on Fair Advertising to consumers. • Information security standards ISO/IEC 27001: 2013 • GRI Standards





5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Climate & Biodiversity:

1. Ensure our own manufacturing operations are outside protected biodiversity zones.
2. Achieve Net-Zero by FY 2045 (in alignment with SBTi commitment).
3. Eliminate coal across our operations by FY 2025.
4. To mitigate 100% of the risks associated with critically endangered herbs by FY 2026.

Sustainable Sourcing

5. Ensure zero deforestation due to high-risk materials by FY 2026 through 100% sustainable sourcing.

Circular Economy

1. 80% reusable, recyclable, or compostable packaging by 2028.
2. Collection and processing of more plastic than is used in product packaging.
3. Use 30%, 10%, and 5% of recycled plastic packaging content in plastic packaging of non-food grade items for Category I, Category II, and Category III plastics, respectively, by FY 2025-26.

Energy & water:

4. Achieve >60% Scope 1 and Scope 2 energy from renewable and cleaner sources by FY 2026.
5. Reduce Water Intensity in operations by 30% by FY 2026.
6. Become Water Positive in Own operations and communities by FY 2030.

Social Impact:

7. Transform lives of 2.5 million people by FY 2023 and 5 million by FY 2030 in a sustainable manner.
8. Sustainably cultivate medicinal and aromatic plants in 15,000 acres by FY 2030 (200% increase over 2020).
9. Enhance livelihood of more than 13,500 farmers' families by FY 2030 (100% increase over 2020).
10. 18% gender diversity at managerial level by FY 2028.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Climate & Biodiversity:

1. 100% of DIL's own operations are outside protected bio-diversity zones.
2. Committed to near term and net zero science-based targets.
3. Successful Coal Free Trials in Operations in June 2023.
4. Mitigated 30% of risk associated with critical endangered herbs mitigated through conservation and restoration measures.
5. 47% increase in the cultivation of medicinal herbs compared to FY 2020-21, with a total of 7,731 acres cultivated in FY 2022-23.

Sustainable Sourcing:

6. 84% sustainable sourcing of high deforestation risk materials in FY 2022-23.
7. 100% of Tetra Pack laminate and paper sourcing being done from FSC certified vendors.
8. 97% corrugated boxes sourced from sustainable sources.

Circular Economy:

9. 100% plastic positivity achieved in FY 2022-23.





Energy & Water:

10. 50% of the total energy consumed in operations is from renewable sources.
11. 22% reduction in water intensity (KL/MT) from FY 2018-19, despite high growth in 'Juices' portfolio which is water intensive.
12. 77,412 KL of water conserved since FY 2018-19 through community led initiatives

Diversity:

13. 70 bps improvement in gender diversity in permanent employees and workers.

Social Impact:

14. 45% increase in the saplings distributed to farmers free of cost compared to FY 2020-21, with a total of 32.5 lakh saplings distributed in FY 2022-23.
15. Positively improved the lives of 2.76 Million people in FY 2022-23, marking a 21% increase compared to FY 2021-22.
16. 9,653 farmers engaged in cultivation of herbs and 11,220 beekeepers engaged.

Governance:

1. 57% board independence
2. 100% independent audit committee
3. 5 out of 6 Committees are led by Independent Directors
4. 98.6% board meeting attendance
5. 96% average committee meeting attendance
6. An ESG committee formed to provide oversight on environmental, social, and governance matters

Note: 1. Independent Director inducted in the ESG Committee in May 2023.

2. Appointment of lead independent director in May 2023.

3. Board gender diversity increased from 7% to 14% in FY 2023-24.

Governance, Leadership and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements

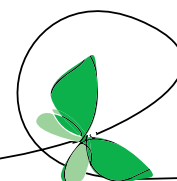
Ethical action, we feel, is the cornerstone of sustainable success. As a publicly traded Company, Dabur India Ltd is committed to conduct business with integrity and ensuring adherence to all laws and regulations and achieving highest standards of Corporate Governance. High standards of governance, we feel, are key to maintaining the trust of investors and all our stakeholders. At Dabur, all sustainability-related structures, processes and management systems are not just integrated into the way we do business, it is a part of the Dabur DNA.

Our responsibilities go beyond our own Company as we work towards ingraining our values in the relations with all our employees, customers, partners and across our supply chain. Being a value-driven organization, Dabur ensures that business is conducted in an ethical and responsible way.

The Dabur culture seeks high standards of ethical behaviour, individual accountability and transparent disclosures from its employees, Directors and Business Associates. The name Dabur evokes the feeling of 'Trust' in the minds of our consumers and investors. We believe that good corporate governance practices will further enhance this trust that Dabur has earned in its past 139 years of operating with honesty and integrity.

Our aim is to make a real, positive impact on the health of our Society, including our employees and the communities where we operate. We have been working towards creating an environment where 7,000-plus strong Dabur family can maximize their capabilities and grow with the company as we progress on the road to achieving our business goals.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).





Chief Executive Officer - Mr. Mohit Malhotra

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.

Yes. The Board has formed an ESG Committee responsible for decision-making on sustainability-related issues.

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Reviewed by Committee of the Board									The policies are reviewed periodically as per the requirements								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Reviewed by Committee of the Board									Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly

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	No	No	No	No	No	No	No	No

12. If all Principles are not 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)	NA	NA	NA	NA	NA	NA	No	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA





SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

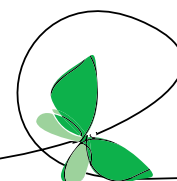
Essential Indicators

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	1	1. All Board of Directors are governed by the Code of Ethics and Conduct and affirm compliance with the same annually	100%
Key Management Personnel	2	1. All KMPs go through Code of Ethics and Conduct during joining along with declaration of the understanding 2. All KMPs are governed by and given access through our website/portals on our Human Rights, Non-Discrimination, and Anti-Harassment, POSH and Direct Touch Policy	100%
Employees other than BODs and KMPs	4	1. All employees and workers go through Code of Ethics and Conduct during joining along with declaration of the same. 2. All employees and workers are governed by and given access through our website/portals on our Human Rights, Non-Discrimination, and Anti-Harassment, POSH and Direct Touch Policy, Code of Ethics and Conduct 3. Mental Wellness - Dabur Employee Assistant Program (EAP) through which employees have access to professional Counselling Services, e-workshops, self-assessment tools as well as self-help content for mental and emotional well-being 4. Physical Wellness - Access to a health consultant, especially in the wake of Covid, for professional consultation.	100%
Workers (Contractual)	1	Contractual employees and workers Trainings on Health & Safety in manufacturing operations/Units.	77%

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.

During FY 2022-23, there were no material fines/penalties/punishments/awards/compounding fees/settlements as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 imposed on the Company or its Directors/KMPs.



a. Monetary

Type	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/ Punishment/ Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

b. non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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
NA	NA
NA	NA

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.

Yes, Dabur has an Anti-Bribery and Anti-Corruption Policy that outlines our responsibility to comply with laws, acts, and enactments prohibiting all forms of bribery and corruption. This policy is well complemented by our Code of Ethics and Conduct. We encourage every company personnel to report any concerns regarding bribery issues, suspicion of malpractice, any case of corrupt practice, any breach of this policy, or applicable laws at the earliest possible stage. Suspected violations will be reviewed and investigated appropriately and may lead to disciplinary action as per company rules. Such actions may include warnings, censures, withholding of increments, adverse comments in performance appraisals, and, in severe cases, termination of employment.

Anti-Bribery and Anti-Corruption Policy : <https://www.dabur.com/sites/default/files/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:

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Topic	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	-	0	-



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.

Not applicable as no such penalties were levied in financial year FY 2022-23.

Leadership Indicators

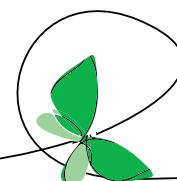
1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in value chain covered by the awareness programmes
10	Sustainable Beekeeping -- Right Beekeeping Practices; Hygiene & Sanitation Practices; Cost of Production; Homogenisation of Lot (Batching)	6.5%
275	Traceability - Honey Value Chain & real-time Data capture; SMART Farm Training (Harvest), Warehouse Training (inventory Batch creation & dispatch), Geotagging (Site Location capture)	6.5%
71	Promotion of herb cultivation, awareness, quality assurance, capacity building, training, CGAP (Current good agriculture practices), promotion of organic cultivation, training for use of modern agriculture technology	1.9%
31	Bee-keeping promotion activities- Training for identification of Bee-friendly flora, Good Beekeeping practices, migration, bee-keeping tools, extraction and good storage practices	6.5%

Note: Above data is only for supply chain partners pertaining to honey and herbs raw materials which is equivalent to 8% of the total procurement by value.

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. In order to avoid/manage conflicts of interest, Dabur obtains a mandatory declaration from the members of its Board on an annual basis. The declaration ensures that the members of the Board are in compliance with the Dabur Code of Conduct.





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.**

Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	40%	10%	<p>At Dabur, we are committed to providing healthier options for our customers while promoting social wellbeing and reducing environmental impacts. Our focus on developing traditional products like Chyawanprash and Ratnaprash using natural ingredients such as jaggery and herbs is aimed at encouraging a healthy lifestyle among our customers.</p> <p>In addition to these traditional products, we also offer a range of natural alternatives to chemical-based medications, including products that enhance immunity, lactation support, and heart health. By promoting a more sustainable and eco-friendly approach to healthcare, we strive to improve the health and wellbeing of individuals and communities.</p> <p>We are also committed to reducing the negative impact of excessive sugar consumption on public health. Our efforts to reduce sugar content in our products without compromising on taste or quality demonstrate our commitment to promoting healthier options for our customers. Innovation such as Tail Pak vidhi and our patented technology for Odonil Gel Pocket enable us to reduce our environmental impacts while improving the quality of our products.</p> <p>Our collaborations with local farmers in Uttarakhand to develop Litchi pulp provide a sustainable source of income for the farmers while reducing carbon footprint by minimizing transportation requirements. Similarly, our development of plant-based drinks and Amla candy promotes sustainable farming practices while offering healthier alternatives to conventional dairy-based products and sugary snacks.</p> <p>Overall, we believe that our focus on promoting social wellbeing and reducing environmental impacts through our product innovations and collaborations is a positive step towards a more sustainable and healthier future for individuals and communities. We remain committed to this vision as we continue to explore new ways to enhance the health and wellbeing of our customers while minimizing our environmental impact.</p>
Capital Expenditure (CAPEX)	11%	1.50%	<p>At Dabur, we understand the importance of sustainable practices in our operations. To this end, we have implemented various measures to reduce our environmental impact. One of these measures is an effective waste management system that focuses on waste avoidance, minimization, and reuse. By avoiding and minimizing waste, we are able to reduce the amount of waste that ends up in landfills, and by reusing materials, we are able to conserve resources and reduce our overall environmental impact.</p> <p>We also prioritize water stewardship through the recycling of water and its effective utilization. By recycling water, we are able to reduce our water consumption and minimize our impact on the local water supply. In addition, we use biomass as a sustainable raw material for energy-generating systems like boilers. This allows us to reduce our dependence on non-renewable sources of energy and minimize our carbon footprint.</p>





Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
			<p>We are also committed to using less polluting fuels in our energy-generating systems, such as boilers and power gensets. By using cleaner fuels, we are able to reduce our emissions and contribute to a healthier environment. Furthermore, we are harnessing solar energy for generating electrical power. This not only helps us reduce our carbon footprint but also provides a reliable and sustainable source of energy.</p> <p>In addition, we use energy-efficient technologies in our electrical systems to reduce our overall energy consumption. Finally, we have implemented an effective energy management system through minimization and reuse. This allows us to reduce our overall energy consumption and minimize our environmental impact while continuing to deliver high-quality products to our customers.</p>

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes

b. If yes, what percentage of inputs were sourced sustainably?

15.4%

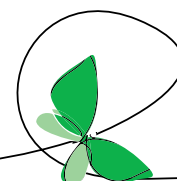
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	<p>Dabur, India's leading FMCG company, achieved a significant milestone in FY 2021-22 by becoming the first Plastic Neutral FMCG Company in the Country. This achievement was made possible by implementing an innovative and integrated waste management program in collaboration with several partners across multiple states. The program enabled the company to collect and sustainably manage an impressive 35,000 tonnes (101%) of post-consumer use plastic waste across 35 states and union territories in FY 2022-23 and 26,950 tonnes in FY 2021-22, demonstrating its unwavering commitment to sustainable practices.</p> <p>It's worth noting that the amount of plastic waste collected and recycled by Dabur during 2022-23 exceeded the amount of plastic packaging utilized by the company, paving the way for Dabur to move from plastic neutrality in FY 2021-22 to Plastic positive in FY 2022-23. Dabur's pioneering efforts to promote sustainable practices serve as a shining example for the FMCG industry and demonstrate the company's commitment to building a better, more sustainable future.</p>
b. E-waste	Not Applicable
c. Hazardous waste	Not Applicable
d. Other waste	Not Applicable

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.

Yes, the Extended Producer Responsibility is applicable to the entity's activities. At Dabur, we believe that it's our responsibility to promote sustainable practices and reduce our environmental impact. Therefore, we are proud to confirm that our waste collection plan aligns with the Extended Producer Responsibility (EPR) Plan submitted to the Pollution Control Board.

By implementing this plan, we are ensuring that our operations are in line with the best environmental practices and are contributing to a cleaner and greener future. At Dabur, we remain committed to our sustainability goals and are continuously striving to improve our environmental performance.





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 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.
NIL	NIL	NIL	NIL	NIL	NIL

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.

S. No.	Name of the product	Description of the risk	Action Taken
1	NIL	NIL	NIL

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Packaging Materials	20%	20%

Note:

- Tetrapack Laminates 100% sustainably sourced through FSC certified value Partners.
 - As a food industry, any product intended for human consumption cannot be recycled or reused. Therefore, 69% of the raw materials used in FY 2021-22 and 66% of the raw material in FY 2022-23 cannot be recovered through recycling or reuse.
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Reused	Recycled, MT	Safely Disposed, MT	Reused	Recycled, MT	Safely Disposed
Plastics (including packaging)	0	23,596	11,404	0	17,552	9,400
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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

Dabur, being the first Indian FMCG company to achieve plastic waste positivity, is committed to accelerating this journey further. In the fiscal year 2022-23, we have successfully collected and sustainably managed 35,000 tonnes (101%) of post-consumer plastic waste, which is higher than the plastic consumed in Dabur in the same time period. Out of this, two-thirds of the plastic waste collected have been recycled, while the remaining one-third has been safely disposed.

This remarkable achievement has propelled Dabur from plastic neutrality in 21-22 to Plastic positivity in 22-23. Dabur's pioneering efforts to promote sustainable practices serve as a shining example for the FMCG industry and demonstrate the company's unwavering commitment to building a better and more sustainable future.





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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	3,742	3,742	100%	3,742	100%	NA	NA	3,742	100%	0	0
Female	223	223	100%	223	100%	223	100%	NA	NA	223	100%
Total	3,965	3,965	100%	3,965	100%	223	100%	3,742	100%	223	6%*
Other than Permanent Employees											
Male	3,760	3,760	100%	3,760	100%	NA	NA	0	0	0	0
Female	372	372	100%	372	100%	372	100%	NA	NA	0	0
Total	4,132	4,132	100%	4,132	100%	372	100%	0	0	0	0

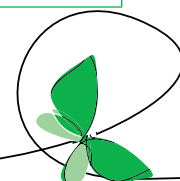
b. Details of measures for the well-being of workers:

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	1,318	1,318	100%	1,318	100%	NA	NA	1,318	100%	0	0
Female	36	36	100%	36	100%	36	100%	NA	NA	36	100%
Total	1,354	1,354	100%	1,354	100%	36	100%	1,318	100%	36	3%*
Other than Permanent Workers											
Male	4,312	4,312	100%	4,312	100%	NA	NA	0	0	0	0
Female	136	136	100%	136	100%	136	100%	NA	NA	0	0
Total	4,448	4,448	100%	4,448	100%	136	100%	0	0	0	0

Note: *100% of women workforce are covered under day-care facilities

2. Details of retirement benefits, for current financial year and previous financial year:

Sr. No.	Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	NA	100%	100%	NA
3	ESI (as per eligibility)	100%	100%	Yes	100%	100%	Yes
4	Others – Life Insurance	100%	100%	Yes	100%	100%	Yes





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

No. The facility is partially accessible for differently abled individuals. However, the company recognizes the importance of creating an inclusive workplace and is committed to improving accessibility for all employees and workers. To achieve this goal, the company will take steps, including modernizing its older facilities, to remove barriers and improve access for differently abled individuals. The company remains dedicated to promoting equal opportunity and ensuring that all employees and workers are able to fully participate in the workplace.

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.

We are proud to be an equal opportunity employer, and this principle is not only reflected on our website but also ingrained in our ways of working as governed by our Code of Ethics & Conduct. Our Human Rights policy clearly outlines that at Dabur, all employees are evaluated solely on their performance, regardless of their race, religion, caste, gender, sexual orientation, age, or disability. This approach ensures that there is no discrimination in recruitment, remuneration, and promotion processes.

Website Link: <https://www.dabur.com/life-at-dabur-old>

Human Rights Policy Link - <https://www.dabur.com/sites/default/files/2022-10/3261-Human-Rights-Policy.pdf>

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 FY 2022 -2023	Retention Rate FY2021-22	Return to work rate FY 2022 -2023	Retention Rate FY2021-22
Male	100%	92%	100%	96%
Female	83%	80%	0	0
Total	98%	91%	100%	96%

Note: Our return-to-work rates as well as retention rates are impacted due to the low base of number of women going on maternity leave in FY 2022-233

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.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	The Company has a whistle-blower and protection policy (Direct Touch) in place to provide guidance for raising complaints in case of any concerns. Additionally, there is a dedicated team under the Direct Touch initiative to address complaints. Link: https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf
Other than Permanent Workers	Yes	We have a grievance redressal committee in each of our factories, which meets regularly to assess incoming issues and take corrective actions in case of any complaints.
Permanent Employees	Yes	The Company has a whistle-blower and protection policy (Direct Touch) in place to provide guidance for raising complaints in case of any concerns. Additionally, there is a dedicated team under the Direct Touch initiative to address complaints. Link: https://www.dabur.com/sites/default/files/2021-05/164-Direct-Touch-1.4.2021_0.pdf
Other than Permanent Employees	Yes	Our Direct Touch policy applies not only to employees but also to business associates




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

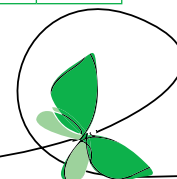
Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Male	3,742	0	0 %	3,625	0	0 %
Female	223	0	0%	203	0	0 %
Total	3,965	0	0 %	3,828	0	0 %
Permanent Workers						
Male	1,318	70	5.3 %	1,280	73	5.7 %
Female	36	0	0 %	14	0	0 %
Total	1,354	70	5.2 %	1,294	73	5.6 %

8. Details of training given to employees and workers

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health & safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	3,742	322	9%	2,500	67%	3,625	253	7%	1,413	39%
Female	223	13	6%	46	21%	203	8	4%	60	30%
Total	3,965	335	8%	2,546	64%	3,828	261	7%	1,473	38%
Workers										
Male	1,318	911	69%	895	68%	1,280	731	57%	714	56%
Female	36	17	47%	18	50%	14	1	7%	1	7%
Total	1,354	928	69%	913	67%	1,294	732	57%	715	55%

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Employees						
Male	3,742	3,742	100%	3,625	3,625	100%
Female	223	223	100%	203	203	100%
Total	3,965	3,965	100%	3,828	3,828	100%
Workers						
Male	1318	1318	100%	1280	1280	100%
Female	36	36	100%	14	14	100%
Total	1,354	1,354	100%	1,294	1,294	100%





10. Health and safety management system:

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

Yes. Dabur has a comprehensive Occupational Health and Safety (OHS) policy that is duly authorized by our CEO. This policy is supported by a robust OHS system that has been rolled out company-wide, with our factories holding ISO 45001-2018 Health & Safety and ISO 14001:2015 Environment certifications. These certifications are a testament to our commitment to providing a safe and healthy workplace with care for the environment.

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

We have various processes in place to identify work-related hazards and assess risks. These processes include Hazard Identification and Risk Assessment (HIRA), a Permit to Work system, and Management of Change. These measures enable us to proactively manage potential hazards and minimize risks, ensuring the safety and well-being of our employees.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes

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

Yes

<https://www.dabur.com/investor/corporate-governance/policies-related-documents>

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

Safety Incident/Number	Category	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.045	0.058
	Workers	0.05	0.06
Total recordable work-related injuries	Employees	3	1
	Workers	2	4
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

At Dabur, we are committed to maintaining a safe and healthy workplace for all our employees. We have implemented multiple programs to promote workplace safety and physical as well as mental well-being. Our Employee Assistance Program provides mental health and well-being support to our employees, including a range of reliable self-help resources and personalized help from professional psychological counselors. Additionally, we offer free e-workshops on topics such as parenting and relationships.

We have also partnered with a senior doctor to provide free consultation services and continuous webinars on various health topics. To integrate wellness into our employees' daily lives, we have tied up with a health and nutrition coach to run health challenges for a better lifestyle. In response to the pandemic, we partnered with a vendor to provide free doctor tele-consultation services to all our employees and their families.

We have made a significant effort towards ensuring the health and safety of our employees by conducting over 79,019 man-hours of comprehensive awareness and training sessions across all our operations. We also conduct safety audits, fire safety audits, in line with ISO 45001 standards through third-party agencies, etc. across all our manufacturing operations.





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

Topic	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	We are internally assessing health & safety practices, & working conditions in 100% of our business operations
Working Conditions	

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.

During the reporting period, the company did not report any fatalities or high-impact injuries of its employees while on duty. However, to maintain a safe working environment, we undertake stringent measures, including but not limited to safety-related training, access to first aid, mandatory use of PPEs in our operations, standard hygiene protocols, free access to doctors and psychologists for employees, and webinars. We are also following COVID-related protocols such as wearing masks, regular sanitization, thermal screening, etc.

We have a safety committee in each of our manufacturing operations that meets regularly to address and formulate actions to ensure a safe work environment. Periodic mock drills are conducted across manufacturing operations. For any modifications, routine maintenance, electrical installations, erection, and commissioning of machines, work permits are issued as per the defined safety guidelines of the organization.

Leadership Indicators

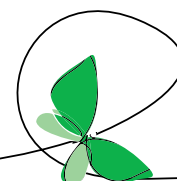
1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, we have a term insurance policy, group personal accident insurance policy as well as gratuity life cover that applies to 100% of all permanent employees and permanent workers.

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

We at Dabur are committed towards maintaining transparent and compliant business practices across our value chain. In line with this commitment, we have reconciled the statutory dues pertaining to indirect taxes (GST) for all our value chain partners involved in sourcing. As of Q4 FY 2022-23, GST reconciled for 99% of value chain partners. Our meticulous verification process, which uses GST 2B (an auto-drafted ITC statement), ensures that we accurately credit the GST paid by our partners.

To further strengthen compliance, we encourage our value chain partners to ensure that all other statutory dues, such as those for PF, ESIC, etc., have been deducted and deposited. As we move forward, we will continue to collaborate with our partners to streamline this process, and we urge them to upload necessary documents and certificates on our supplier portal. By working together, we can uphold the highest standards of compliance and build a sustainable future for our businesses and communities.





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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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).

Yes,

For transition assistance of exiting employees, we have tie-ups with two industry-leading vendors wherein their services can be availed basis nomination in the space of resume building, career coaching, networking, exploring relevant opportunities, etc.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	15%
Working Conditions	15%

Note: Above coverage is only for supply chain partners, but going forward, all partners in the value chain will be assessed to ensure they provide fair working conditions and meet rigorous standards. The company believes that all employees (including part-time), workers and contractual workforce well-being is crucial for success and sustainability, and they are committed to accountability for themselves and their partners

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. –

Dabur is committed to ensuring the health and safety of our value chain partners by promptly addressing any health and safety incidents. We work diligently with our partners to enhance their business practices and foster a healthy and secure workplace environment. Through close collaboration and consistently striving for improvement, we aim to uphold our commitment to ensuring utmost safety and promoting responsible business practices.





PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

Essential Indicators

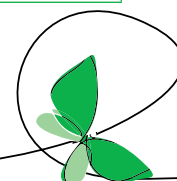
1. Describe the processes for identifying key stakeholder groups of the entity:

Any individual or group of individuals or institution that adds value to the business chain of the Corporation is identified as a core stakeholder. Dabur India Limited has recognized both, internal stakeholders which includes employees and leadership, and external stakeholders which includes business associates, external channels such as “shareholders, investors, customers, suppliers, regulators and community at large.

At Dabur, we believe in maintaining an open, honest and clear communication with our stakeholders. Dabur has conducted a full-fledged materiality assessment which involves a process of stakeholder engagement. The company reached out to various groups of identified stakeholders through one-on-one calls with investors and supply partners, questionnaire dissemination with the employees and gauged their view.

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
Communities	Yes	One-to-one meetings; Focused Group Discussions; Pamphlet distribution, NGO Partners etc.	Regularly	Need assessment for CSR projects, development programs, impact assessments and grievance redressal.
Investors (other than shareholders)	No	E-mail, SMS, advertisements, website, newspapers, investor conferences, annual report, analyst meetings etc.	Regularly	Communication on general updates, new product developments, queries redressal, business performance, ESG Updates, events & activations (campaigns & announcements)
Shareholders	No	E-mail, SMS, advertisements, website, newspapers, investor conferences, analyst meetings etc.	Regularly	Communication on dividend updates, annual updates, ESG updates and new product development.
Employees and workers	No	Email, notice board, intranet etc.	Regularly	Communication on RnR, talent management, new opportunities, CSR & Sustainability updates, training programs and employee assistance programs
Customers	No	Call Centre; Website, trade shows, Haats, Melas and fairs	Regularly	engagement in new product development, current and future business management and feedback on Companies product and services
Value Chain Partner	Yes	Email, website etc.	Regularly	Query and grievance redressal and supply chain management
Other (please specify)	-	-	-	-



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 conducted a comprehensive stakeholder engagement and materiality assessment exercise with the assistance of an external consultant in 2021 and this will be undertaken every 2 years. This exercise involves gathering feedback and input from all groups of stakeholders to determine what aspects are significant to the business. The identified gaps and observations from this extensive evaluation process are then communicated to senior management to ensure that appropriate remedial actions are taken. Additionally, through the different committees (CSR, ESG, Risk Management), the Board is provided with updates on the steps taken to address any identified gaps or observations. Regarding corporate social responsibility (CSR) activities and initiatives, any necessary changes are communicated by senior management during CSR Committee meetings, taking into consideration program objectives, challenges, and input received from stakeholder interactions, where applicable. During FY2022-23, the ESG Committee was formed and now includes an Independent Director. The purpose of the ESG Committee is to assist the Board in fulfilling its oversight responsibilities with regard to, including, but not limited to environmental, health and safety, sustainability, diversity, equity and inclusion, community issues and corporate governance.

2. a. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

Yes. In our most recent materiality assessment (2021), we ensured that a wide spectrum of sustainability issues was incorporated into the risks and opportunities under consideration across the company. The assessment was undertaken by an independent third party to ensure complete confidentiality and impartiality. Our assessment led to 19 material issues being identified which were further clubbed into 15 thematic material areas. The details on the same have been provided in the Stakeholder Engagement section and Materiality Assessment section of our Annual Report.

b. 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.

The inputs received from stakeholders on the material topics have been incorporated into our policies, activities and our ESG Goals and Targets. Some of the examples include appointing a lead independent director, constituting an ESG committee and having an independent director as a member of the ESG committee and we have also put in additional policies related to Human Rights, Biodiversity and Supplier Code of Conduct. The details on the same are provided in the Materiality Assessment section (page 38) of our Annual Report.

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

We have dedicated development executives stationed at various plant locations, supported by local volunteers, to engage with and address the concerns of vulnerable and marginalized stakeholder groups. Additionally, our unit heads and unit HR heads in other locations work closely with communities, ensuring daily interactions to address queries and concerns. We conduct regular meetings with vulnerable groups to understand their needs and tailor development programs accordingly. Through these engagements, we identified the following concerns, and a series of interventions were crafted and rolled out during the year:

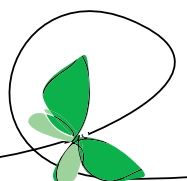
1. **Malnutrition & Healthcare:** We organized health and nutrition awareness programs, provided seeds for growing nutritious vegetables, and conducted health and oral hygiene camps. Special programs were organized for educating children about personal safety. Targeting the young children, particularly the girl child in these communities, we organised special activity based and interactive programmes to educate them about 'Good Touch' and 'Bad Touch'.
2. **Access to Sanitation:** We supported households in constructing toilets to address the lack of proper sanitation facilities.
3. **Quality of Education:** Ensuring an intellectually stimulating and transformative learning atmosphere, extending beyond the scope of basic education, one of the biggest aspirations of the vulnerable community. To address this need, we proactively set up 9 non-formal education centers and remedial education centers in 4 states where we provided basic education to out-of-school children and prepared them for formal schooling. In addition, we undertook



a complete revamp and facelift of 29 schools in 7 states in 2022-23, benefiting 6,273 students. Under this, the entire school was refurbished with new classrooms, toilet blocks, boundary walls, potable water facility, kitchen area and hand wash area, etc. We ensured that the schools were made accessible and inclusive for individuals with disabilities, while also equipping select schools with well-equipped science labs and computer labs.

4. **Access to Water:** Several vulnerable communities cited access to water as a key concern. To meet this need, we have rolled out community-level water conservation initiatives in Newai (Rajasthan); Pithampur (Madhya Pradesh) and Baddi (Himachal Pradesh), which ensured that communities had access to potable water and water for their irrigation purposes all through the year.
5. **Access to Street Lights:** Absence of streetlights within villages was another big concern as darkness led to several crimes and limited access for the villagers. Together with the communities, we installed solar street lights in these villages to enhance safety and security.
6. **Lower Income:** Understanding the needs of several low-income farmer groups and tribals in the country, we engaged them in cultivation of medicinal plants and herbs. We provided quality plantation material to these farmers free of cost and trained them in sustainable cultivation techniques, which is helping them improve their income.
7. **Access to Sports Training:** In response to specific demands in Assam, we hired local trainers and set up training camps for football and boxing, promoting sports talent in the region. We have hired local trainers and set up training camps to help youth and kids from the villages emerge as sporting talent for our country.

These actions reflect our commitment to addressing the concerns of vulnerable and marginalized groups, promoting their well-being, and fostering sustainable development.





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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3,965	3,965	100%	3,828	3,828	100%
Other than Permanent	4,132	0	0	3,848	0	0
Total Employees	8,097	3,965	49%	7,676	3,828	50%
Workers						
Permanent	1,354	1,354	100%	1,294	1,294	100%
Other than Permanent	4,448	0	0	4,719	0	0
Total Workers	5,802	1,354	23 %	6,013	1,294	22%

Note: We have a Code of Conduct and Policy on Sexual Harassment in place, which covers aspects of human rights. Employees are mandated to abide by these policies before joining the company. We also have a human rights policy that governs all our employees and is accessible to them through company portal and website. Additionally, extracts of the Factory Act, prohibiting child/bonded labor and ensuring minimum wages, are displayed in the factory premises for the perusal of all direct/indirect employees.

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total Count in Current FY 2022-23	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage	Total Count in Previous FY 2021-22	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
Employees										
Permanent										
Male	3,742	0	0.0%	3,742	100.0%	3,625	0	0%	3,625	100%
Female	223	0	0.0%	223	100.0%	203	0	0%	203	100%
Other than permanent										
Male	3,760	332	8.8%	3,428	91.2%	3,632	1,013	28%	2,619	72%
Female	372	85	22.8%	287	77.2%	216	44	20%	172	80%
Workers										
Permanent										
Male	1,318	0	0.0%	1,318	100%	1,280	0	0%	1,280	100%
Female	36	0	0.0%	36	100%	14	0	0%	14	100%
Other than permanent										
Male	4,312	4,312	100.0%	0	0%	4,719	4,719	100.0%	0	0%
Female	136	136	100.0%	0	0%	0	0	100.0%	0	0%





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

	Male		Female	
	No.	Median remuneration/ salary/ wages of respective category, (INR)	No.	Median remuneration/ salary/ wages of respective category, (INR)
Board of Directors	13	10,00,000	1	4,00,000
Key Managerial Personnel	2	2,00,58,828	0	-
Employees other than BoD and KMP	3,740	6,75,000	223	10,32,126
Workers	1,318	4,02,953	36	4,46,500

Note: At Dabur, we evaluate all employees based on performance, regardless of gender, ensuring a fair and non-discriminatory recruitment, compensation, and promotion process. In the above statistics, the median salary of women employees (other than the Board of Directors and Key Management Personnel) is higher due to their higher representation in managerial positions compared to junior non-managerial roles.

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)

The Company has established a team as part of its direct touch initiative, which focuses on whistle-blower protection and policy implementation, to address any human rights issues that may arise. Moreover, the Chairman of the Audit Committee is responsible for addressing any human rights issues that may have been caused or contributed to by the business.

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

Dabur's human rights policy emphasizes the importance we place on providing effective remedies wherever human rights impacts occur, through company-based grievance mechanisms. Our Code of Ethics & Conduct and Direct Touch (whistleblower & protection policy) provide a platform for our employees and individuals in the extended supply chain to report any violations. We encourage them to voice any concerns they may have without fear of reprisal.

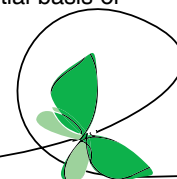
The Direct Touch team investigates complaints upon receipt of a violation disclosure to ascertain its genuineness and veracity. Based on the outcome of such investigation, the Direct Touch team recommends corrective action to the management within 30 days of the receipt of the disclosure. The management takes appropriate action immediately on the basis of the Direct Touch team's recommendations.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	0	0	-	1	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Under our Direct touch initiative (whistle-blower & protection policy), stakeholders can come together and help the organisation eliminate any malpractices in the system. This policy has constituted a Direct touch team to investigate the complaints and recommend corrective actions. It states that the disclosures of wrongful conduct are submitted on a confidential basis or





submitted anonymously. Such disclosures are confidential to the extent possible, convenient with the need to conduct an adequate investigation. No adverse action shall be taken against a stakeholder in “knowing retaliation”(defined as an adverse action taken by a supervisor or other authority against a stakeholder because of a prior disclosure of alleged wrongful conduct), who makes any good faith disclosure of suspect wrongful conduct to the Direct Touch team.

Under our Prevention of Sexual Harassment Policy, The Company has instituted an “Internal Complaints Committee” for redressal of sexual harassment complaint (made by the victim) and for ensuring time bound treatment of such complaints. The policy outlines clauses on Protection to Complainant / Victim, wherein the Company calls out its commitment to ensuring that no employee who brings forward a harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. The Company also ensures that the victim or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. We also regularly conduct awareness sessions /trainings on POSH, to further educate employees.

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

Yes.

All our suppliers are governed by our Supplier Code of Conduct. This supplier code of conduct document calls out that the organization expects all its suppliers to comply with all applicable laws in terms of labour and human rights, environment conservation, food safety and statutory compliance for business practices in true spirit & intent. The same also lays down the mechanism to report any illegal or unethical business practices at workplace without fear of reprisal.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	We have internal tools and tracking mechanisms wherein we track statutory compliances across our 100% of operations
Sexual harassment	
Discrimination at workplace	
Wages	
Forced/involuntary labor	We have internal tools and tracking mechanisms wherein we track statutory compliances across 100% of our operations. Our human rights policy governs our operations which lays out non-tolerance to forced labor. On the grievance redressal mechanism, we have received 0 complaints for the FY 2022-23
Others – please specify	

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

Not applicable as there were no complaints / concerns arising from the assessments in question 9.

Leadership Indicators

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

The Company has a robust human rights due diligence process through which it continuously assesses and improves its ability to respond to any human rights-related issues. During FY 2022-23, zero complaints were received in reference to human rights-related issues, resulting in no significant modifications to the business processes.

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

At Dabur, we recognize the importance of upholding ethical and human rights standards throughout our value chain. We respect the human rights of all our stakeholders. Our Human Rights Policy and due diligence practices encompass all Dabur employees, workers, including trainees, part-time and contractual workforce across our business units, entities we own, and entities in which we own a majority interest. Furthermore, we ensure that our value chain partners also adhere to these principles.





To ensure the protection of human rights, we have implemented a robust system of due diligence and continuous monitoring throughout our operations via our grievance redressal mechanisms, including the Direct Touch initiative (whistle-blower & protection policy), POSH policy, and Supplier Code of Conduct. We actively encourage stakeholders to raise any concerns or complaints related to human rights issues, and we address them promptly and appropriately.

Additionally, we collaborate with our supply chain partners to assess the ethical and human rights aspects of their operations. Through a in-depth due diligence conducted by a third-party audit agency, we verify compliance and request assessment certificates for transparency. Should any concerns be identified, we have a Supplier Code of Conduct in place to ensure that they are addressed in a timely and appropriate manner.

By implementing these measures, we strive to maintain the highest ethical standards and uphold human rights across our entire value chain.

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?

The facility is partially accessible for differently abled visitors. However, the company recognizes the importance of creating an inclusive and accessible workplace and is committed to improving accessibility for all individuals. To achieve this goal, the company will take steps, including modernizing its older facilities, to remove barriers and improve access for differently abled individuals.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	15%
Forced/involuntary labour	15%
Sexual harassment	15%
Discrimination at workplace	15%
Wages	15%
Others – please specify	-

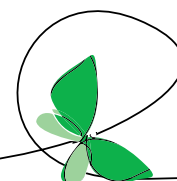
Note: Above coverage is only for supply chain partners, but going forward, all partners in the value chain will be assessed to ensure they meet rigorous standards on child labor, forced labor, harassment, and other human rights issues. The company believes that all employees and workers (including part-time and contractual) in the value chain deserve human rights protection. We are committed to upholding the highest ethical standards and believe that the well-being of the entire workforce in the value chain is critical to the success of our business and the sustainability of our industry.

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

At Dabur, we recognize the importance of upholding ethical and human rights standards throughout our value chain. Our supply chain partners conduct a comprehensive assessment of their business through a third-party audit agency and share the assessment certificate with us to ensure compliance. This audit has examined the ethical and human rights aspects of our partners' operations.

Moving forward, we remain committed to promoting and respecting human rights across our value chain. We encourage our vendors to do the same, and we will work collaboratively with them to promote responsible practices. Should any concerns arise, we have a supplier code of conduct in place to ensure that they are addressed in a timely and appropriate manner.

We believe that by promoting and respecting human rights, we can build a more sustainable and equitable future for all stakeholders. We will continue to prioritize this important work and work with our partners to create positive change.



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:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (GJ)	2,49,246	2,29,610
Total fuel consumption (B) (GJ)	4,54,673	5,32,478
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C) (GJ)	7,03,919	7,62,088
Energy intensity per rupee of turnover (<i>Total energy consumption, GJ / lakh rupees</i>)	0.81	0.93
Energy intensity (optional) – the relevant metric may be selected by the entity	2.05	2.33
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**	No

* The intensity figure for FY 2022-23 will be updated after finalizing the results for that fiscal year.”

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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. - Not Applicable

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

Parameters	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	12,90,195	13,97,548
(iii) Third party water	1,05,776	29,780
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,95,971	14,27,328
Total volume of water consumption (in kilolitres)	12,56,385	12,85,180
Water intensity per rupee of turnover (<i>Water consumed, KL / lakh rupees</i>)	1.45	1.57
Water intensity (optional) – the relevant metric may be selected by the entity (KL / MT)	4.06	4.37
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**	No

** Dabur India Limited is partnering with TUV to validate and assure reported environmental and safety data for FY 2022-23 and beyond



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

At all of Dabur's operations, we place a strong focus on reducing water intake and have adopted the 5R principle (reduce, reuse, recycle, restore, and respect) to optimize water consumption across our operations. Our units operate in strict compliance with the Consent to Operate (CTO) conditions and the Pollution Control Board (PCB) norms, reaffirming our commitment to sustainability and environmental protection.

Dabur has a strong focus on reducing water intake and has taken necessary initiatives to conserve and recycle water across its operations. At all manufacturing locations, suitable and efficient wastewater treatment systems like sewage treatment plants (STP) and effluent treatment plants (ETP) are installed, and treated wastewater is used for various purposes. Additionally, various community-led water conservation Rainwater Harvesting (RWH) projects have been initiated, enabling us to contribute to water accrual.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	MT	51	51.3
SOx	MT	20	20.6
Particulate matter (PM 10)	MT	56	49.4
Persistent organic pollutants (POP)	-	Not relevant	Not relevant
Volatile organic compounds (VOC)	-	Not relevant	Not relevant
Hazardous air pollutants (HAP)	-	Not relevant	Not relevant
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*	No

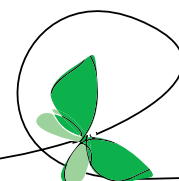
*Dabur India Limited is partnering with TUV to validate and assure reported environmental and safety data for FY 22-23 and beyond.

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

Parameter	Unit	FY2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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)	tCO ₂ e	13,573	15,046
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)	tCO ₂ e	48,172	44,497
Total Scope 1 and Scope 2 Emissions	tCO ₂ e	61,745	59,543
Total Scope 1 and Scope 2 emissions per lakh rupee of turnover	tCO ₂ e/ lakh rupees	0.071	0.073
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**	No

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Note: Biogenic CO₂ emission amounting to 45,190 metric tonnes of CO₂ in the FY 2022-23, and 54,218 metric tonnes in the FY 2021-22., are excluded from Total Scope 1 emissions mentioned above.



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

As a responsible and environmentally conscious organization, Dabur has always been at the forefront of reducing emissions and conserving energy in its operations. Our mission is to increase the consumption of non-renewable fossil fuels, enhance energy efficiency, and improve resource efficiency to reduce our environmental footprint.

We recognize that mitigating the impacts of climate change and promoting efficient energy management are critical components of our sustainability strategy. Therefore, we have implemented a comprehensive approach that covers scope 1 and scope 2 emissions and all forms of energy consumption within the reporting boundary. By monitoring the electricity and fuel data of non-manufacturing locations such as offices, warehouses, nurseries, and employee dormitories, we have been able to identify key opportunities across our operations and improve our sustainability performance.

Over the years, we have focused on enhancing energy efficiency and promoting the use of green energy within our operations. We have implemented energy-saving and emission reduction measures to reduce our energy intensity and emission footprint. Despite the energy and water-intensive nature of beverage manufacturing, we have successfully reduced our energy intensity by 7% in the past three years. In FY 2022-23, we saved approximately 43,000 GJ of energy and reduced energy intensity by approximately 5%.

Furthermore, we are committed to using green energy sources to limit the environmental impact of our scope-1 and 2 emissions. In FY 2022-23, 48% of our total energy consumption (scope 1 & 2) came from renewable sources. We have installed solar panels in our units to reduce our dependency on fossil fuels and increased the use of biomass in boilers as fuel.

At Dabur, we take pride in our dedication to energy conservation, efficiency, and the use of green energy. We remain committed to our sustainability goals and responsible business practices, working towards a more sustainable future for ourselves and future generations.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,535	1,700
E-waste (B)	5.3	1.7
Bio-medical waste (C)	5.5	4.4
Construction and demolition waste (D)	0	0
Battery waste (E)	2.4	12.9
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	150	165
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	23,513	23,453
Total (A+B + C + D + E + F + G+ H)	25,211	25,338
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	6,434	6,213
(ii) Re-used	4,957	4,654
(iii) Other recovery operations	0	0
Total	11,391	10,867



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	71	66
(ii) Landfilling	12,962	13,592
(iii) Other disposal operations	787	814
Total	13,820	14,472
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?	Yes*	No

* Dabur India Limited is partnering with TUV to validate and assure reported environmental and safety data for FY 2022-23 and beyond

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.

At Dabur, we believe that waste management is a crucial part of our commitment to sustainability. Therefore, we have initiated several measures across all our units to ensure waste minimization, segregation of waste at the source, and recycling. To further support this commitment, we follow all compliances as per Hazardous Waste Rules 2016 for storage and disposal processes at all our manufacturing locations. All the hazardous waste generated is collected and disposed of by authorized agencies under the Pollution Control Board (PCB).

We take a proactive approach to manage hazardous chemicals by constantly seeking alternatives to reduce risk and ensure the safety of our employees and customers. For instance, we have replaced hazardous chemicals with food-grade Hypo solutions and initiated a project to replace CIP chemicals in the process area with food-grade chemicals. These initiatives not only make our operations safer but also ensure that our customers receive the safest possible products. At Dabur, we remain committed to sustainability and are continuously exploring innovative solutions to minimize our environmental impact.

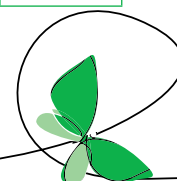
10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in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

Dabur do not have any operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.)

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.
Nil	Nil	Nil	Nil

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
NIL	NIL	NIL	NIL	NIL	NIL



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.

Yes.

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	NIL	NIL	NIL	NIL

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:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A), GJ	5,490	4,380
Total fuel consumption (B), GJ	3,49,396	4,18,713
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C), GJ	3,54,886	4,23,093
From non-renewable sources		
Total electricity consumption (D), GJ	2,43,756	2,25,230
Total fuel consumption (E), GJ	1,05,277	1,13,765
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F), GJ	3,49,033	3,38,995
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*	No

* Dabur India Limited is partnering with TUV to validate and assure reported environmental and safety data for FY 2022-23 and beyond

2. Provide the following details related to water discharged:

Parameters	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of 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		



Parameters	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(iv) Sent to third parties, (in kiloliters)	1,39,586	1,42,148
- No treatment		
- With treatment – please specify level of Treatment	1,39,586 Tertiary	1,42,148 Tertiary
(v) Others	0	0
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in kiloliters)	1,39,586	1,42,148
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*	No

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

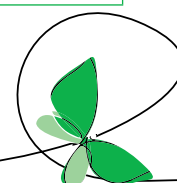
a. Name of the area –

- i. Sahibabad, Ghaziabad
- ii. Newai, Rajasthan
- iii. Alwar, Rajasthan
- iv. Indore, Madhya Pradesh
- v. Silvassa, Dadra & Nagar Haveli
- vi. Pithampur, Madhya Pradesh

b. Nature of operations - Manufacturing

c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater, (<i>in kiloliters</i>)	1,88,105	1,83,224
(iii) Third party water	1,05,776	29,780
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	2,93,881	2,13,004
Total volume of water consumption (in kiloliters)	2,45,969	1,47,600
Water intensity per rupee of turnover (Water consumed, KL / turnover in rupees lakhs)	0.28	0.18
Water intensity (optional) – the relevant metric may be selected by the entity	3.59	3.27



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties, (in kiloliters)	47,912	65,404
- No treatment		
- With treatment – please specify level of treatment	47,912 Tertiary	65,404 Tertiary
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kiloliters)	47,912	65,404
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**	No

** Dabur India Limited is partnering with TUV to validate and assure reported environmental and safety data for FY 2022-23 and beyond.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format: Not Applicable

Parameter	Unit	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
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)		Not Measured for FY 2022-23	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

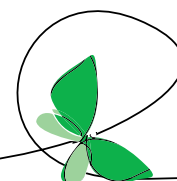
5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Dabur do not have any operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.)



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:

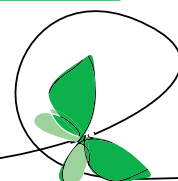
Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective Action Taken (if any)
1	Water Consumption & conservation	<p>Globally, water is a precious and increasingly scarce resource. At Dabur, we recognize the importance of sustainable water management practices and are committed to implementing them not only at our manufacturing locations but also throughout our entire value chain. Beginning in FY 2022-23, we adopted a holistic approach that focuses on full scope 1 & 2 water consumption. As a result, we have started monitoring water data of non-manufacturing locations, such as offices, warehouses, nurseries, and employee dormitories. This comprehensive approach has allowed us to identify opportunities for water conservation and sustainability improvements across our entire organization.</p> <p>To assess the effectiveness of our water conservation efforts, we undergo external water audit processes by FICCI and CII every year. Some of the key initiatives which were taken in the areas of water conservation and management during FY 2022-23 include:</p> <ul style="list-style-type: none"> • Installation of Ultrafiltration (UF) and RO plant to recycle ETP treated water into secondary processes. • Utilization RO reject water into secondary processes to reduce raw water extraction. • Reuse of Falling Film Evaporator (FFE) vacuum pump discharge water in cooling tower. • Eliminate the water overflow from HDPE 5KL Overhead Raw Water Tank by installation of low level and high-level water sensor with controller. • Reduction in water consumption by installation of foot operated water taps and prismatic taps instead of normal taps. • Installation of Storage tank for water use in CTGO plant by removing direct water pump from reservoir. • Installation of Rainwater harvesting system for recharging it back to ground or utilization in secondary processes based on geographical requirements. • Installation of steam condensate recovery system. • Automation for overflow protection. • Installation and effective monitoring through digital flow meter system to keep track of water utilization. 	<p>Dabur has reduced its Water Intensity by 17% since FY 2020-21. In FY 2022-23 alone, we have reduced our water intensity by ~7%</p> <p>Dabur has been awarded the “Best Practices in Water Management & Conservation Category” at the CII International Conference on Environment Management in the CII 3R Awards 2022 for our outstanding efforts in the field of water management and conservation.</p>	NA



Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective Action Taken (if any)
2	Energy Consumption & Conservation	<p>Dabur has always been at the forefront of conserving energy in its operations with the objective of optimizing the consumption of non-renewable fossil fuels, improving energy productivity, mitigating the impact of Climate Change, and reducing operational costs. Efficient energy management and conservation are the foundation of its strategy for managing its environmental footprint.</p> <p>This year, Dabur adopted a holistic approach to focus on full Scope 1 & 2 Energy Consumption. Accordingly, it started monitoring Electricity and Fuel data of non-Manufacturing locations as well, which includes our Offices, Warehouses, Nurseries and Employee Dormitories. This approach helped us identify key opportunities across our value chain and improve our sustainable performance.</p> <p>Over the past few years, Dabur has been working towards enhancing both “Energy Efficiency” and use of “Green Energy” within its operations.</p> <p>Energy efficiency:</p> <p>Dabur has been continuously implementing energy-saving measures to improve its energy efficiency. In the last couple of years, Dabur invested heavily in expanding its Juices portfolio, which is reflected in its business saliency moving towards Foods & Beverages. Manufacturing of beverages is energy and water intensive. Despite this, we reduced our energy intensity by 14% at India level in the past three years. In FY 2022-23 alone, Dabur reduced around 58,169 GJ of energy and improved energy intensity by about 12%.</p> <p>Green Energy:</p> <p>We are relentlessly focusing on ensuring the use of green energy within our operations to limit the environmental impact of our scope-1 and 2 emissions. In FY 2022-23, 50% of Dabur’s total energy consumption (scope 1 & 2) came from renewable sources.</p> <p>Some of the key initiatives taken this year are:</p> <ul style="list-style-type: none"> • Installation of Solar panels in units to reduce dependency on Fossil fuel. • Increased usage of Biomass in Boiler as fuel. 	Dabur has reduced energy intensity by 14% at in the past 3 years. In FY 2022-23 alone, the company has reduced ~ 58,169 GJ of energy and improved energy intensity by ~12%.	NA
3.	Plastic Waste Recycling and Management	In FY 2022-23, Dabur became a Plastic Waste Positive Enterprise by recycling and co-processing 35,000 MT of post-consumer plastic waste across the country, covering both recyclables (such as PET, HDPE, and beverage cartons) and non-recyclables (such as multi-layered plastic). Moreover, Dabur received the esteemed Excellence Award in the category of ‘Best Practices in Managing Plastic and Packaging Waste under Extended Producer Responsibility (EPR) as Producers, Importers, and Brand Owners (PIBOs)’ at the renowned CII International Conference on Waste to Worth, held during the distinguished CII 3R Awards 2022.	Dabur has achieved a significant milestone in its sustainability journey by becoming a Plastic Waste Positive Enterprise in FY 2022-23. This was accomplished by recycling and co-processing 35,000 MT of post-consumer plastic waste across the country. In recognition of this achievement and its commitment towards reducing, reusing, and recycling waste, Dabur has also received the prestigious CII 3R Award.”	NA



Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective Action Taken (if any)
		<p>Dabur also played an active role in several significant events, collaborating with the Government of India, Pollution Control Boards, FAME, CII, FICCI, and other esteemed organizations. These collaborations focused on important topics such as plastic neutrality, waste management, and amendments related to Extended Producer Responsibility (EPR).</p> <p>Initiatives and campaigns for plastic waste management include:</p> <ul style="list-style-type: none"> • Safai Saathi training program: These awareness programs were conducted primarily in Northeast and West India, where personal protective equipment was distributed among waste pickers, and vaccination programs were conducted for waste handlers. • Welfare and awareness campaign in collaboration with Sarthak Welfare Society: This campaign raised awareness among thousands of waste pickers and their families throughout the year, leading to improvements in the quality of work in plastic waste management. • My 10 Kg Plastic Campaign: This campaign focuses on the segregation of plastic waste at the source and aims to bring about behavioral change in consumers. Initially launched in Delhi NCR, it is now reaching different parts of the country organically. In April, the campaign was launched in the state of Manipur in collaboration with Worker's Union Manipur. Awareness workshops were organized for school students at Kongpal Khaidem Leikai, Imphal East, Manipur, and nukkad natak was also organized in Chandigarh on the theme of 'Plastic Waste Management.' Drawing competitions were organized for different age categories under the 'My 10 Kg Plastic' Campaign on the theme of 'Say No to Plastic.' • Social Media Campaigns: Social media campaigns were aggressively utilized during this period to raise awareness and build capacity of stakeholders to implement policies and processes effectively. IPCA, with the support of Jivanti Welfare and Charitable Trust, conducts such activities regularly to engage and aware all stakeholders about rules and regulations on waste management. These online campaigns reached over 15,000 people. 		
4.	Technology Absorption	At Dabur, we are always striving to improve our operational performance and enhance the consumer experience through the latest and cutting-edge technologies. To achieve this, we engage with domain experts, equipment manufacturers, industry bodies, digital experts, and startups for ideation and adoption.	Efficiency Improved & Cost Saving	NA





Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective Action Taken (if any)
		<p>In FY 2022-23, we introduced several new technologies in our units, including:</p> <ul style="list-style-type: none"> • Manufacturing processing systems: We implemented high-yield and throughput generating systems like continuous sugar dissolving systems for beverage manufacturing. • Primary Product Filling Systems: We installed high-speed and energy-efficient juice filling machines, with speeds of up to 40,000 packs per hour in Indore, and PET bottle filling lines that are now a single block machine, with speeds of up to 36,000 bottles per hour. • End Of Packing Line Automation: We introduced robotic palletizers to pack 4 SKUs at a time, efficiently managing multiple SKUs in different lines to improve manpower productivity. In our Indore unit, we have also started using case packers and palletizers in high-speed juice filling lines. • Warehousing and Inventory Management Systems: We equipped the material storage blocks in Tezpur factory with software SAP WMS, enabling us to manage a high volume of goods with digitalized and accelerated warehouse processes, where SKUs are tagged with a bar code, mapped in SAP, and improving FIFO. • Digital Technologies: We implemented best-in-class technology solutions centered on new-age technologies such as Industrial IoT 4.0 for Improved Asset management, Freight Optimization solutions, and Robotic Process Automation on certain aspects of customer service. We also embarked on organization-wide digital initiatives such as Journey to cloud and data lake implementation to strengthen analytical prowess. • We are committed to staying at the forefront of technology and innovation and will continue to adopt new and emerging technologies to enhance our operations and serve our customers better.” 		
5.	Health, Safety and Environment	<p>At Dabur, we take safety and sustainability seriously, and are committed to promoting awareness among our employees and workers (including part-time and contractual) through theme-based campaigns. Our campaigns cover a wider range of topics, including machine guarding, electrical safety, forklift and driving safety, winter safety, PTW and PPE compliance, COVID safety, and water conservation programs.</p> <p>These campaigns are designed to educate our employees and workers (including part-time and contractual) about the importance of safety and sustainability, and to encourage them to adopt safe and sustainable practices in their daily lives. We believe that by promoting safety and sustainability, we can create a healthier and more sustainable future for our employees, our communities, and the planet.</p>	417 Nos Safety Kaizens & 21% Reduction in TR-FR	NA





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

Yes, Dabur has a privacy policy in-place which relates to the use and protection of any personal information provided to Dabur India Limited. It applies to the personal data collected by Dabur in connection with the services and product it offers. Dabur has NIST cybersecurity framework as well which includes a set of guidelines to help organization better manage and reduce cyber security risks. The privacy policy is available on the below link <https://www.dabur.com/sites/default/files/2022-10/3264-Privacy-Policy.pdf>

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.

Dabur has conducted a deforestation risk assessment of both raw materials and packaging materials. We have taken measures to effectively mitigate the risks associated with the raw materials and packaging materials categorized as high risk under the deforestation risk assessment. Furthermore, as part of our dedication to responsible sourcing practices and environmental sustainability, we have taken necessary corrective actions to address critical issues pertaining to endangered species in our supply chain...

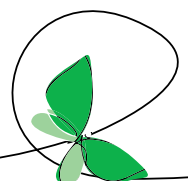
Following is a list of measures taken to address the sustainability concerns of endangered species and mitigate the high deforestation risk associated with the sourced materials:

- 84% sustainable sourcing of high deforestation risk materials in FY 2022-23
- As part of our ongoing efforts to reduce our environmental impact, we have sourced 20% of our packing material from recycled sources.
- Implemented Bio-Resource Development (BRD) programs. This program identifies and addresses sustainability concerns of endangered herbs and plant species in the supply chain and promotes sustainable agricultural practices to protect such species.
- We have achieved 100% sustainability in sourcing our laminates through FSC-certified value partners.
- Through our afforestation efforts, we have successfully addressed 29.8% of the deforestation risk associated with endangered herbs. Going forward, our commitment is to mitigate 100% deforestation risk associated with endangered herbs by FY 2025

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

At Dabur, we understand the importance of assessing the environmental impact of our supply chain partners. As part of our efforts to promote sustainable sourcing practices, we have internally assessed 12% of our supply chain partners (by value of business done) for their deforestation impact, specifically in areas where we use paper as a form of packaging.

Based on our assessment, we have developed a comprehensive mitigation program that prioritizes sourcing from FSC-certified suppliers and avoiding the use of virgin paper in CBB by utilizing recycled papers. Our mitigation program is a testament to our commitment to promoting responsible sourcing practices and reducing our impact on the environment.



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.**

Dabur India Limited is affiliated with 11 trade and industry associations.

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	CII (Confederation of Indian Industry)	National
2	FICCI	National
3	PHDCCI (PHD Chamber of Commerce and Industry)	National
4	IBA (Indian Beverage Association)	National
5	PACE (PET packaging association for clean environment)	National
6	AARC (Action Alliance for Recycling Beverage Carton)	National
7	IHA (India Honey Alliance)	National
8	ADMA (Ayurvedic Drug Manufacturers Association)	National
9	IBHA (Indian Beauty and Hygiene Association)	National
10	AMAM (Association of Manufacturers of Ayurvedic Medicines)	National
11	AIFPA (All India Food Processors Association)	National

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
Nil	Nil	Nil

There were no cases of anti-competitive conduct during the reporting period.

Leadership Indicators

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

S. No	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1	Nil	Nil	Nil	Nil	Nil

*Dabur does not engage in any public policy advocacy



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
COVID-19 Support Initiatives	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	https://www.dabur.com/sites/default/files/2023-04/COVID-19%20Final%20Impact%20Assessment%20Report.pdf
Programmes to meet nutrition needs of poor and needy	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	https://www.dabur.com/sites/default/files/2023-04/Meeting%20Nutrition%20Needs-Impact%20Assessment%20Report.pdf
Programmes to protect endangered species of herbs & plants, enhancing livelihood – “Herbal Kingdom”	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	https://www.dabur.com/sites/default/files/2023-04/Herbal%20Kingdom.pdf
Activities to support Plastic Waste Management	CG-DL-E-22012021-224640	22-Jan-21	Yes	Yes	https://www.dabur.com/sites/default/files/2023-04/Dabur%20Plastic%20Waste%20Management%20Impact%20Assessment%20Report-FINAL.pdf

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

We do not have any R&R projects as communities have not been displaced by us.

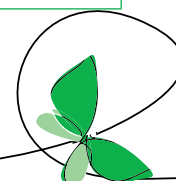
S. No	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	% of PAF covered by RAR	Amount Paid to PAFs in the FY (in INR)
NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

We have our CSR and community development executives stationed at various plant locations, in addition to local volunteers. Besides, the individual unit heads and unit HR heads work closely with the communities. These individuals interact with the community members, village elders and local opinion leaders on a daily basis to assess their specific needs and concerns; address their queries and grievances, if any. We haven't received any complaints from the communities we operate in. In addition to this, communities can contact us through the toll-free number 18001031644 and through an email-id daburcares@dabur.com.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-2023 (Current Financial Year)	FY 2021-2023 (Previous Financial Year)
Directly sourced from MSMEs/ Small producers	39%	36%
Sourced directly from within the district and neighboring districts	25%	23%



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
No negative social impacts were identified during the SIA.	NA

SIA has helped in identifying certain improvement opportunities to better serve community needs. The suggested actions were, for instance, development of separate play area in schools for kids, support Plastic Waste Management, etc.

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 (INR)
1	Bihar	Begusarai	51,282
2		Gaya	12,43,939
3		Jamui	51,282
4		Muzaffarpur	51,282
5		Purnea	51,282
6		Sitamarhi	51,282
7	Chhattisgarh	Korba	10,92,121
8	Jharkhand	Giridih	51,282
9		Ranchi	51,282
10	Kerala	Wayanad	51,282
11	Madhya Pradesh	Barwani	3,30,233
12		Chhatarpur	7,61,888
13		Damoh	7,10,606
14		Guna	51,282
15		Khandwa	3,81,515
16		Singrauli	7,10,606
17	Odisha	Kandhamal	3,30,233
18		Koraput	3,30,233
19		Rayagada	3,30,233
20	Punjab	Ferozpur	9,55,556
21	Tamil Nadu	Virudhunagar	3,30,233
22	Uttar Pradesh	Chandauli	19,43,253
23		Fatehpur	31,77,574
24		Sonbhadra	1,08,422
25	Uttarakhand	Haridwar	9,86,834
26		Udham Singh Nagar	1,99,63,835
	Grand Total		3,41,48,852

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

No. While our preferential procurement policy for FY 2022-23 is yet to be ratified by the board. We have already started implementing the policy in spirit.



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

Procurement from marginalized and vulnerable groups includes migrant beekeepers, small and marginal farmers, hinterland and tribal areas, businesses run by women entrepreneurs, and marginalized ethnicities in hilly terrain.

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

Procurement from the marginalized and vulnerable group constitutes approx. 7% of the total procurement value.

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 of benefits shared	Payment Date
1	The Patent "HERBAL ANTACID AND ACID REGULATOR COMPOSITION AND THE PROCESS FOR PRODUCING THE SAME" has been granted by the Patent office, Govt of India	Yes	No	NA	NA
2	The Patent "NATURAL PDE5 INHIBITOR" has been granted by the Patent office, Govt of India.	Yes	No	NA	NA

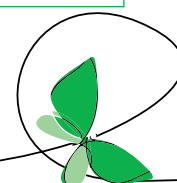
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of case	Corrective action taken
Not Applicable	Not Applicable	Not Applicable

Not applicable as there were no disputes regarding intellectual property.

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Project Poshan	30,798	70%
2	Swasth Bharat Swasth Samuday Abhiyaan	1,87,157	60%
3	Providing Nutrition & Healthcare Support to Underprivileged Children & Women	2,345	70%
4	Malnutrition & Anaemia Program	28,343	80%
5	Nutrition Support Programme Delhi	29,107	75%
6	Nutrition Support to Madari community	1,16,305	80%
7	Nutrition Support Programme for marginalised section of society in East India	2,96,289	50%
8	Nutrition Support Programme for marginalised section of society in West India	42,409	50%
9	Nutrition Support Programme for marginalised section of society in South India	9,400	50%
10	Nutrition Support Programme with Social Warriors, police personal and armed forces	1,06,928	50%
11	Swasthya Aur Suraksha (Health, Safety & Well-Being initiative)	1,77,522	60%
12	Sanitation Drive	1,275	70%
13	Healthcare & Awareness Programme at Religious places/shrines	4,06,400	40%
14	Fighting the Dengue Epidemic	85,000	20%



S. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
15	Immune India Health Campaign among School Kids	5,582	10%
16	Safe Motherhood Initiative	1,28,665	40%
17	Women's Healthcare & Awareness Programme	72,500	50%
18	Health Camps to provide easy access to reliable healthcare for poor & needy	2,55,283	50%
19	Health Care Support Programme Jaipur	1,99,869	75%
20	Health Care Support Mandholi	700	80%
21	Oral hygiene Awareness Programme	17,200	50%
22	Health Care Support Programme for marginalised section of society in East India	3,63,016	50%
23	Health Care Support Programme for marginalised section of society in West India	16,525	50%
24	Health Care Support Programme for marginalised section of society in South India	9,400	50%
25	Health care Support Programme with Social Warriors, police personal and armed forces	16,080	50%
26	Dabur Wellness Centre	3,645	50%
27	Ayurveda Research & Training Project with AIIA	1,000	30%
28	Support to IHIF Yuvraj Shivraj Neuro Rehabilitation Centre, Jodhpur	1,976	40%
29	Programmes to protect endangered species of herbs & plants, enhancing livelihood	8,749	60%
30	Jeewanti Greenhouse	33	60%
31	Tree Plantation Drive	9,406	50%
32	Promotion of Solar Energy	1,212	50%
33	Water Conservation Project	3,300	30%
34	Activities to Support Plastic Waste Management	1,10,780	60%
35	Programmes for promoting education through NFEs, Remedial classes	830	50%
36	School Support Programme	6,273	80%
37	Adult Literacy Centres	85	80%
38	Community Library	57	60%
39	Computer Literacy Centre	185	70%
40	Anganwadi Support Programme	218	75%
41	Vocational Training to women and villagers	773	70%
42	Promoting & managing Self Help Groups for women	2,639	70%
43	Beekeepers Livelihood initiatives	11,620	40%
44	Livelihood Promotion Programme	1,501	80%
45	Traditional Folk Dance Programme in Assam	300	60%
46	Sport Training in Tezpur	70	70%
	Grand Total	27,68,750	



PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN RESPONSIBLE MANNER

Essential Indicators

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

Dabur has a well-established consumer care and response management system in place to support our consumers with queries, feedback or concerns/grievances that they may have. Dedicated expert teams within the businesses manage all the complaints and feedback to ensure prompt response and timely resolution. Consumers can contact us through a toll-free number (18001031644), cited on all its products, along with an email address (daburcares@dabur.com), to assist consumers in case of any grievance or query. We have also hired a courier agency to ensure speedy replacement of consumer complaint packs. The first response is shared immediately upon receiving the call and/or e-mail. The complaint is registered and a unique complaint number is generated and also shared with the consumer for future reference. This is followed by a detailed conversation with the consumer within the same working day ensure timely closure of the issue. These conversations help resolve the complaints that are not genuine or have occurred due to mishandling of the product by the consumer. Dabur also offers online consultations with Ayurvedic practitioners for personalized health concerns and remedies.

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

	As a percentage to total turnover
Environment and Social parameters relevant to product	20%
Safe and responsible usage	100%
Recycling and/or safe disposal	75%

3. Number of consumer complaints

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Others	Nil	Nil	-	Nil	Nil	-

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

	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

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.

Yes, Dabur has a privacy policy in-place which relates to the use and protection of any personal information provided to Dabur India Limited. It applies to the personal data collected by Dabur in connection with the services and product it offers. Dabur has NIST cybersecurity framework as well which includes a set of guidelines to help organization better manage and reduce cyber security risks. The privacy policy is available on the below link <https://www.dabur.com/sites/>





<default/files/2022-10/3264-Privacy-Policy.pdf>

- 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.**

Not applicable as there were no such issues.

Leadership Indicators

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

Consumers can access information about Dabur’s product and services through company’s website (www.dabur.com), along with a dedicated email address and toll-free phone number for contacting product specialists. Consumers can speak to qualified Ayurvedic practitioners for consultations and ordering Ayurvedic medicines. Consumers can also purchase products online through various marketplaces or directly from the company via the Dabur Shop (www.daburshop.com) platform. Dabur engages with consumers through local haats, melas, and retail chains, where personnel provide information, address queries, and distribute pamphlets.

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

All our product labels provide detailed information on safe and responsible usage of our products along with information on the product key ingredients. Some products also carry graphical images informing consumers on how to use the products. We also connect with consumers through our various Social Media handles and channels to educate them not just about safe usage of products but also about the process of production/manufacturing through detailed posts and videos.

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

This does not apply to Dabur as we do not fall under essential services.

- 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)**

Yes. A consumer-centric organisation, Dabur ensures that all the information as required by applicable rules and regulations are displayed appropriately on product labels. In addition, we also provide additional information like appropriate portion guidance based on serve size and Recommended Daily Amount to educate consumers on nutritional attributes of the product, particularly fruit-based beverages. Tips on things to check before buying the pack, besides preserving the pack both prior to opening and post-opening are also displayed on the juice pack. Some of our packs also carry a QR code, which consumers can scan to visit the product microsite and learn more about our quality standards.

Yes, Dabur carries our consumer surveys at regular intervals to understand consumer feedback on various matters including product taste, product satisfaction, sustainable packaging and grievance handling. We also measure consumer response and satisfaction through brand perception studies/surveys.

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

- a. Number of instances of data breaches along-with impact** – 0 instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers** – Not applicable



