

ND/SY/ 3505

September 01, 2022

Bombay Stock Exchange Limited
New Trading Ring,
Rotunda Building, P J Towers, Dalal
Street, Fort Mumbai-400001
Scrip Code: 500097

National Stock Exchange of India Limited
“Exchange Plaza”, Plot No. C-1, Block G
Bandra – Kurla Complex, Bandra (East),
Mumbai – 400 051
Symbol: DALMIASUG

Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2021-22

Ref: Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015

Dear Sir(s),

Please find attached herewith the BRSR forming part of the Annual Report of the Company for the financial year 2021-22.

We request you to please take the same on record.

Thanking You,

Yours faithfully,

For **Dalmia Bharat Sugar and Industries Limited**

Aashima V Khanna

Aashima V Khanna
Company Secretary
Membership No.: A34517



Business Responsibility & Sustainability Report

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Principle 9:	Businesses should engage with and provide value to their consumers in a responsible manner	□

Section A : GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L15100TN1951PLC000640
2	Name of the Listed Entity	Dalmia Bharat Sugar and Industries Limited
3	Year of incorporation	1951
4	Registered office address	Dalmiapuram, District Tiruchirapalli, Tamil Nadu - 621651
5	Corporate address	11th & 12th Floor, Hansalaya building, 15, Barakhamba Road, New Delhi - 110001
6	E-mail	corp.sec@dalmiabharat.com
7	Telephone	011-23465100
8	Website	www.dalmiasugar.com
9	Financial year for which reporting is being done	2021-2022
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹16.19 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Aashhima V Khanna - 011-23465100, khanna.aashima@dalmiasugar.com and corp.sec@dalmiabharat.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1	Manufacturing	Food, beverages and tobacco products	72%
2	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	23%

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

S.No	Product/Service	NIC Code	% of total Turnover contributed
1	Sugar	10721	72%
2	Industrial Alcohol	11011	23%
3	Power	35106	4%

III. Operations

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

Headquartered in Delhi, the Company has manufacturing facilities in Uttar Pradesh and Maharashtra, possibly the only instance of a company with sugar operations in these two non-contiguous states in India.

Location	Number of Plants	Number of Offices
National	5	2
International	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India with major markets being Uttar Pradesh, Maharashtra and the eastern states
International (No. Of Countries)	Middle East, SAARC and Mediterranean Countries including Indonesia, Malaysia, Bangladesh, Sri Lanka, Nepal, Bhutan, Middle East, Mediterranean countries and East Africa etc.

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

Sugar exports contribute to 25% of total turnover of the Company.



c. A brief on types of customers

The Company is a preferred sugar supplier to brand-enhancing institutional giants such as Hindustan Unilever, Coca-Cola, PepsiCo, Mondelez, Monginis, Perfetti, Britannia, Walmart India, Dabur, D-Mart, India Glycols Allied Blenders & Distillers, United Breweries, Carlsberg, SABMiller and others in the alcohol industry. The Company has also turned its wholesale business towards the retail, selling products in various platforms including inter-alia Amazon, Big Basket, Flipkart, Indiamart. We market specialty sugar (brown, white, coffee and icing sugar) packets of 500 gm, 1 kg, 2 kg and 5 kg and Sugar Sachets under the Dalmia Utsav brand.

The Company sells power to UP and Maharashtra Grid and Ethanol to oil companies namely IOCL/BPCL/HPCL.

IV. Employees

18. Details as at the end of Financial Year: 2021-22

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	444	441	99.3%	3	0.7%
2	Other than permanent (E)	0	0		0	
3	Total Employees (D+E)	444	441	99.3%	3	0.7%
WORKERS						
4	Permanent (F)	1696	1689	99.6%	7	0.4%
5	Other than permanent (G)	952	948	99.6%	4	0.4%
6	Total Employees (F+G)	2648	2637	99.6%	11	0.4%

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than permanent (E)	0	0	0	0	0
3	Total differently abled Employees (D+E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	4	4	100%	0	0
5	Other than permanent (G)	1	1	100%	0	0
6	Total differently abled Employees (F+G)	5	5	100%	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	4	1	25%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY_2021-22 (Turnover rate in current FY)			FY_2020-21 (Turnover rate in previous FY)			FY_2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	25%	11.1%	14%	0	14%	10%	0	10%
Permanent Workers	4%	0%	4%	4.6%	25%	4.7%	7%	0	7%

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

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

Sl. No.	Name of the holding / subsidiary / associate / companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	*Himshikhar Investment Limited	Wholly Owned Subsidiary	100%	Yes

*Himshikhar Investment Limited has been merged with the Company with effect from April 01, 2021 (appointed date) vide NCLT order dated June 10, 2022

VI. CSR Details

- 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
- (ii) Turnover (in ₹) - ₹3018.25 Crore
- (iii) Net worth (in ₹) - ₹2314.33 Crore

VII. Transparency and Disclosures Compliances

23. Transparency and Disclosures Compliances

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2020- 2021 Current Financial Year			FY 2019-2020 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes for all stakeholders.	143	0	-	103	0	-
Employees and Workers	Link: https://www.dalmiasugar.com/wp-content/themes/Sugar/assets/policies/Whistleblower-Policy-and-Vigil-Mechanism.pdf	7	0	-	5	0	-
Customers		46	1	-	44	0	-
Value Chain Partners		-	-	-	-	-	-
Others (please specify)		-	-	-	-	-	-

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

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

Sl. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Government policies	Risk	Changes in government policies at macro level effect the operations and profitability of the company.	Through representations via various forums like- IMSA, UPSMA, WISMA, UP Cogen association etc.	Substantial Impact on profitability of the company.
2	Cane yield & recovery	Risk	Key lever for health of business operations having significant bearing on performance coupled with unevenness observed in last 2-3 years.	Robust cane development plan and changes in varietal mix.	Substantial Impact on profitability of the company.
3	Ethanol Capacity	Opportunity	Special impetus of Government on Ethanol blending	Not Applicable	Higher profitability alongwith increase in proportion of more stable segment i.e. Ethanol in revenue mix.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine



principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1 Ethics & Transparency	P2 Product Responsibility	P3 Human Resources	P4 Responsiveness to Stakeholders	P5 Respect for Human Rights	P6 Responsible Lending	P7 Public Policy Advocacy	P8 Inclusive Growth	P9 Customer Engagement
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Policies that are not mandated under the Companies Act, 2013/SEBI Regulations are approved / reviewed by the Senior Management of the Company.								
c. Web Link of the Policies, if available	The policies have been uploaded on the website of the Company (www.dalmiasugar.com) in accordance with the provisions contained in the Companies Act, 2013 and Listing Regulations.								
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	No	No	No	No	No	No	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.	The Policies are based on the "National Voluntary Guidelines on Social, Environmental & Economic Responsibilities of Business"								

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

DBSIL is committed to develop a strategy to move forward towards becoming water positive and improving the soil carbon content. Currently, half of the land in our catchment area has low Organic Carbon content (< 0.5%). We aim to increase and maintain the soil Organic Carbon in medium range (0.5% - 0.75%) by 2030. We aim to increase soil carbon content through use of recommended doses of organic manures / compost and Intervention through animal husbandry programme for domestic animals. We also plan to use green manure crops, do crop rotation and no crop residue burning to be done by us.

The water table in our catchment area in UP has depleted by 2 meters in last 10 years. To address this concern, we aim to become

10x water positive by 2025. To ensure this we will work with 2 lakh sugarcane cultivators in reducing their annual Ground water consumption by 500 KL per Ha by 2030 which has a potential of annual conservation of 25 billion litres.

Soil carbon content and Water are the two most critical elements for Sustainable Sugarcane Cultivation. By addressing both the critical elements DBSIL is also ensuring sustainable livelihood and income for the farmers.

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

We are in the process of executing our defined targets from the coming FY2022-23.

Governance, leadership and oversight

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

DBSIL's sustainable development approach well focuses on ESG parameters. As a testament to our commitment to the environment, we ensure responsibility and commitment towards the needs of society by creating, maintaining and ensuring a safe and clean environment for sustainable development.

Our mission is to ensure sustainable sugar production which creates value for farmers and the community while sustaining a business ecosystem. Our approach to sustainability is earmarked by the efforts that we carry out under different aspects of water conservation, energy use reduction, resource efficiency, waste minimization, impacting lives and conducting business responsibly.

Keeping Sustainability as the main driving force, we have identified 34 material aspects which are categorized under our sustainability pillars of responsible consumption, responsible growth & business ethics, sustainable farming practices and empowering people. We have identified our material topics under each of our pillars and have derived short, medium and long terms goals for each of them ensuring full coverage of all ESG related aspects. We have a sustainability policy that spells out the company's philosophy towards the sustainability commitments and lays down the approach to manage environmental, social and governance aspects guidelines, framework and mechanism

for effective planning, implementation and monitoring of our sustainability initiatives.

We have also identified our ESG policy requirements and are working progressively towards developing our ESG policy with the main focus to ensure sustainable sugarcane production which creates value for farmers and the community while sustaining the business ecosystem. We are also in process of developing continuous performance monitoring mechanism for all aspects related to ESG.

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

Mr. Bharat Bhushan Mehta, Whole Time Director and Chief Executive Officer

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 business responsibility performance of the Company is assessed by Mr. Bharat Bhushan Mehta, Whole Time Director and Chief Executive Officer together with Mr. Pankaj Rastogi, Chief Executive Officer - Sugar and Shri Vishal Bhardwaj, Head - CSR. Overall performance is assessed annually by the Board.

The targets related to environmental KPI such as water reduction in operations, usage of alternative fuels and raw materials as well as mitigation and management of climate change impacts is part of the KRA of senior management.

10. Details of Review of NGRBCs by the Company

Subject for Review	Review of principles undertaken by and frequency
Performance against above policies and follow up action	Whole Time Director & CEO and Business Responsibility Head
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board relevant committees on quarterly basis.

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.

No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								



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	12	P1, P2, P3, P4,P6 and P8	100%
Key Managerial Personnel	12	P1, P2, P3, P4,P6 and P8	100%
Employees other than BoD and KMPs	27	P3	71%
Workers	83	P3	49%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

MONETARY

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine			Nil		
Settlement			Nil		
Compounding fee			Nil		

NON-MONETARY

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

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

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

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

Yes. At DBSIL, 'Responsible growth & Business ethics' is a material aspect that is most vital and significant. Our corporate governance framework and philosophy originates from our responsibility towards maximizing stakeholders' value. It is a systematic continuous process which ensures enhancement in wealth-generating capacity and long-term success. We believe in a system driven performance and accord highest priority to it. We believe that growth and efficiency are blended with governance and ethics. The Board of Directors, guided by the mission statement, formulates strategies and policies having focus on optimising value for various stakeholders including consumers, shareholders and society at large.

DBSIL provides good quality of life to employees through an open environment which is supportive of their personal and professional development. Our employees work in accordance with our code of conduct. We have an ethics helpline number through which employees can file a complaint whenever they come across any unethical behaviour. Anonymity of reporter is maintained, and reports of ethics helpline are sent to the ethics committee and Audit Committee regularly.

The Code of Conduct for Directors and Senior Management, Whistle Blower Policy and Vigil Mechanism, Related Party Transactions Policy and Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons, amongst others, serve as a roadmap for all employees of the Company and other stakeholders, wherever applicable. The Company has adequate control measures in place to address the issues relating to ethics, bribery and corruption. The statutory policies are available at <https://www.dalmiasugar.com/investors/>

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

	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil

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

Not Applicable

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4 Awareness Programmes (Delhi, Chandigarh,Kolkata,Lucknow)	Education on pure & adultrated honey & detailing of our product around the best quality aspect of any food items	50-60%

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

Yes, the Company has the code of conduct for the Board and Senior Management pursuant to Regulation 17(5) (a) of SEBI Listing Regulations.

Principle 2: businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. 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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	₹5.48 Crore (Cane Development Expenses)	₹3.81 Crore (Cane Development Expenses)	Increase in sugarcane yield, sugar recovery, soil fertility and farmer's income.
Capex	₹33.67 Crore	₹0.17 Crore	Reduction in ground water drawal and achievement of Zero Liquid Discharge (ZLD)

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?

Almost 100% of the raw materials are procured sustainability. All plants of the Company are proximate to the cane growing area. Since the raw materials are procured from sources close to the units, it enables the Company to minimize transportation costs. A significant proportion of the cane is supplied by small and medium-scale farmers through bullock-driven carts due to the distance, reducing pollution.

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.

The Company's major product is Sugar. The principal cane crushing operation generates molasses as a by-product, which is utilized to manufacture ethanol. The waste generated from sugar crushing operations (bagasse) and distillery operations (spent wash) are used as



fuels for generating clean energy. Boiler ash generated from the incineration plants is rich in potash and a vital soil nutrient. We have also installed K-Ash plant for converting rich potash into an agro-input. The spent-wash is also utilized with press mud (mulched together) to produce bio-compost (manure) of rich-nutrients for plants and recycled to maintain soil nutrients. Thus, the by-products and waste generated from the manufacturing processes are largely reused/recycled.

Our products do not produce any e-waste and hazardous waste. However, the e-waste produced during the office operations is sold to the registered recyclers.

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.

Extended Producer Responsibility is applicable on us and action plan is derived on the basis of SOP provided by CPCB. Ministry of environment and climate change and CPCB has come out with revised rules and SOP along with newly design portal for EPR only. We are in process for registration with CPCB as per guidelines.

LEADERSHIP INDICATORS

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web-link
No Life Cycle Assessments have been done yet.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-

Since the products of the Company are agriculture based, there are no significant social or environmental concerns and/or risks arising from production or disposal of the same.

3. Percentage of recycled or reused input 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 2021-22 (Current FY)	FY 2020-21 (Previous FY)
-	-	-

Almost 100% of molasses, generated through cane crushing operation is utilized to manufacture ethanol. Also, almost 100% of bagasse, the waste generated from sugar crushing operations and spent wash, generated from distillery operations are used as fuels for generating clean energy. Also, Boiler ash generated from the incineration plants is converted into agro-input. Also, the spent-wash is utilized to produce bio-compost (manure) of rich-nutrients for plants and recycled to maintain soil nutrients.

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 2021-22 (Current FY)			FY 2020-21 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	72	0	142	93	9	71
E-Waste	0	0.052	1.7	0	0	0.4
Hazardous waste (Used Oil)	1.2	0.0	0	1.8	2.8	0
Other waste	0	0	0	0	0	0
Bagasse MT	1275319	0	0	1211473	0	0
Slop (Industrial Waste) MT	172816	0	0	186455	0	0
Water (KL)	117981	9,61,257	0	801910	333199	0

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category	
	FY 2021-22 (Current FY)	FY 2020-21 (Previous Financial Year)
Reprocessed Sugar MT	1317	5006
Reprocessed Sugar %	0.21%	0.96%

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	441	441	100%	441	100%		0%	441	100%	0	0
Female	3	3	100%	3	100%	3	100%		0%	0	0
Total	444	444	100%	444	100%	3	1%	441	99%	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	1689	1121	66%	1689	100%	0	0%	0	0%	NA	NA
Female	7	7	100%	7	100%	7	100%	0	0%		
Total	1696	1128	67%	1696	100%	7	0%	0	0%		
Other than Permanent Workers											
Male	948	0	0%	948	100%	0	0%		0%	NA	NA
Female	4	0	0%	4	100%	4	100%		0%		
Total	952	0	0%	952	100%	4	0%	0	0%		

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others - Please Specify	None	-	-	-	-	-



3. Accessibility of workplaces

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

Yes

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.

The Company ensures diversity in the workplace and provide equal opportunity and fair treatment to all employees including eligible applicants for employment without any bias towards caste, creed, religion, origin, gender, marital status, age and nationality starting from the recruitment to the closure of full and final settlement. All decisions with respect to employee acquisition, L & D, promotions, compensation & benefits, transfers and termination are objective and based on the fact of the matter. These guidelines with regard to fair employment are internal and not uploaded on the website. However, these guidelines do not specifically provide for persons with disabilities.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. We have Works Committee, Whistle Blower Policy and Vigil Mechanism.
Other than Permanent Workers	Works Committee to promote measures for securing and preserving amity and good relations between the employer and workmen and, to that end, to comment upon matters of their common interest or concern and endeavour to compose any material difference of opinion in respect of such matters. Whistle Blower Policy Objective: To provide a platform to all stakeholders to voice genuine concerns about any breach of the Code of Conduct or company's guidelines or values. The platform shall ensure that all complaints are heard, recorded and registered with the ethics committee for further action with transparency and confidentiality so that it improves confidence in the organisation and also acts as a deterrent against deviations from guidelines, values and the DNA. The whistle blowing is recorded through an independent third party monitored 'Ethics help line'
Permanent Employees	Yes. We have Whistle Blower Policy for the entire Company:
Other than Permanent Employees	Whistle Blower Guideline Objective: To provide a platform to all stakeholders to voice genuine concerns about any breach of the Code of Conduct or company's guidelines or values. The platform shall ensure that all complaints are heard, recorded and registered with the ethics committee for further action with transparency and confidentiality so that it improves confidence in the organisation and also acts as a deterrent against deviations from guidelines, values and the DNA. The whistle blowing is recorded through an independent third party monitored 'Ethics help line'

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

The Company recognises employees need to form trade unions so that they can put forward their aspirations in a better way to the senior management. The Company has trade unions in Maharashtra facilities. There are no unions in Uttar Pradesh facilities. Interactions between senior management and trade unions are conducted periodically to maintain cordial relations.

Category	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	441	0	0	416	0	0
Female	3	0	0	4	0	0
Total Permanent Workers						
Male	1689	639	38%	1470	641	44%
Female	7	7	100%	7	7	100%

8. Details of training given to employees and workers

Category	FY 2021-22 Current FY					FY 2020-21 Previous Financial Year				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	441	388	88%	234	53%	405	401	99%	110	27%
Female	3	3	100%	3	100%	2	2	100%	2	100%
Total	444	391	88%	237	53%	407	403	99%	112	28%
WORKERS										
Male	2637	2221	84%	378	14%	2418	2147	89%	385	16%
Female	11	8	73%	0	0%	11	9	82%	0	0%
Total	2648	2229	84%	378	14%	2429	2156	89%	385	16%

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

Category	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	434	434	100%	373	373	100%
Female	2	2	100%	3	3	100%
Total	436	436	100%	376	376	100%
Workers						
Male	2637	2637	100%	2418	2418	100%
Female	11	11	100%	11	11	100%
Total	2648	2648	100%	2429	2429	100%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?
Yes Occupational Health and Safety Management System IS 14489:2018, It covers entire manufacturing complex of all the Units
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Yes, Daily plant round is done by Safety Officer and Camera Monitoring to find out the Unsafe Act/ Unsafe Condition to enhance the safety culture of the company. Ensure the providing and wearing of PPEs. Due diligence to identify work hazards and identification of repeated injuries also being done to develop counter measures.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
Yes the Company encourages the employees to report near miss incidents identified through various digital platforms which is analysed from a central repository. The employees who report highest number of instances are also felicitated for their efforts which acts as an incentive for our employees to report near miss incidents sighted



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

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

Safety Incident/Number	Category	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	0	0
	Workers	0	0
Total recordable work-related injuries	Employee	0	0
	Workers	0	0
No. of fatalities	Employee	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	0
	Workers	0	0

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

The Company has in place Safety, Health and Environment Policy which is approved by Risk Management Committee and the Board of Directors. Following measures are taken to ensure safe and healthy environment-

- Checking of use of PPEs
- Display safety signages, boards to create the safety culture.
- Issue notices to employees and contractor workers for nonuse of PPEs.

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

	FY 2021-22 (Current FY)			FY 2020-21 (Previous FY)		
	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	3	0	-	0	0	-
Health & Safety	4	0	-	2	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

- | | |
|---|--|
| <p>a) Each employee entering the plant premises is imparted with Safety Induction Training.</p> <p>b) Permit To Work system is religiously followed by each sections of the Unit.</p> <p>c) Tool Box Talk (TBT) is imparted to the working crew by job supervisor/engineer prior to deployment of the workforce at work.</p> <p>d) A Safety Committee is formed with equal participation of workforce from executive as well as workmen. Along with their jobs they act as sectional safety members for improvement of safety culture and working conditions. Safety committee meeting is conducted on Quarterly basis.</p> <p>e) Regular training's are imparted to the working crew along with demonstration.</p> | <p>f) Mock Drills are conducted at regular intervals to bring awareness as well to check the effectiveness of the existing emergency response.</p> <p>g) All lifting tools and tackles/ pressure vessels are tested and inspected by approved parties.</p> <p>h) All equipment's / portable machineries are physically inspected prior to use.</p> <p>i) Joint Walkthroughs (participation of representatives from each department) are also conducted from time to time.</p> <p>j) It is ensured that the welding machines are in good condition by providing related trainings for safe operation through OJT and posters.</p> <p>k) Bagasse , Coal and Rectified Spirit /Ethanol fire is the major safety related incident in the plant.</p> <p>l) We have provided the fire hydrant system and fire extinguishers in the plant to mitigate the fire hazard.</p> <p>m) Fire drills /Mock drills are conducted</p> |
|---|--|

- n) Continuous trainings are conducted on fire fighting, first aid and Safety related topics.
- o) Changing of old rusted plate forms.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)

Yes. DBSIL covers life insurance or any compensatory package in the event of death of employees and workers.

(B) Workers (Y/N)

Yes. DBSIL covers life insurance or any compensatory package in the event of death of employees and workers.

Hospitalization Insurance mitigates financial burden in case of hospitalization of the Employee or his/her dependents and covers all the employees who are on employment (permanent) rolls of the Company. The family floater insurance coverage is as per the designations and the premium amount is to be borne by the employee for self and the declared dependents.

Further, all employees are covered under a Group level accident

Insurance scheme as part of Company's effort to safeguard the future of its employees and their family members in the unfortunate event of a mishap. It covers all executive members' claim in cases of permanent Total Disablement, Permanent Partial Disablement, Temporary Total Disablement, Death, Carriage of Dead body.

To cater to unforeseen circumstances in an employee's life, like early death and debilitating diseases that are not covered by regular policies of personal accident insurance and medical-claim etc. all employees are covered under Life Insurance guideline and the benefit is in the form of monetary relief to the nominee of the participant in case of death.

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

Specific contractual obligations with respect to deduction and deposit of statutory dues by value chain partners are provided for such adherence. Also, regular cross checks of documents are conducted.

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:

	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 2021-22 (Current FY)	FY 2020-21 (Previous FY)	FY 2021-22 (Current FY)	FY 2020-21 (Previous FY)
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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Available
Working conditions	Not Available

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.

None

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

ESSENTIAL INDICATORS

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

Engaging and collaborating with stakeholders is key for developing the business strategy. To build a meaningful and transparent relationship, we engage with our stakeholders to form long-term relationships based on trust and a willingness to collaborate. We define our stakeholders as individuals, groups, or organizations who have a material influence on or are materially influenced by the way we perform our activities. At DBSIL, we engage with our stakeholders periodically through various channels and proactively communicate relevant information to our stakeholders through multiple channels such as meetings, annual report, CSR report, sustainability report, press releases, etc. We strive to ensure that it is a two-way communication process. Feedback from our stakeholders is welcome so that



we can learn how we as a company can improve. The following table mentions different modes through which we engage with our stakeholders and concerns discussed with them.

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
Investor	No	Quarterly financial reports , Annual general meeting, Press releases, Website, Stock Exchanges, Advertisement, Emails, Annual Reports	Quarterly	Purpose & Scope - For stakeholders to know the financial standing of the company; Scope - Majorly finance, including any new developments like expansions, new product launches, new markets, etc. Concerns - Transmission of shares; IPF Matters
Industrial association	No	Tie ups with industrial association through membership and being part of various committees and active participation	Annual	Purpose & Scope - Coordination for sugar industry; advocacy to create a common platform for conducive Govt Policy owing to the nature of sugar industry in India Concerns - Changing Govt policies ; excess crop conditions.
Community	No	CSR Reports , meetings, pamphlets, websites, SMSs, lectures,	All year round	Purpose & Scope - social licence to operate, inclusive growth, community participation, about community priority and strategy Concerns - growth and development related concerns.
Supplier	No	Farmers - SMS, Meetings, Notice Boards, IT enabled Apps, Websites, Roadshows, Display Boards, Announcements	All year round	Farmers Purpose & Scope - Business continuity, To enhance the awareness on best agricultural practices, Education on new techniques and varieties for the sustainability of the cane crop; water harvesting techniques; Automatic payment systems Concerns - Ensure better crops and how to save the crops from pests and animals, reduce the cut to crush time Other Suppliers
Customers	No	B2C - Email nos. and phone nos on products; Advertisement of products on various mediums B2B - Emails, Phone No. on bag of products, Regular interaction through meetings, Suppliers Meet Regular feedback from customers, Customer satisfaction survey	All year round	B2C Purpose & Scope - Pricing Strategy, Quality of Product, Product Certification, loyalty and trust, feedback B2B Purpose & Scope - To increase the institutional sales, better product development, To take customer feedback on existing supplies Concerns - Price Volatility, Govt Policies, progress of sugarcane crop, global scenario of sugar, product quality
Government and regulatory bodies	No	Regulatory Compliance - Through ISMA, All India Distillery Associations (AIDA)	All year round	Purpose & Scope - Coordination for sugar industry; advocacy to create a common platform for conducive Govt Policy owing to the nature of sugar industry in India Concerns - Changing Govt policies ; excess crop conditions, Compliance to laws & regulations, advocacy.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails; Floor visits, Morning meetings, Helpdesk options on Employee portals;	All year round	Purpose & Scope - Trust and loyalty, Work life balance, employee retention; query handling, reduce bottlenecks for employee efficiency, to enhance employee engagement Concerns - Payroll, leaves related concern, Self-Development related concerns, complaints, performance related
Competitor	No	Analysis of best practices adopted by peers	All year round	Sector performance of peers, Healthy competition
Media	No	B2C - Launch of Products	On Need Basis	Transparency in company communication, Regular Interactions

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.

In this rapidly changing environment, we are adapting and responding to the issues that matter most to our stakeholders and our business. We are constantly working on understanding these issues as they help us define our strategic priorities and report on the issues that are of most interest to our stakeholders. To identify and subsequently validate the material issues, we first create a bucket list of potential material aspects by analyzing the material issues of peer companies, the Sustainability Accounting Standards Board (SASB), and Global Reporting Initiative (GRI). Furthermore, we engage with different stakeholder groups to understand their views and concerns on the identified material issues. It help us in defining these material aspects and fabricating a path for long-term value. Furthermore, through this assessment, the material elements are shortlisted, prioritized, and grouped under four pillars: Empowering People, Responsible Consumption, Responsible Growth, and Business Ethics, and Sustainable Business Practices.

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

Yes. One of our major stakeholder are the sugarcane farmers. Their main concern is soil health and water conservation. We thus initiated a project on Soil Health, including soil analysis to understand the organic carbon content and other nutrient factors and work towards maintaining soil health. A similar project is being implemented on water harvesting and conservation.

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

The Company carries out development activities and provides necessary guidance to the small and marginalized cane growers with regards to selection of the right variety of propagation materials, agri-inputs and agronomical practices, supports in setting-up farm yard manure units, vermicomposting units, provides solar operated sprayers among others. The promotion of energy-efficient cooking methods and the installation of solar lighting has particularly benefited the women and children of the communities. Women Self Help Groups are promoted and skills development training sessions (stitching and weaving, Moonj craft, among others) are conducted to create additional avenues of income generation for them. Also maternal, neonatal and adolescent health camps are run periodically. For children, many school intervention programmes have been implemented and remedial education centers have been established. The construction of individual sanitary latrines in line with 'Swachh Bharat Abhiyaan' and 'Swachh Vidyalaya Abhiyaan' have also benefitted the local community. Skill training centers (ITI and DIKSHA) are being run to ensure skill development and enhancing the employability of the local youth.

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 2021-22 Current Financial Year			FY 2020-21 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	444	442	100%	407	407	100%



Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Other than permanent	0	0	0	0	0	0
Total Employees	444	442	100%	407	407	100%
Workers						
Permanent	1696	1696	100%	1647	1647	100%
Other than permanent	952	952	100%	883	883	100%
Total Workers	2648	2648	100%	2530	2530	100%

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

Category	FY 2021-22 Current Financial Year				FY 2020-21 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	441	0	0	441	100%	374	0	0%	374	100%
Female	3	0	0	3	100%	4	0	0%	4	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	1689	0	0	1689	100%	1642	0	0%	1642	100%
Female	7	0	0	7	100%	8	0	0%	8	100%
Other than Permanent										
Male	948	67	7%	881	93%	906	61	7%	845	93%
Female	4	0	0	4	100%	4	0	0%	4	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (PA)	Number	Median remuneration/ salary/ wages of respective category (PA)
Board of Directors (BoD)	5	3,55,14,763	1	16,20,000
Key Managerial Personnel	1	1,18,65,521	1	10,68,096
Employees other than BoD and KMP	440	8,00,004	2	8,41,582
Workers	1689	3,17,244	7	3,10,310

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

Yes. At DBSIL we have Whistle Blower Policy which addresses this concern. We respect human beings first and thus promote human rights of all our stakeholders within and beyond the boundaries of our business operations. We believe that respectful and productive business dealings can only be achieved through strong organizational values. We avoid complicity with human rights abuse by third parties as well. We are committed to ensuring that all are treated with dignity and respect. We have safety committees and work committees at plants, Internal Complaints Committee under the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013. We work proactively with our suppliers and other stakeholders within the value chain to ensure that they are aware of and respect the rights of the individuals and communities that we operate in. We neither engage in nor support forced labour and it is ensured that all talents work voluntarily. The terms and conditions relating to the engagement are communicated prior to acquisition. As an act to reinforce our commitment towards human rights at the operational level, regular inspections are held at the plant level to ensure non engagement of child labour. To ensure the same, contractual talents are screened and suppliers are encouraged to practice non tolerance towards child labour.

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

At DBSIL we have Safety committee, works committee, Whistle Blower Policy, POSH and Ethics Helpline to ensure redressal of grievances related to human rights. The human relations and the legal & compliance department, in collaboration with other functions, ensures that the human rights are upheld and reinforced from time to time at the operational level. The Company has formulated Whistle Blower Policy and Vigil Mechanism and same is approved by the Board of Directors with a view to provide a mechanism for stakeholders to raise any concerns. The said policy is posted on the Company's website. Complaints could be filed through third party managed Ethics Helpline, which allows stakeholders to report issues on human rights violations. No person is denied access to the Audit Committee.

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

	FY 2021-22 Current Financial Year			FY 2020-21 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		0	0	
Discrimination at workplace	1	0		1	0	
Child Labor	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	6	0		1	0	

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

Whistle Blower details circulated across the locations: To provide a platform to all stakeholders to voice genuine concerns about any breach of the CoC or company's guidelines or values. The platform shall ensure that all complaints are heard, recorded and registered with the ethics committee for further action with transparency and confidentiality so that it improves confidence in the organisation and also acts as a deterrent against deviations from guidelines, values and the DNA. The whistle blowing is recorded through an independent third party monitored 'Ethics help line

Anti-Sexual Harassment Guideline Objective: To ensure a work environment where employees can work free from any form of sexual harassment and all stakeholders are treated with dignity and mutual respect. To also ensure that any such harassment can be aired to a complaints panel which will take prompt action to restore the faith of the stakeholder in the organisation. These guidelines will come into effect from 1/1/2014. The Anti-Sexual Harassment Guidelines is extended to all employees in the rolls of the company including- full time employees, temporary & part time employees, honorary employees and those engaged on a casual or project basis even through a contractor. The Guidelines will be applicable to all allegations of Sexual Harassment made by an Employee / third party or against an Employee / third party, irrespective of whether Sexual Harassment is alleged to have taken place within or outside the Company premises.

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

Yes, the Company has strict guidelines on human rights issues in all external contracts. In addition, internal control mechanisms exist to ensure human rights due diligence. All contracts are monitored constantly for compliance to guidelines.

9. Assessment for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	60
Forced/involuntary labour	60
Sexual harassment	60
Discrimination at workplace	60
Wages	60
Others- Please Specify	-

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

The Company ensures proper screening of potential suppliers and partners to make sure that there are no individuals below 18 years of age and/or forced/involuntary are engaged. Our contracts with value chain partners prohibit employment of child labour and force/involuntary labour. With regards to sexual harassment we have internal complaint committee and all other concerns including inter-alia



with respect to discrimination, concerns can be raised as per Whistle Blower Policy in anonymity through a third party helpline. The Company strives to be a discrimination free Company and does not allow discrimination and harassment based on religion, gender, caste, disability, nationality, sexual orientation, race and age. It is also ensured that all employees and permanent workers are paid more than minimum wage requirements. In addition, it is also expected that all value chain partners uphold these principles and include guidelines on human rights in the contracts. However, in view of existing policies/guidelines to safeguard human rights, no further corrective actions were required to be taken pursuant to assessments.

LEADERSHIP INDICATORS

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

No business process was required to be modified

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

DBSIL is one of the most respected sugar manufacturers in the Country on account of its consistent investment in integrity, safety, health and environment. These attributes have been validated by certifications like Occupational Health and Safety Management (OHSAS), Environment Management System (EMS), Bonsucro and Food, Safety and Quality (FSQ).

As a member of the Bonsucro Production Standard (voluntary global sustainability standard for sugarcane), the Company follows seven principles: Obey the law, respect human rights and labour standards, manage efficiency to improve sustainability, manage bio-diversity and the ecosystem, continuously improve the organisation of farmers, adhere to European Union directives and the organisation of farmers.

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	The premises/office locations of the value chain partners have not been assessed.
Forced/involuntary labour	
Sexual harassment	However, all contracts with value chain partners having strict guidelines on human rights are monitored constantly for compliance.
Discrimination at workplace	
Wages	
Others- Please Specify	

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

Not Applicable

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 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
Total electricity consumption (A) in (million unit)	197	189
Total fuel consumption (B) in MT	1471534	1435622
Bagasse	1280194	1211473
Coal	17532	36854
Industrial Waste concentrated spent wash	173808	187295
Energy consumption through other sources (C) Steam in Million KJ	8053310	8302041
Total energy consumption in Million KJ (A+B+C)	8871537	9104885
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00029	0.00033
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not done.

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:

Parameter	FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	352368	395909
(ii) Groundwater	1181141	1189332
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in litres) (i + ii + iii + iv + v)	1533509000	1585241000
Total volume of water consumption (in kilolitres)	1533509000	1585241000
Water intensity per rupee of turnover (Water consumed / turnover)	0.050	0.059
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not done

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

DBSIL has implemented zero liquid discharge scheme across its entire locations. The Company has invested in best-in class effluent treatment plants to achieve zero liquid discharge status across all plants. The Company has embarked on initiatives to minimize water consumption. We use treated water for green belt development within our plants, supply to farmers and reuse the condensate water in the process, cooling applications and green belt development. We recognise the importance of watershed and water harvesting practices and save significant amounts of water in and around our plants through such initiatives. In Maharashtra and Uttar Pradesh, we implemented various water conservation initiatives and constructed several village ponds near our plants to increase the availability of fresh water for the local community. The Company encourages the use of drip irrigation and brought several acres of land under it at Jawaharpur, Nigohi and Ramgarh. The Company has sustained near-zero water consumption in sugar cane processing with improvements to use recycle water.

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

Parameter	Please specify unit	FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
NOx		0	0
Sox		0	0
Particulate matter (PM)	MT	408	465
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others - please specify		0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not done

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

Parameter	Unit	FY 21-22 (Current Financial Year)	FY 20-21 (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)	Metric tonnes of CO ₂ equivalent	129499	168435
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	640	2397



Parameter	Unit	FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
Total Scope 1 and Scope 2 emissions per rupee of turnover(MT/lacs)		0.000004312	0.000006361
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

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

The Company has undertaken various energy saving initiatives that reduce energy consumption and moderate emissions. Bagasse, a by-product of sugar production, is utilised in our cogeneration plants to produce 'green power'. We have invested in five co-generation plants (119 MW) that address our energy requirements and generate surplus power marketed to the state electricity grid. Presently, about 60% of the total power generated is supplied to the grid in Uttar Pradesh and Maharashtra. DBSIL is committed to progressively reduce greenhouse gas (GHG) emissions by identifying significant emission sources. The Company operates a 17 MW wind farm in Tamil Nadu. The Company consumes 100% renewable energy; it implemented solar based water pumping systems in farms.

The following projects of DBSIL are registered under UNFCCC-CDM which are related to reduction in GHG Emissions:

- i. Dalmia Chinni Mills Nigohi.
- ii. Dalmia Chinni Mills Jawaharpur
- iii. Ramgarh Chinni Mills

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

Parameter		FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
Total Waste generated (in metric tonnes)			
Plastic waste (A)		214	173
E-waste (B)		2	0.4
Bio-medical waste (C)		0	0
Construction and demolition waste (D)		0	0
Battery waste (E)		0	0
Radioactive waste (F)		0	0
Other Hazardous waste. Please specify, if any. (G) Spent wash		173808	187295
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)			
Bagasse for internal consumption		13894231	13760122
Ash to farmer		16,790	18172
Total (A+B + C + D + E + F + G + H)		14085045	13965762

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
(i) Recycled	Lubrication Oil	1.3	11
(ii) Re-used	Bagasse	1280194	1211473
	Slop	173808	187295
(iii) Other recovery operations		0	0
Total		1454003	1398779

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste: Ash, Concentrated Spent Wash, Bio Gas, Sludge (Manure)

Category of waste		FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
Incineration ASH	Given to farmers as rich potash manure	27,973	18049
Cogen Ash	Used as Fly ash bricks manufacturing and Landfilling	16,790	18172
Sludge(manure)	Given to farmers as a rich manure	165	57

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not done

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.

Our environment component ensures that we consume environmentally responsible resources, utilise an optimal quantum of finite fossil fuels, recycle waste, moderate our carbon footprint and build resistance to climate change.

We ensure that raw material is efficiently converted into products. Our distilleries and co-generation business units generate additional revenue while adding value to by-products from the sugar production process. We ensure bio-composting at our distilleries from the waste generated after juice extraction from sugarcane. This bio-compost is a soil-friendly manure provided to farmers. Press-mud is converted to compost and sold to farmers for agricultural purposes. The hazardous waste generated at our plants is disposed in accordance with statutory requirements. Non-hazardous waste consists of polypropylene bags used in packaging and plastic containers, disposed through authorised recyclers.

There are multiple waste management strategies adopted at DBSIL to ensure the waste is being managed adequately. Following are the practices adopted at DBSIL-

Zero Liquid Discharge-

- 100 % treatment of effluent as per statutory requirement
- Maximum recycling
- 90% reduction in ground water withdrawal per ton of product
- 100% reuse

Zero Waste Approach-

- Reduction in packaging material
- Bulk transportation wherever feasible
- Compliance of EPR

Waste to Wealth-

- Creating various project for waste conversion into usable product like; Ash brick, Bio manure and generation of bio CNG
- Rich potash based manure generated and distributed amongs the farmers.

Change in process-

- Please refer annexure in IR

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:

Sl. 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.
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Not applicable as the entity has no 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



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
200 KLPD Grain based Distillery for Ethanol along with 10 MW Co-generation power plant	S.O. 2339(E) dated 16th June, 2021	09.08.2021	Yes	Yes	http://environment-clearance.nic.in/searchproposal.aspx
Expansion of Distillery from 75 KLPD to 120 KLPD	S.O. 980 (E) dated 02nd March, 2021	05.06.2021	Yes	Yes	http://environment-clearance.nic.in/searchproposal.aspx
Proposed 120 KLPD Molasses based Distillery along with 7.0 MW cogeneration power plant	S.O.804(E) dated 14.03.2017	Date of Submission for EC : 20 Oct 2020	Yes	Yes	http://environment-clearance.nic.in/searchproposal.aspx

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:

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	It is applicable and all such acts are compiled as per law			

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 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	197	189
Total fuel consumption (B)	1454002	1398768
Energy consumption through other sources (C) Steam in Million KJ	8053310	8302041
Total energy consumed from renewable sources in Million KJ (A+B+C)	8871537	9104885
From non-renewable sources		
Total electricity consumption (D)	8	12
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources in Million KJ (D+E+F)	1666	2386

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

Independent assessment /evaluation/assurance has been carried out by Ernst & Young

2. Provide the following details related to water discharged:

Parameter	FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment to farmers	0	0

Parameter	FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
(ii) To Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
With treatment - primary, secondary and tertiary tretment as per Moef notification and guidelines	1135342	801910
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	773210	333199
Total water discharged (in kilolitres)	1908552	1135109

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

Independent assessment /evaluation/assurance has been carried out by Ernst & Young

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

(i) Name of the area	0
(ii) Nature of operations	0
(iii) Water withdrawal, consumption and discharge in the following format:	0

Parameter	FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0



Parameter	FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not done

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

Parameter	Unit	FY 21-22 (Current Financial Year)	FY 20-21 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0	0
Total Scope 3 emissions per rupee of turnover		0	0
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not done

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.

Since there are no operations of DBSIL in the ecologically sensitive areas reported at Question 10 of Essential Indicators, this is not applicable to DBSIL.

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:

The Company has undertaken several initiatives on clean technology, energy efficiency, renewable energy, etc. At the captive power plants, bagasse is used as fuel for generating power. At the distillery, spent-wash is mixed with bagasse and used as fuel in boilers to generate clean energy through the incineration process in a bid to minimise the carbon footprint. Also, the Company has wind power plant in district of Kanyakumari, Tamil Nadu.

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of CPU	Complete treatment and reutilization of industrial effluent	Maximum reuse, ground water withdrawal reduction around 1000m3/day at peak capacity
2	Installation of STP	Complete treatment and reutilization of domestic effluent	Maximum reuse, around 100m3/day water saved.
3	Installation of bag filter	To reduce PARTICULAR MATTER from chimney	Reduction in emission from 100 mg/Nm3 to 50 mg/Nm3
4	Change in process	To reduce steam requirement in process	Reduction in steam consumption by 2% on per ton of cane crush
5	Replacement of condensing turbine with back pressure turbine	Steam saving without addition in boiler capacity which is required otherwise to install 20MT additional steam generation capacity	Saved installation of new steam generation plant of 20MT

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

All units of the Company have onsite-emergency plan with disaster management plan. The plan is targeted to contain the incident, minimize casualties and prevent further injuries, migratory measures, quick and streamlined relief and rescue operation without unnecessary delay, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. Also, all the units have factory licence and other necessary approvals to operate business.

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.

Not Applicable

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
Not applicable

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.
Thirteen (13)
- 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.

Sl. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Indian Sugar Mills Association (ISMA)	National, https://www.indiansugar.com/
2	Uttar Pradesh Sugar Mills Association	State
3	West Indian Sugar Mills Association (WISMA)	Regional, https://wisma.in/
4	Co-generation Association of India	National, http://www.cogenindia.org/
5	Federation of Indian Chambers of Commerce & Industry(FICCI)	National, https://ficci.in/
6	The Sugar Technologists' Association of India(STAI)	National, http://staionline.org/About_stai.aspx
7	Bonsucro	International
8	All India Distillers' Association	National
9	CII	National
10	Indian Chamber of Commerce	National
11	UP Sugar Mills Co Gen Association	State
12	UP Distillery Association	State
13	Indian Bio Gas 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
Not Applicable as there have been no issues related to anti-competitive conduct		

LEADERSHIP INDICATORS

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others - please specify)	Web Link, if available
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The Company prefers to be a part of broader policy development process, taking into account the Company's, national and stakeholders' interests. However, it does not lobby any specific issue.

DBSIL regularly interacts and is engaged with Government bodies, regulators, legislative bodies etc. DBSIL understands its responsibilities to operate within the democratic setup and constitutional framework.

DBSIL being one of leading manufacturer of sugar products in India, shall strive to be a part of most of the chambers and associations.

DBSIL makes recommendations /representations before Government bodies, regulators, legislative bodies, chambers and associations for advancement and improvement of sugar business in India. The representatives of the Company, upon invitation, participate and play active role on associations constituted for development and representation of sugar industries.

Company shall ensure constancy of its public communications, disclosures with the Code of Conduct and the principles as outline in the relevant regulatory framework.

The Company shall promote consensus, co-operations, compliances, persuasion, and meaningful discussions instead of conflict on policy and regulatory matters.

Company believes that policy advocacy must preserve and expand public good and thus shall never advocate any policy change to benefit itself alone or a select few in a partisan manner.

**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
-	-	-	-	-	-

In terms of the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended from time to time, every company having average CSR obligation of ten crore rupees or more in pursuance of subsection (5) of section 135 of the Act, in the three immediately preceding financial years, needs to undertake impact assessment, through an independent agency, of their CSR projects having outlays of one crore rupees or more, and which have been completed not less than one year before undertaking the impact study. Such impact assessment reports needs to be placed before the Board and shall be annexed to the annual report on CSR.

Accordingly, impact assessment through independent agency is not applicable on the Company. However, we do internally undertake impact assessment of our initiatives and also take regular community feedback for our projects. We had recently engaged Ernst & Young for undertaking an impact assessment on a voluntary basis of our projects in livelihood through DIKSHa (Dalmia Institute for Skills and Knowledge Harnessing) centres and the climate action vertical on water related initiatives.

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

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

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

The Company has various mechanisms to receive and redress grievance of the community. In plants, we have complaint register. The communities also follow formal channel and informal channels through CSR teams, external stakeholder groups and many more.

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

	FY 2021-22, Current Financial Year	FY 2020-21, Previous Financial Year
Directly sourced from MSMEs/ small producers	Approx. 90%	Approx. 90%
Sourced directly from within the district and neighbouring districts	Approx. 90%	Approx. 90%

All plants of the Company are proximate to the cane growing area. Almost all the raw materials are procured sustainably. Since the raw materials are procured from sources close to the units, it enables the Company to minimize transportation costs. A significant proportion of the cane is supplied by small and medium-scale farmers through bullock-driven carts due to the distance, reducing pollution.

The Company strives to procure materials and services from local suppliers. Majority of the sugarcane is purchased from local farmers (including small and medium scale-farmers) based in the units allotted to the respective areas by the Cane Commissioner. All transportation services and stationery items, printing materials, electrical goods, sanitizers and civil items are procured from local markets.

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sl. No.	State	Aspirational District	Amount spent (In INR)
-	-	-	-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- (b) From which marginalized /vulnerable groups do you procure?
Not applicable
- (c) What percentage of total procurement (by value) does it constitute?
Not Applicable

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:

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

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

Name of Authority	Brief of the Case	Corrective action taken
- Not applicable	-	-

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Livelihood		
	172 trainees (128 Sitapur Centre & 44 Shahjahanpur Centre) completed their skill training in Dalmia Institute of Knowledge and Skills Harnessing and 100% job has been offered. 150 are continuing with their training in Shahjahanpur and Sitapur Skill Training Centers.	860	25
	More than 140 moonj artisans under upskilling training organised through Mon Ami Foundation	500	30
	Under the ongoing sustainable sugarcane intensification project, 60 farmers underwent training on improved agricultural practises and were also taken on an exposure visit to sugarcane research institute.	300	30
	Under the Breed Improvement project 3503 Ais were performed (1554 of conventional semen and 1949 of sorted semen) across three artificial insemination in Uttar Pradesh covering 43 villages. 841 calves were born (626 through conventional semen and 215 through sorted semen) which included 473 female calves.	9,540	30
2	Climate Action		
	Continue to work with 238 women self help groups across all 5 sugar location benefitting around 2586 marginalised women. And various self employment linked trainings were organised for the women self help groups.	2,586	50
	44 borewell recharge structures were constructed in UP Sugar locations creating an annual harvesting potential of 4.08 lakh kl annually.	300	25
	Fencing of village pond was taken-up in Asurle Village, Kolhapur location	4,000	30
	550 Farmacyard manure pits and 507 vermicomposting unit were constructed in UP Sugar locations. FYM pits has the potential to generated 5500 tons of FYM which could be applied on 550 hectares of land and 507 vermicompost units has the potential to generate 507 tons of vermicompost which could be applied on 202 hectares of land.	3,210	25
12 solar street lights were installed across Kolhapur and Ninaidevi location benefitting 8 villages.	4,000	40	



Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	350 Solar lanterns and 80 solar studys lamps were promoted across all 5 sugar locations in Uttar Pradesh and Maharashtra, creating an annual potential to evade 155 tons of co2 year-on-year	1,750	40
3	Social Infrastructure		
	Digital education - 20 digital e learning centers have been set-up covering both Ninaidevi and Kolhapur location benefitting nearly 3800 school children.	3,800	40
	4 community hand pumps have been installed in Nigohi location benefitting around 2300 villagers.	2,300	50
	2 anganwadi facelifting works were taken-up in Kotoli and Porel Tarf Thane villages.	160	20
	5 schools were taken-up under school painting project covering Kerle, Porle, Malunge, Kothwadi and Waghve	2,500	40
	Sports kits (wrestling) was provided to one school in Kotoli and supported one wrestling institute.	1,045	30
	School Compound Wall were consturcted in Kolhapur and Ninaidevi location covering 2 schools.	560	30
	Educational kits were provided to 750 school children covering 40 schools across Kolhapur and Ninaidevi location.	750	100
	Dobhi ghat was constructed in Kolhapur location.	1,000	100
	Cementary was constructed in Ninanidevi location.	400	20
	Common play ground development works were taken-up in Kolhapur location covering one village	5,000	25
	1040 kitchen gardens have been established across three locations in Uttar Pradesh, benefitting around 5200 villagers.	5,200	30
	2 Speciality health camps were conducted benefitting around 630 villagers	630	20
	Covid19 PPE were provided to frontline workers across all location	5,000	30
	Total	55,391	860

Principle 9: businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

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

- Raised by customer to company official like Sales Officer or Tech Service Engineer.
- Raised to the channel partner with whom the customer is dealing
- Directly from customer to co. helpline number
- By sending email or on company website.

The complaint is gathered from customer in specific format which captures all details of complaint including Date of receipt, Product type, Brand, Manufacturing date, Week no., Quantity supplied, Quantity used, Date of supply, Invoice no., Dealer details, Location, District name, Nature of complaint, application area, detailed explanation of complaint, assistance provided in the past like strength test or mix design, whether sample collected, Third party or plant testing requirement.

The Company has proper response mechanism for consumer complaints which begins from formal receipt of the complaint, attending the complaint within a stipulated time frame (around 48 hours), identifying root cause of the problem, sample testing done at plant or third-party facility if required, findings shared with customer and complaint brought to closure. There is also an escalation matrix in place for handling complaints.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	All necessary information as per regulatory requirements are disclosed on all our products. Information about FSSAI certification is disclosed on all packaged products.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2021-22 (Current Financial Year)		Remarks	FY 2020-21 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	NIL	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	None	Not Applicable
Forced recalls	None	Not Applicable

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.

The Enterprise Risk Management System read with Risk Management Policy has framework on cyber security and risks related to data privacy. We are working on robust data security architecture and reporting mechanism.

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.

Since there are no complaints, there was no need for any corrective action. However, we always strive to ensure the best quality products are delivered to our customers and ensure all feedback from our stakeholders in considered in our business processes.

LEADERSHIP INDICATORS

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

www.dalmiasugar.com, -

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

Some steps followed by the company to educate consumers about our products and its content are:

- There is QR code on the Dalmia Utsav Honey bottle labels, which gives the consumer to get the purity certificate of the product and the benefits of the product on the landing page
- On ground promotion activity for educating consumers
- Trade & consumer exhibitions to interact and educate consumers

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

Not Applicable

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)

We follow BIS regulations for the product packaging and information to be contained in the product packaging.

5. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact: - None
- Percentage of data breaches involving personally identifiable information of customers: -Not applicable