

Date: 10 June 2024

The General Manager Department of Corporate Services BSE Limited Phiroze Jeejeebhoy Towers Dalai Street, Fort Mumbai - 400 001 Scrip Code : 543306	The Manager Listing Department National Stock Exchanges of India Limited Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051. Scrip Code : DODLA
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Annual Report for the financial year 2023-24.

This is for your information and records.

Thanking you,
Yours Faithfully,
For Dodla Dairy Limited

Surya Prakash M
Company Secretary & Compliance Officer

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L15209TG1995PLC020324
2.	Name of the Listed Entity	DODLA DAIRY LIMITED
3.	Year of incorporation	1995
4.	Registered office address	8-2-293/82/A, 270/Q, Road No 10-C, Jubilee Hills, Hyderabad – 500 033. Telangana, India.
5.	Corporate address	8-2-293/82/A, 270/Q, Road No 10-C, Jubilee Hills, Hyderabad – 500 033. Telangana, India.
6.	E-mail	cs@dodladairy.com
7.	Telephone	+91 40 4546 7777
8.	Website	www.dodladairy.com
9.	Financial year for which reporting is being done	Financial Year 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 59,49,27,350
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Surya Prakash Mungelkar Company Secretary and Compliance Officer Tel: +91 40 4546 7777 cs@dodladairy.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).	The disclosures under this report are made on Standalone basis.
14.	Name of the assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Product & Services

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

S No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Manufacture of dairy products, Purchase of raw milk and sale of processed milk & dairy products	Collection of Milk, Manufacturing, Distribution, Sales & Marketing of Milk and Dairy Products	100

17. Products/Services sold by the entity (accounting for 90% of the entity's turnover)

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Milk & Milk Products	1050 (NIC 2008)	100.00 %

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	14	1	15
International	NA	NA	NA

19. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No of States)	13 states i.e, Andhra Pradesh, Telangana, Tamil Nadu, Karnataka, Maharashtra, Gujarat, Rajasthan, West Bengal, Himachal Pradesh Madhya Pradesh, Pondicherry, Odissa and Goa
International (No of Countries)	NA

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

The contribution of export percentage to the turnover of the entity is 0.01%.

c. A brief on types of customers

Distributors, Dodla Retail Parlors, super stockiest' s, Agents, Institutions, Modern Trade, HoReCa and Retailers.

IV. Employees

20. Details at the end of Financial Year

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)	2897	2845	98.20%	52	1.80%
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	2897	2845	98.20%	52	1.80%
Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	2942	1908	64.85%	1034	35.15%
6	Total (F+G)	2942	1908	64.85%	1034	35.15%

20.b Differently Abled Employees & Workers

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	7	7	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	7	7	-	-	-
Differently Abled Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total (F+G)	-	-	-	-	-

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	8	1	12.50
Key Management Personnel	5*	0	0.00

* Includes MD and WTD

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	Turnover Rate - FY2024			Turnover Rate – FY2023			Turnover Rate – FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21%	36%	22%	23.7%	23.8%	25%	18%	23%	19%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

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

S No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	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	Orgafeed Private Limited	Wholly -owned Subsidiary Company	100 %	No
2	Dodla Holdings Pte. Limited	Wholly -owned Subsidiary Company	100 %	No
3	Country Delight Dairy Limited	Wholly -owned Subsidiary Company	100 %	No
4	Dodla Dairy Kenya Limited	Step down Subsidiary Company	Nil	No
5	Lakeside Dairy Limited	Step down Subsidiary Company	Nil	No
6	Global Vetmed Concepts India Private Limited	Associate Company	47.88	No

Note: Dodla Dairy Kenya Limited and Lakeside Dairy Limited are subsidiaries of Dodla Holdings Pte. Limited.

VI. CSR Details

24.

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- (ii) Turnover (in Rs.) : 29,069.04 millions
- (iii) Net worth (in Rs.) : 10,365.08 millions

VII. Transparency and Disclosures Compliances

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place. Yes/No (If Yes, then provide web-link for grievance redress policy)	FY2024			FY2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (Other than Shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	Nil	Nil	Nil	5	Nil	Nil
Employees & Workers	Yes	Nil	Nil	Nil	3	Nil	All are minor complaints and disposed instantaneously
Customers	Yes	106	Nil	Most of the Complaints are in Bi Products and required Corrective actions are implemented in the plants	56	Nil	All complaints are related sensory and handling practices at market level
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (Please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

Web link: https://www.dodladairy.com/codes_and_polices

26. 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, the 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 / Opportunity (R/O)	Rational for identifying risk or opportunity	In case of risk, approach to adapt or mitigate	Financial implication of risk or opportunity (Indicate positive or negative implications)
1	Conservation –water, energy and waste recycling	Opportunity	Responsible use of resources that includes water conservation efforts, improving energy efficiency, reducing emissions, efficient waste disposal approaches, designing innovative solutions to reduce, reuse and recycle, supports the Company's actions towards sustainable growth. The company has reduced water usage for milk processing from 1.31 Liters to 1.07 Liters.	-	Positive, Conservation of resources leads to - Positive economic benefit as it brings cost saving. - Re cycling of water is done, even though the company is incurring more cost for treatment of water for re use
2	Renewable energy	Opportunity	Reduction of pollution and protection of the environment.	Your Company is installing Solar panels and Boilers.	Initially because of capex, this will not have positive impact immediately, but in medium to long term it will be encouraging. Through effluent treatment gas production is done which is used for cooking in cafeteria of plants.
3	Learning and development	Opportunity	Training is one of the key factors in equipping employees to contribute sustainably.		Positive, Consistent efforts towards training in the areas of Quality and Environment, health and safety (EHS) etc, is helping in preparing the people to handle ongoing demands of sustainability requirements.

SECTION B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.dodladairy.com/codes_and_policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1. FSSC:22000 Version 5.1: Food Safety Standard Certification for 4 Plants. 2. ISO: 22000: 2018 Food Safety Management System Certification for 9 Plants 3. ISO: 50001:2011 Energy Management System Certification for 2 Plants. 4. Export Inspection Agencies -Export Consent Certification for 2 Plants.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Non-conventional energy (Solar Power) – currently it is standing at 14% of total energy consumed, planning to increase it to 30 % by end of 2028 Reduction of wastewater generation: - Currently the wastewater generated is standing at 1.071 liters of water for processing one Liter of milk – planning to reduce it to 1.00 liter by 2027 Rainwater harvesting pits – The company targeting to create rain water harvesting pits at all our processing plants by 2028								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes, The company has increased total solar energy from 9.7% to 14 %. The company has reduced water usage for milk processing from 1.31 Liters to 1.07 Liters.								
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):	Currently the efforts towards ESG improvements are at the arising stage. Several challenges including creation of infrastructure, creating awareness among the stakeholders are there. However, we would drive ESG initiative with more intensity in the coming years by including data points and fixing targets for few aspects of ESG.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dodla Sunil Reddy, Managing Director under the guidance of the Board of Directors and its Committees								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details.	The Company does not have a committee for sustainability related issues . However, the board of directors is responsible for sustainability related issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action																			Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																			Annually
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency.											P1	P2	P3	P4	P5	P6	P7	P8	P9
											N	N	N	N	N	N	N	N	N

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

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

Section C) PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Principle 1. Businesses should Conduct and Govern themselves with integrity and in a manner that is ethical, transparent and accountable

Essential Indicators:

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

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	5	Industry Overview, Business Strategy, Corporate Governance and ESG, Code of Conduct, Ethics & Integrity, Insider Trading and Statutory updates	100
Key Managerial Personnel	5	Industry Overview, Business Strategy, Corporate Governance and ESG, Code of Conduct, Ethics & Integrity, Insider Trading and Statutory updates	100
Employees other than BoD and KMPs	183	Code of Conduct, Ethics, Integrity, Food safety, employee discipline, EHS and various polices/ SOPs.	20.70%
Workers	0	0	0

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):

A. Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil

B. Non-Monetary

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

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

Case Details	Name of the regulatory /enforcement agencies/ judicial institutions
Nil	Nil

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

Yes. The Company has policy on Anti-Bribery and Anti-Corruption covers the Company and its subsidiaries. The web-link of policy is: <https://www.dodladairy.com/static/investors/code-of-policy/Anti-Bribery-Policy.pdf>

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

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

Particulars	FY 2023-24 (Current financial year)		FY 2022-23 (Previous financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest: **Not Applicable**

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial Year)
Number of days of accounts payables	19	20

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format

Parameter	Metrics	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	Nil	Nil
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	Nil	Nil
	b. Number of dealers/ distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil
Share of RPTS in	a. Purchases (purchases with related parties/ Total purchases)	3.43%	2.89%
	b. Sales (Sales to related parties/Total Sales)	Nil	Nil
	c. Loans and advances(Loans and advances given to related parties/Total loans and advances)	100% (Loans)	100% (loans)
	d. Investments (Investments in related parties/ Total investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered under the awareness programmes
1	Cattle health awareness programmes for farmers	9 % of total farmers

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

Yes, the company has implemented a Code of Conduct that applies to the Board of Directors, Key Managerial Personnel, and other members of Senior Management. This code provides clear guidelines for identifying, avoiding, and disclosing any actual or potential conflicts of interest that may arise with the company.

To ensure transparency and compliance, the company obtains an annual declaration from the aforementioned individuals regarding their interests in other entities that could give rise to conflicts of interest. This allows the company to assess and address any potential conflicts in a timely manner.

Furthermore, the company ensures that all necessary approvals required by applicable laws are obtained before engaging in transactions with any related entities. This proactive approach helps demonstrate the company's commitment to upholding legal and regulatory requirements while safeguarding the interests of its stakeholders.

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.**

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	7.70 Lakhs	4.86 Lakhs	MDC, Cyclones enclosed to Boilers for the zero or relatively less emissions. ETP discharges treated and ensured eco-friendly environment.
Capex	9.00 Lakhs	6.00 Lakhs	Invested towards environment sustainability pollution control monitors installed at Nellore and Palamaneru

2. Sustainable Sourcing

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, Dodla has procedures in place for sustainable sourcing.
- b. If yes, what percentage of inputs were sourced sustainably?
Yes. Solar panels are Installed at Kurnool, Indragi and Penumuru in this year. 60-70% of the power requirements catering through renewable energy in these plants.

3. Describe the processes in place to reclaim products for reusing, recycling, and disposing at the end of life for

- a. Plastics (Including Packaging)
b. E-Waste
c. Hazardous waste
d. other waste

Scrap disposals being taking place through authorized scrap sellers in turn they are recycling and disposing for the plastics, e-waste, hazardous waste, and other waste through Rapidue Technologies Pvt Ltd.

4. Extended Producer Responsibility (EPR)

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, steps taken to address the same.

Yes, Waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution control Board (PCB)

Leadership Indicators

1. Life Cycle Assessment

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

NIC Code	Name of Product / Service	% of total turnover contributed	The boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by an independent external agency	Results communicated in public domain (Yes/No) If yes the link
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N.A

2. If there are any significant social or environmental concerns and/or risks arising from the 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 the product /Service	Description of the risk/concern	Action Taken
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N.A

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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Plastic (Polythene)	50%	20%

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:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-used	Re-Cycles	Safely Disposed	Re-used	Re-Cycles	Safely Disposed
Plastics (including packaging)	0	360	216.00	0	400	179.349
E-waste	0	0.540	0	0	0.540	0
Hazardous waste	0	0	0.02	0	0	0.02
Other waste	0	0	0	0	0	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
NA	Nil

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

1.

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

Category	% of employees covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent Employees											
Male	2845	2845	100%	2845	100%	-	-	-	-	-	-
Female	52	52	100%	52	100%	52	100%	-	-	32	61.5%
Total	2897	2897	100%	2897	100%	-	-	-	-	-	-
Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

b. Details of measures for the well-being of Workers

Category	% of workers covered by										
	Total A	Health Insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.09% (GMC, GPA, Employee Compensation and EDLI)	0.07% (GMC, GPA, Employee Compensation and EDLI)

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	2897	100%	YES	2846	100%	YES
Gratuity	2897	100%	YES	2846	100%	YES
ESI	1604	55%	YES	1796	63%	YES
Others – specify (GMC, GPA, EDLI, Interest free loans, Marriage gifts)	2897	100%	No	2846	100%	NO

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.

Yes, Web Link: https://www.dodladairy.com/codes_and_polices

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	-	-	-	-
Female	100%	100%	-	-
Total	-	-	-	-

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

Particulars	Yes/No (if yes then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than permanent Employees	Yes

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

Category	FY 2023-24 Current financial Year			FY 2022-23 Previous Financial Year		
	Total employees / workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
Total Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of Training given to the employees and workers:

Category	FY 2023-24 Current financial Year					FY 2022-23 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	2845	2845	100	600	21	1570	1194	76.05	376	23.96
Female	52	52	100	52	100	41	41	100.00	0	0
Total	2897	2897	100	652	22.5	1611	1235	76.66	376	23.34
Workers										
Male	1908	1908	100	0	0	1750	1750	100.00	0	0
Female	1034	1034	100	0	0	750	750	100.00	0	0
Total	2942	2942	100	0	0	2500	2500	100.00	0	0

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

Category	FY 2023-24 Current financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
Employees						
Male	2845	2845	100.00	1570	1570	100.00
Female	52	52	100.00	41	41	100.00
Total	2897	2897	100.00	1611	1611	100.00
Workers						
Male	1908	1908	100	1750	1750	100.00
Female	1034	1034	100	750	750	100.00
Total	2942	2942	100	2500	2500	100.00

10. Health and safety management system

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

Yes, we are covering the system for all the employees and workers by creating Policies and SOPs, training programs and health camps.

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

We are using Risk assessment method to identify the non-routine activities and Job safety analysis is being used for routine activities.

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

Yes

- 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

Safety Incident / Number	Category	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	2	-
	Workers	1	-
No of fatalities	Employees	1	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Conducting internal audits at regular intervals and safety survey is being conducted regarding Workplace safety.

13. Number of complaints made by employees and workers

	FY 2023-24 Current financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year

Particulars	% of plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	80%
Working Conditions	80%

15. 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.

- We arranged an interlocking system to force rotating parts to avoid mechanical hazard.
- Arranged smoke detectors near to electrical main panels to flash fires at panels to avoid fire accidents.
- Installed ammonia detecting system to identify ammonia leakages to avoid spreading ammonia gas.

Leadership Indicators

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

Yes

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

We have cross-checking and reconciliation mechanisms like ECR cross checking with total amount paid in the TRRN Number on EPFO portal.

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

Category	Total Number of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Employees	3	-	2	-
Workers	1	-	1	-

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 of Assessment of value chain partners

Particulars	% of value chain partners (by the value of business done with such partners) that were assessed
Health & and safety practices	-
Working conditions	-

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.

Not Applicable

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

Essential Indicators:

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

We consider individuals, groups, institutions or entities that contribute to shaping our business that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external and direct as well as indirect. Our key stakeholders include employees, shareholders & investors, Customers, Farmers, Distributors & trade partners, Suppliers, Regulatory Authorities and community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	We use digital as well as physical channels of communication including but not limited to e-mails, leadership touchpoints and appraisal and training programmes for personal and professional growth.	Ongoing	Performance evaluation & Recognition, Health & safety, Team building, career growth, skill development trainings, safe workplace.
Shareholders & Investors	No	Annual General Meetings, other shareholder meetings, email communications, Stock Exchange (SE) intimations, investor /analysts meet / conference calls, Annual Reports, quarterly results, media releases, Company / SE website	Ongoing	Overall Company Performance, Governance and financial performance, Share price appreciation, dividends, profitability and financial stability,
Customers	No	Interaction through digital media, Newspaper, Pamphlets, E-mail; Advertisements, Website, Personal meetings	Ongoing	Product quality, availability and Marketing

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
Farmers	No	Mobile Application, SMS & Personal meetings	Ongoing	Your Company engages with dairy farmers, and other farmers who form a part of the value chain directly or indirectly for training/awareness on good farming practices, helping them to grow high genetics, providing high-quality feed, and develop resilient, sustainable farms. Timely payment for milk procurement
Distributors & Trade partners	No	E-mail, Physical and virtual meetings, Pamphlets	Ongoing	Distributors & Trade partners engagement, Timely delivery and payments
Suppliers	No	E-mail, Phone, Meetings	Ongoing	Suppliers engagement, Timely delivery and payments
Vendors	No	E-mail, Phone, Meetings	Ongoing	Vendor engagement, provide quality goods/materials and timely payment
Regulatory Authorities	No	E-mails, meetings, submissions, etc.	Ongoing	Compliance with rules & regulations and Timely reporting through various compliance.
community	No	Town hall meetings, Community Meetings	As and when required	Community development programmes Implementation through CSR initiatives

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.
Consultation with the respective functional heads of the company. Feedback from such consultations is shared with the Board wherever applicable or during the quarterly Board meetings.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
Yes, through materiality study, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics. Company works towards meeting the concerns raised by stakeholders by ensuring product quality/safety, Product availability, developing environment-friendly products, training employees, making transparent disclosures, and improving the energy efficiency of its manufacturing plants.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
The Company follows an integrated development approach which specifically targets the disadvantaged, vulnerable and marginalised stakeholders. Engagement with local communities, including vulnerable/marginalised stakeholder groups, helps the Company identify their concerns and address them through various CSR activities related to Promoting gender equality & empowering women, Eradicating hunger, poverty & malnutrition, Promoting Education, Promoting Health care, rural development projects, educational infrastructure.

Principle 5. Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24 Current financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
Employees						
Permanent	2897	131	4.52%	1611	100	6.21%
Other than Permanent	0	0	0	0	0	0
Total Employees	2897	131	4.52%	1611	100	6.21%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	2942	230	7.8%	2500	349	13.96%
Total Workers	2942	230	7.8%	2500	349	13.96%

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

Category	FY 2023-24 Current financial Year				FY 2022-23 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Permanent	2897	-	-	2897	100%	2846	-	-	2846	100%
Male	2845	-	-	2845	100%	2804	-	-	2804	100%
Female	52	-	-	52	100%	42	-	-	42	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	2942	2942	100%	-	-	2500	2500	100%	-	-
Male	1908	1908	100%	-	-	1750	1750	100%	-	-
Female	1034	1034	100%	-	-	750	750	100%	-	-

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors	7	2,43,25,701.48	1	Nil
Key Managerial Personal	5	56,43,256.26	0	Nil
Employees other than BoD and KMP	3418	2,16,671.00	82	1,74,399.43
Workers	0	Nil	0	Nil

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Category	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	1.85%	1.48%

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)**

No

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

The company has constituted a Grievance Redressal Committee and has created a complaint redressal mechanism for time- bound redressal of the complaints made by the employees at all locations.

The above policy link: https://www.dodladairy.com/uploads/investors/pdf/16845063267Grievance_Redressal_Policy_Dodla.pdf

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

Category	FY 2023-24 Current financial Year			FY 2022-23 Previous Financial Year		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human right related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Category	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	-	-

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. Awareness and trainings are given on the policies and a detailed complaint mechanism exists in the company.
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
Yes
10. Assessments of the year

Category	% of plants and offices that were assessed (by the entity or by the statutory authorities or third parties)
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

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

The company has various policies which are updated from time-to-time which address concerns arising from the assessments.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.
We are not made any major modifications in business processes, however we have created new process for capturing grievances at all our plants.
2. Details of the scope and coverage of any Human rights due-diligence conducted.
Since it is a new initiative in the year 2024, we have not conducted any due diligence. The company is planning to conduct at corporate office and plants.
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, at all plants and corporate office the company has provided required facilities at its offices and plants.

4. Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced labour/Involuntary Labour wages	Nil
Others – please specify	NA

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

Nil

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 2023-24 Current financial Year (In GJ)	FY 2022-23 Previous Financial Year (In GJ)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	17231.44	13221.95
Total energy consumed from renewable resources (A+B+C)	17231.44	13221.95
From non-renewable sources		
Total electricity consumption (D)	146724.39	125212.99
Total fuel consumption (E)	4447.40	5346.24
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable resources (D+E+F)	151171.79	130559.23
Total energy consumed. (A+B+C+D+E+F)	168403.23	143781.18
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00000579	0.00000494
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.00000579	0.00000494
(Total energy consumed / Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output	0.0002808	0.0002828
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity	NA	NA

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

No independent assessment/ evaluation/assurance from an external agency.

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, the remedial action taken, if any.

No

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

Parameter	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water	19016.000	0.000
(ii) Groundwater	593915.031	638503.829 (value corrected in comparison to last year)
(iii) Third party water	31134.500	27612.500
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	644065.531	666116.329
Total volume of water consumption (in kilolitres)	644065.531	666116.329
Water intensity per rupee of turnover (Water consumed / Revenue from operations)	0.0000221	0.0000229
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total water consumption / Revenue from operations adjusted for PPP)	0.0000221	0.0000229
Water intensity in terms of physical output	0.001073933	0.001310475
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

No independent assessment/ evaluation/assurance from an external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment (ETP)	3,13,670.045	5,22,276.000
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	3,13,670.045	5,22,276.000

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

No independent assessment/ evaluation/assurance from an external agency.

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

During this period there is no mechanism of Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
NOx	NA	NA	NA
Sox	NA	NA	NA
Particulate Mater (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

No independent assessment/ evaluation/assurance from an external agency.

7. Please provide the details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity, in the following format -

Parameter	Unit	FY 2023-24 Current financial Year	FY 2022-23 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	58145.211	39203.110
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	0	0
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00000200	0.00000134
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00000200	0.00000134
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	58145.211	39203.110
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

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

No independent assessment/ evaluation/assurance from an external agency.

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

All plants are Switching over to LED lights.

The company has Increased solar power capacities which has helped us reduce our GHG emissions.

Gundrampalli Plant – Solar power installed 500 KW

Penumur Plant – Solar power installed 120 KW

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

Parameter	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	216.000	179.349
E-waste (B)	0.540	0.540
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 (G). Please specify if any	0	0
Other Non-hazardous waste generated (H) (Break-up by composition i.e by materials relevant to the sector)	0	0
Total (A+B+C+D+E+F+Gg+H)	216.540	179.889
Waste intensity per rupee of Turnover (Total waste generated / Revenue from operations)	0.00000000744	0.0000000069
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total waste generated / Revenue from operations adjusted for PPP)	0.00000000744	0.0000000069
Waste intensity in terms of physical output	0.0000003611	0.0000003532
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i.Re-cycled	0.540	0.540
ii.Re-used	0	0
iii.Other recovery operations	0	0
Total	0.540	0.540
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
i.Incineration	0	0
ii.Landfilling	0	0
iii.Other disposal operations	0	0
Total	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:

Yes, We are doing through Rapidue Technologies Pvt Ltd.

10. Briefly describe the details of 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.

Not applicable

11. If the entity has operations/offices if any 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 in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Nil

12. Details of environmental impact assessments (EIA) 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
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Nil

13. 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 non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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NA

The Company has complied 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.

Leadership Indicators:

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

Not Applicable

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

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

Parameter	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- 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

No independent assessment/ evaluation/assurance from an external agency.

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

Parameter	Unit	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Total Scope 3 emissions			
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	NA	NA
Total Scope 3 emissions per rupee of turnover	-	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

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

No independent assessment/ evaluation/assurance from an external agency.

3. With respect to the ecologically sensitive areas reported at Question 11 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.

The Company does not have any operations in ecologically sensitive areas.

4. 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, details of the same as well as outcome of such initiatives, as per the following format:

Sl No.	Initiative undertaken	Details of the initiative (Web-link, if any, along-with summary)	Outcome of the initiative
1	All plants are operating Effluent Treatment Plants (ETP).	We use the treated water for cleaning crates, toilet flushing, floor cleaning, gardening, and agriculture purposes.	We saved 3,13,670 KL of water during the period.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
Not Applicable
6. 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.
No adverse impact to the environment.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
None

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

SL No	Name of the trade industry chambers/ associations	The reach of trade and industry chambers/ associations (State/National)
1	Federation of Telangana Chamber of Commerce and Industry (FTCCI)	State
2	Indian Dairy Association	National
3	Confederation of Indian Industry (CII)	National
4	The Employers' Federation of Southern India (EFSI)	National
5	National Human Resource Development Organization (NHRD)	National

2. Provide Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities.

Name of authority	Brief of the case	Corrective actions taken
	Not Applicable	

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	Weblink if available
			Nil		

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 the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink
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Nil

2. Information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity, in the following format -

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY23
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Nil

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

The initial approach to settle any issue with open communication. The company seek to resolve the complaint through informal discussion. If such discussion does not resolve the matter, then there may be a grievance redressal mechanism as per the company policy.

Across all the plants the company employees are in touch with communities near by and all these employees will have regular interaction and try to resolve the grievances of communities at the earliest. In case if any grievance of communities is not resolved then the matter comes to grievance redressal committee and further action is taken.

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

Particulars	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/small producers	10	10
Directly from within India	60	60

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Particulars	FY 2023-24 Current financial Year	FY 2022-23 Previous Financial Year
Rural	15%	15%
Semi-Urban	38%	38%
Urban	23%	23%
Metropolitan	24%	25%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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
Nil	

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

SL No.	State	Aspirational District	Amount Spent (In Rs)
Nil			

During the financial year the company has spent Rs. 2,45,00,948/- (including previous year unspent amount Rs. 1,23,91,153/-) on various CSR projects in Andhra Pradesh, Telangana, Tamil Nadu and Karnataka. The total amount spent is part of the Annual Action Plan for the year and the breakup is provided in the Annual Report on CSR activities of the Company provided under Annexure-V of the Annual Report.

3.
 - a. Do you have any preferential procurement policy where you give preference to purchase from suppliers comprises marginalized /vulnerable groups (Yes/No) : No
 - b. From which marginalized /vulnerable groups do you procure - Nil
 - c. What percentage of total procurement (by value) does it constitute - Nil
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the 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
Nil				

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 the authority	Brief of the case	Corrective action taken
Nil		

6. Details of the beneficiaries of CSR projects

Sl NO.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Eradicating hunger, poverty and malnutrition	590	100
2	Promoting gender equality and empowering women	5,00,000	100
3	Promoting Education	455	100

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

Essential Indicators

- Describe the mechanism in place to receive and respond to consumer complaints and feedback

On all the packages sent to the market, a toll-free number and mail id are printed for consumers to raise any consumer complaints. These complaints are received and monitored by a dedicated team and monitor the consumer complaints. All the valid consumer complaints are attended to by the dedicated team in line with the Standard Operating Procedure and the designated people reach out to the consumers as and when needed to discuss and understand and also feedback the consumer. All these valid complaints are investigated by the respective plant and supply chain teams and Root cause Analysis is carried out as per the Standard operating Procedures. Quality team tracks the governance of the implementation of Corrective actions with the respective teams.

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

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	40%

- Number of consumer complaints in respect of the following

Particulars	FY 2023-24 Current financial Year			FY 2022-23 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

- Details of instances of product recalls on account of safety issues:

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

- Does the entity have Framework/ policy on cyber security and risks related to data privacy? **(Yes/No)** If available, web-link of the policy.

No. As such there is no special policy on cyber security yet. However, we are practising ISO 27001:2013 standard framework and guidelines since 2020 and now in the process of upgrading it to ISO 27001:2022, to effectively safeguard our business IT environment from cyber threats and to handle risks related to information security.

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

No such incident during the year on the above.

7. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches - Nil
 - b. Percentage of data breaches involving personally identifiable information of customers – 0%
 - c. Impact, if any, of the data breaches - Nil

Leadership Indicators

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

The information is available on company website: www.dodladairy.com

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Your Company has a consumer service helpline to help inform and educate our consumer on any query or feedback. Your Company also makes efforts to educate consumers on responsible usage of its products and services.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Necessary information is placed on the website of the Company.
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, details in brief. Did the entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, The company mandated information displayed on the label of product which is mandatory as per local laws and usage directions to the consumers.

The Company has not carried out any formal consumer survey/consumer satisfaction trends. However, the Company keeps track of responses/comments from various stakeholders.