



September 6, 2023

To,

National Stock Exchange of India Ltd. Exchange Plaza Bldg., 5 th Floor, Plot No.C-1 , 'G' Block, Near Wockhardt, Bandra Kurla Complex Mumbai 400 051 Fax:26598237/38 Symbol: DCW	BSE Limited Department of Corporate Services, 1 st floor, New Trading Ring Rotunda Building, Phiroze Jeejeebhoy Towers, Dalal Street, - 400 001 Fax: 22723121/3719/2037/2039 Scrip Code: 500117
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Dear Sir(s)/Madam,

Sub: Business Responsibility and Sustainability Report (BRSR) for the Financial Year ended March 31, 2023

In terms of provisions of Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year ended March 31,2023, which forms part of the Annual Report of the Company.

The aforementioned Business Responsibility and Sustainability Report is also available on the website of the Company at www.dcwlimited.com

This is for your information and records.

Thanking You,
Yours faithfully,

For DCW Limited



Dilip Darji
Sr. General Manager (Legal) & Company Secretary
Membership No. ACS - 22527

Encl :A/a

DCW LIMITED

HEAD OFFICE :

"NIRMAL" 3RD FLOOR, NARIMAN POINT, MUMBAI-400 021.

TEL.: 2287 1914, 2287 1916, 2202 0743 TELEFAX: 22 2202 8838

REGISTERED OFFICE : DHRANGADHRA - 363 315 (GUJRAT STATE)

Email: ho@dcwlimited.com, Website: www.dcwlimited.com, CIN-L24110GJ1939PLC000748

Business Responsibility and Sustainability Report (BRSR) for FY22-23

This is the first edition of our Business Responsibility & Sustainability (“BRSR”) report for the financial year ended 31 March 2023, in which we have endeavored to disclose all the relevant financial, non-financial and Environment, Social and Governance (“ESG”) disclosures required by Securities & Exchange Board of India (“SEBI”) in line with the National Guidelines on Responsible Business Conduct (“NGRBC”). The Report offers to all our stakeholders a comprehensive perspective and insight of the Company’s initiatives around the business, environment and society, as a commitment to shared value creation for all with sustainable development. To suit the needs of our investors and other stakeholders, the Report continues to enhance our disclosures on ESG practices with strategic approaches to create value for all the stakeholders while managing risks in the external environment.

BRSR Report Boundary

FY 21-22 & FY 22-23

- Standalone basis
- Sites/ Locations covered:-
 - a. Corporate Office (Mumbai)
 - b. Liaison Office (Delhi)
 - c. Sahupuram Plant
 - d. Dhrangadhra Plant

Section A: General Disclosures

I. Details of Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity/Company (if applicable)	L24110GJ1939PLC000748
2	Name of the Listed Entity	DCW Limited
3	Year of incorporation	1939
4	Registered office address	Dhrangadhra - 363315, Gujarat
5	Corporate address	Nirmal, 3 rd Floor, Nariman Point, Mumbai - 400021, India.
6	E-mail	legal@dcwlimited.com
7	Telephone	022-22871914, 022-22871916, 022-22020743
8	Website	www.dcwlimited.com
9	Financial year for which reporting is being done	April 1, 2022, to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE & NSE
11	Paid-up Capital/ Authorised Capital	Rs. 59,03,10,034
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report/ Paid-up Capital	Name: Dilip Darji Telephone: 022-22871914 Email: dilip.darji@dcwlimited.com
13	Reporting boundary	Standalone Basis

Section A: General Disclosures

II. Products / Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	PVC Resin	241	35%
2	Caustic Soda	201	36%
3	Soda Ash	201	14%
4	CPVC	201	8%
5	SIOP	201	7%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	2	4
International	Nil	Nil	Nil

17 Markets served by the entity

a. Number of locations

Location	Number
National(No of states)	23
International(no of countries)	14

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

Export contributes 28% of the total turnover.

c. A brief on types of customers

DCW Limited serves B2B customers in the commodity chemicals and specialty chemicals in national and international markets. Depending on the demand-supply scenario, the intermediate products are either used to produce value-added specialty chemicals in-house or sold in the open markets.

IV. Employees

18. Details as at the end of Financial Year

a. Employees and Workers (including differently abled)

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	882	870	99%	12	1%
2	Other than Permanent (E)	33	33	100%	Nil	Nil
3	Total employees (D + E)	915	903	99%	12	1%
Workers						
1	Permanent (F)	1001	995	99%	6	1%
2	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3	Total Workers (F + G)	1001	995	99%	6	1%

b. Differently Employees and Workers

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1	Permanent (D)	3	3	100%	Nil	Nil
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	Total employees (D + E)	3	3	100%	Nil	Nil
Differently Abled Workers						
1	Permanent (F)	4	4	100%	Nil	Nil
2	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
3	Total Workers (F + G)	4	4	100%	Nil	Nil

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No and % of Female	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	3	Nil	0%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 22-23 (Turnover rate in current FY)			FY 21-22 (Turnover rate in previous FY)			FY 20-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent employees	9%	25%	9%	12%	8%	12%	10%	8%
Permanent workers	5%	14%	5%	5%	0%	5%	5%	13%	4%

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

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

Sr. 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	Not Applicable	Not Applicable	Not Applicable	Not Applicable

VI. CSR Details

22. CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	Rs. 2,63,379.58 Lakhs
(iii) Net worth (in Rs.)	Rs. 1,02,509.61 Lakhs

VII. Transparency & Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 22-23 (Current Financial Year)			FY 21-22 (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
Communities	Yes*	Nil	Nil	None	Nil	Nil	None
Investors (other than shareholders)	Yes	Nil	Nil	None	Nil	Nil	None
Shareholders	Yes	3	Nil	None	2	Nil	None
Employees and workers	Yes	35	Nil	None	30	Nil	None
Customers	Yes	Nil	Nil	None	Nil	Nil	None
Value chain partners	No	Nil	Nil	None	Nil	Nil	None

*DCW Limited has complaint boxes installed at its plant premises through which local communities can raise their concerns. A formal policy is being drafted and will be implemented in near future.

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

Sr. 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	Regulatory Risk	Risk	Upcoming and existing regulations	We are aware and fully compliant with the Safety, Health & Environment (SH&E) norms. We duly follow multiple waste reduction and recycling norms. We are fully compliant with all pollution and emission norms.	Negative

Sr. 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)
2	Raw Material / Price Risk	Risk	Price Fluctuation and non availability of material	We have long term contracts with our suppliers to ensure an uninterrupted supply of certain raw materials at competitive prices. We have also invested heavily in backward integration to reduce external dependency on raw materials.	Negative
3	Forex Risk	Risk	Forex Exchange rate	28% of the total turnover comprise of exports. Accordingly, DCW Limited enters into currency hedge contracts for multiple maturities whenever required to hedge the exposure.	Negative
4	Quality Risk	Risk	Meet ISO and other quality requirements	The quality of the product is monitored rigorously by the dedicated quality control team. DCW holds ISO certification like ISO 9001, 14001, 24000.	Negative
5	Customer Retention	Opportunity	Strong relationships / long term contracts with B2B customers	Since DCW Limited is in the chemical manufacturing industry, their clients primarily are B2B. Moreover, since DCW Limited has been amongst the leading market players in this industry, the customer base remains intact.	Positive
6	Integrated Product Chain	Opportunity	Integrated model – byproduct from one product used as input material for other products	<ul style="list-style-type: none"> • Caustic soda is produced by electrolysis of Salt. The by-products of Caustic soda are Chlorine and Hydrogen. • Synthesis of chlorine and Hydrogen produce Hydrochloric acid which is used in the production of Synthetic rutile by Leaching the Ilmenite ore. • The by-product of Synthetic rutile is Leach liquor. The leach liquor neutralized with iron scrap and further synthesis with Ammonia produce Synthetic Iron oxide pigment, the by-product is ammonium chloride, ammonium chloride react with Quick lime to produce Calcium chloride. • Chlorine combined with Acetylene (which is produced by synthesis of Calcium carbide and water) to produce Trichloro ethylene. • By polymerization of Vinyl chloride monomer Poly vinyl chloride produced, by chlorination process using chlorine CPVC produced. 	Positive

Section B: Management & 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

Policy & Management Processes

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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
1.b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.c	Web Link of the Policies, if available	Code Of Conduct For Regulating, Monitoring And Reporting Of Trading By Designated Persons And Immediate Relatives Of Designated Persons. Link: https://dcw/td.com/wp-content/uploads/2023/02/Code-of-Conduct-PTT.pdf	Green Procurement policy	Nomination and remuneration Policy. Link: https://dcw/td.com/wp-content/uploads/2023/04/NRC-Policy.pdf	Dividend distribution policy. Link: https://dcw/td.com/wp-content/uploads/2023/02/Dividend-Distribution-Policy.pdf	Whistle Blower Policy. Link: https://dcw/td.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf	Corporate Social Responsibility Policy Link: https://dcw/td.com/wp-content/uploads/2023/02/CSR-Policy.pdf	This forms part of vision & mission of the company.	Corporate Social Responsibility. Link: https://dcw/td.com/wp-content/uploads/2023/02/CSR-Policy.pdf	Customer complaint and feedback policy
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Sr. No	Governance, leadership and oversight	Details
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)	DCW limited is on its way to get itself registered under PAT in order to achieve its Energy consumption targets. Further, DCW Limited will also register all its units under Extended Producer Responsibility to reduce its Carbon footprint.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Chairman & Managing Director – Mr. Pramod Kumar Jain Managing Director – Mr. Bakul Jain Managing Director – Mr. Vivek Jain
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board of Directors are responsible for decision making on sustainability related issues.

Disclosure Questions

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

10. Details of Review of NGRBCs by the Company:

Sr. No	Subject of 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	Yes, the same is reviewed on need basis.									Performance is reviewed on need basis and any gaps identified are addressed.								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board reviews the compliances on an annual basis via its various committees. Further, Internal Audit as well as Environment Audit is undertaken at DCW Limited.									Annual								
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. While the Company has not carried out an independent audit of the policies, the policies are periodically reviewed by the Board and its committees as well as Auditors of respective functions like ISO Auditors, Internal Auditors and Secretarial Auditors, etc. In addition, DCW Limited is certified for ISO 9001, ISO 14001 and ISO 24000 which are assessments done by external audit agency. They assess the policies and procedures maintained by the organization, as part of the certification process. The Information security policy, privacy policy and Risk management policy have been reviewed as part of this process. DCW Limited has a documented management policies reviewed and approved by Management																	

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)									
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)						Not Applicable			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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 programs held*	Topics / principles covered under the training and its impact	%-age of persons in respective category covered by the awareness programs
Board of Directors	2	Principle 1 of NGRBC	100%
Key Managerial Personnel	2	Principle 3 & Principle 6 of NGRBC	100%
Employees other than BoD and KMPs	139	Principle 3 & Principle 6 of NGRBC	74%
Workers	83	Principle 3 & Principle 6 of NGRBC	71%

*Only Permanent employees & workers have been considered

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	None	Nil	Not Applicable	Not Applicable
Settlement	None	None	Nil	Not Applicable	Not Applicable
Compounding fee	None	None	Nil	Not Applicable	Not Applicable

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Imprisonment	None	Nil	Not Applicable	Not Applicable
	Punishment	None	Nil	Not Applicable	Not Applicable

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
None	None
None	None

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

DCW Limited has an anti-corruption policy whereby the company does not engage in any contracts whereby it may be deemed to have influenced the counter party or accept/give bribes etc. whatsoever. Further the company has a policy to penalize any such employees or workers who engage in such acts. The Anti-corruption policy is accessible to all employees via company intranet.

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 22-23 (Current Financial Year)	FY 21-22 (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:

	FY 22-23 (Current Financial Year)		FY 21-22 (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:

No such reported instances

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

- 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.

	FY- 22-23 (Current Financial Year)	FY- 21-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	1%	3%	Improvements in Plants thereby reducing air emissions

Particulars	Details
2.a Does the entity have procedures in place for sustainable sourcing? (Yes/No)	DCW Limited does have the policy of "Sustainable sourcing" implemented whereby the entity tries to ensure maximum procurement from ISO registered vendors. Procurement as a function is decentralized in case of DCW Limited and the Gujarat Plant is in the nascent stage of implementing this practice.
2.b If yes, what percentage of inputs were sourced sustainably?	29% of the domestic procurement is from ISO registered vendors*

Particulars	Details
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.	DCW Limited has a practice of packing the products in High Density Polyethylene (HDPE) bags and the same are marked with a "Symbol or Reusing" to make the buyer aware of reusing our HDPE bags. The Material Safety Data Sheet (MSDS) of the products shared with the suppliers also covers the methodology to adopt for safe disposal.

Particulars	Details
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.	DCW Limited's activities comes under the purview of EPR. As per PCB guidelines, being a PVC resin manufacturer, they are directed not to supply PVC resin for single use plastic manufacturers and DCW is in compliance of this direction. They have submitted application for getting EPR certificate under brand owner Category on 30th April 2023*.

* Note: The disclosed sustainably sourced inputs and EPR information is currently limited to Tamil Nadu plant only

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 1.a	% 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	870	560*	64%	781	90%	870	100%	Nil	Nil	Nil	Nil
Female	12	9	75%	1	8%	12	100%	Nil	Nil	Nil	Nil
Total	882	569	65%	782	89%	882	100%	Nil	Nil	Nil	Nil
Other than Permanent Employees											
Male	33	Nil	Nil	33	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	33	Nil	Nil	33	100%	Nil	Nil	Nil	Nil	Nil	Nil

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

Category 1.b	% 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	995	524	53%	995	100%	995	100%	Nil	Nil	Nil	Nil
Female	6	Nil	Nil	6	100%	6	100%	Nil	Nil	Nil	Nil
Total	1001	524	52%	1001	100%	1001	100%	Nil	Nil	Nil	Nil
Other than Permanent workers											
Male											
Female	Not Applicable										
Total											

*Health Insurance coverage data excludes permanent employees of Gujarat plant as they are covered under accident insurance only

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

Benefits	FY- 22-23 (Current Financial Year)			FY- 21-22 (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	96%	100%	Yes	100%	100%	Yes
Gratuity	96%	100%	N.A.	100%	100%	N.A.
ESI	10%	33%	Yes	16%	53%	Yes
Others – Super Annuation	6%	0%	N.A.	6%	0%	N.A.

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, the premises of DCW Limited provides for the basic level of facilities needed by the differently abled employees and workers*

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.
- DCW Limited does not have a separately defined policy available as at date. DCW Limited has 3 employees and 4 workers who are differently abled on its payroll as at 31st March 2023.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable	Not Applicable	Not Applicable

* No maternity leaves were taken in FY 2021-22 and FY 2022-23

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, There is a grievances redressal committee for addressing the grievances of the employees and workers. This committee examines the grievances expressed by the employees / workers and addresses the same in consultation with the Management in a stipulated time frame.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY- 22-23 (Current Financial Year)			FY- 21-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Male	870	Nil	Nil	826	Nil	Nil
Female	12	Nil	Nil	12	Nil	Nil
Total	882	Nil	Nil	838	Nil	Nil
Permanent Workers						
Male	995	981	99%	1006	832	82%
Female	6	6	100%	8	8	100%
Total	1001	987	99%	1014	840	83%

8. Details of training given to employees and workers:

Category	FY- 22-23 (Current Financial Year)					FY- 21-22 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (E)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (D)	% (E/D)	No (F)	% (F/D)
Employees										
Male	903	812	90%	812	90%	826	743	90%	743	90%
Female	12	12	100%	12	100%	12	12	100%	12	100%
Total	915	824	90%	824	90%	838	755	90%	755	90%
Workers										
Male	995	561	56%	561	56%	1006	265	26%	141	14%
Female	6	6	100%	6	100%	8	Nil	Nil	Nil	Nil
Total	1001	567	57%	567	57%	1014	265	26%	141	14%

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

Category	FY- 22-23 (Current Financial Year)			FY- 21-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	903	903	100%	826	826	100%
Female	12	12	100%	12	12	100%
Total	915	915	100%	838	838	100%
Workers						
Male	995	Nil	Nil	1006	Nil	Nil
Female	6	Nil	Nil	8	Nil	Nil
Total	1001	Nil	Nil	1014	Nil	Nil

*Includes both permanent and non-permanent employees.

10	Health and safety management system	<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p> <p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p> <p>c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)</p> <p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes, the organization has a Health and Safety system implemented whereby the employees & workers are trained on different aspects of health and safety (Refer indicator 8). The company also has defined Operational Control Procedures for different kinds of work. Further, there is a safety committee meeting is held every quarter to discuss and resolve all safety related issues. Further, DCW Limited is certified for ISO 45001:2018*</p> <p>Hazard Identification and Risk assessment as per the ISO 45001:2018 is in Place to identify the work-related hazards and risks on a routine and non routine basis by the entity*. The organization has the following checks:-</p> <ol style="list-style-type: none"> 1. Air emissions - Monthly tracking & verification 2. Noise - Monthly tracking & verification Further, DCW Limited also tests the functioning of boilers (Yearly), Pressure vessels (6 months - Thickness testing & 2 Yearly - Hydro testing), Lifting tackles (yearly) and Passenger lifts (Yearly) as well. <p>Safety committee as per Factories Rules 1950 is in place in DCW Limited</p> <p>Yes.</p>
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*Note: ISO certification pertains to Tamil Nadu plant only.

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

Safety Incident/Number	Category	FY- 22-23	FY- 21-22
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	36.5	91.08
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	95	125
No. of fatalities	Employees	Nil	Nil
	Workers	1	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

Sr. No	Particulars	Details
12	Describe the measures taken by the entity to ensure a safe and healthy work place.	Hazard identification and risk assessment based on ISO 45001:2018 standard carried out for all processes and services. The company also has defined Operational Control Procedures for different kinds of work. Further, there is a safety committee meeting is held every three months to discuss and resolve all safety related issues

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

Category	FY- 22-23 (Current Financial Year)			FY- 21-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	30	Nil	Nil	26	Nil	Nil
Health and Safety	5	Nil	Nil	4	Nil	Nil

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.

DCW Limited does a regular assessment of health and safety practices and working conditions. Further, the organization has health and safety officers at plant levels to ensure that any safety-related incidents are addressed in a timely manner and maintains a register of such instances.

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

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

Yes, the Company has identified and is responsible for the needs of all its stakeholders, especially those who are disadvantaged, vulnerable and marginalized. The Company conducts various CSR activities for these disadvantaged, vulnerable and marginalized stakeholders. Refer to the CSR section of the annual report for complete details.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Notice Board & Meetings, Mails	Monthly	1. Health & Safety 2. Grievances
Workers	Yes	Notice Board & Meetings	Monthly	1. Health & Safety 2. Grievances
Shareholders & Investors	No	Website, Investor call & Investor Presentations, Mails, Meetings	Quarterly	1. Quarterly & Annual results 2. Regular Updates 3. Concerns
Community	Yes	Meetings	Need based	1. Concerns
Customer	No	One to one interaction over calls and mails	Ongoing through out the year	1. Product Requirements 2. Concerns 3. Feedback
Value Chain Partners	No	One to one interaction over calls and mails	Ongoing through out the year	1. Procurement requirements 2. Concerns 3. Feedback

PRINCIPLE 5 Businesses should respect and promote human rights

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- 22-23 (Current Financial Year)			FY- 21-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	882	882	100%	838	838	100%
Other than Permanent	33	33	100%	Nil	Nil	Nil
Total Employees	915	915	100%	838	838	100%
Workers						
Permanent	1001	Nil	Nil	1014	Nil	Nil
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Workers	1001	Nil	Nil	1014	Nil	Nil

Note: The Company does not have a specific policy only on human rights. However, aspects of the same have been covered in the Code of Conduct and The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, which cover only the Company.

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

Category	FY- 22-23 (Current Financial Year)					FY- 21-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (E)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
	Permanent Employees									
Male	870	Nil	Nil	870	100%	826	Nil	Nil	826	100%
Female	12	Nil	Nil	12	100%	12	Nil	Nil	12	100%
Other than Permanent Employees										
Male	33	Nil	Nil	33	100%	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	0%	Nil	Nil	Nil	Nil	Nil
Permanent Workers										
Male	995	Nil	Nil	995	100%	1006	Nil	Nil	1006	100%
Female	6	Nil	Nil	6	100%	8	Nil	Nil	8	100%
Other than Permanent Workers										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6*	113,535,000	Nil	Nil
Key Managerial Personnel	3	8,002,400	Nil	Nil
Employees other than BoD and KMP	817**	791,062	12	864,572
Workers	995**	272,859	6	261,379

*Only 3 Managing Directors have been considered, as Independent Directors have received the sitting fees.

**Only permanent employees and workers have been considered.

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)	DCW Limited has POSH committee to address any sexual harassment related issues along with a grievance redressal committee to address all kinds of human rights and other issues.
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	Complaint boxes provided at Plant level in DCW Limited. The Labour Welfare Officer in consultation with top management will resolve the issues in a timely manner. At corporate office, complaints and concerns can be raised to the relevant committees

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

Category	FY- 22-23 (Current Financial Year)			FY- 21-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Other human rights related issues	Nil	Nil	None	Nil	Nil	None

7 Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. DCW Limited has a POSH committee which takes any complaints pertaining to sexual harassment strictly; & timely & stringent action on such instances reported. DCW does not have any such cases reported for FY 2022-23.

8 Do human rights requirements form part of your business agreements and contracts? (Yes/No) DCW Limited ensures that the human rights policies extend to their vendors/suppliers as well. Further, clauses pertaining to human rights also form part of the contracts finalized with the vendors.*.

*This pertains to Tamil Nadu plant only

9 Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – Human Rights related issues	Nil

*Note: DCW Limited gets Safety and Environmental Audit done apart from Internal Audit

10 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. No such instances

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- 22-23 (Current Financial Year)	FY- 21-22 (Previous Financial Year)
Total electricity consumption (A)	14,14,00,289 MJ	12,27,57,912 MJ
Total fuel consumption (B)	6,79,54,91,980.54 MJ	6,30,84,55,741.66 MJ
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	6,93,68,92,269 MJ	6,43,12,13,653 MJ
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	0.26 MJ per Rupee of Turnover	0.26 MJ per Rupee of Turnover
Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		
Yes, Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Atmiya Institute of Technology & Science at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 21-22.		

Note - With respect to corporate office, only electricity consumed data is factored here

Sr. No	Particulars	Details
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.	DCW Limited's Sahupuram (Tamil Nadu) Unit, Chlor Alkali Division is identified as Designated consumer under PAT Scheme. Sahupuram Unit is under PAT Cycle VII now (2022-23, 2023-24, 2024-25), the Assessment period is 2024-25. The designated unit has a target of 0.8180 MToE / Ton of Caustic Equivalent. Mandatory energy audit report for Chloralkali sector were submitted to BEE and State designated agency on 30.03.2022. For the potential energy conservation measures have been identified, action plans have been made and implementation is in progress to meet the target in 2024-25.

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

Parameter	FY- 22-23 (Current Financial Year)	FY- 21-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	23,83,611	27,10,382
(ii) Groundwater	4,00,553	3,58,266
(iii) Third party water	14,64,208	12,74,786
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	42,48,372	43,43,434
Total volume of water consumption (in kilolitres)	42,47,377	43,42,682
Water intensity per rupee of turnover (Water consumed / turnover)	0.00016	0.00018
Water intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		
Yes, Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Atmiya Institute of Technology & Science at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 21-22.		

- 4 Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. DCW Limited has Zero Liquid Discharge implemented at its Tamil Nadu plant.

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

Parameter	Please Specify Unit	FY- 22-23 (Current Financial Year)	FY- 21-22 (Previous Financial Year)
NOx	Tonne	751	114
SOx	Tonne	2,687	3,207
Particulate matter (PM)	Tonne	1,043	1,153
Persistent organic pollutants (POP)	Tonne	Nil	Nil
Volatile organic compounds (VOC)	Tonne	0.26	0.72
Hazardous air pollutants (HAP)	Tonne	Nil	Nil
Others – please specify	Nil	Nil	Nil

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

Yes, Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Atmiya Institute of Technology & Science at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 21-22.

Note: This data pertaining to Tamil Nadu and Gujarat only. Data from Corporate Office not available

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

Parameter	Unit	FY- 22-23 (Current Financial Year)	FY-21-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	734,632	678,341
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	32,011	27,991
Total Scope 1 and Scope 2 emissions per rupee of turnover	Nil	0.00003	0.00003
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil

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

Yes, Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Atmiya Institute of Technology & Science at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 21-22.

- 7 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. 5 Windmills are installed at Jamnagar with 1.15 MW capacity. The power generated flows back to the grid (Gujarat Electricity Board). 25 Windmills are installed at Rajasthan (20 MW capacity); the power generated is sold to Gujarat State Electricity Board.

Note: This data pertaining to Tamil Nadu and Gujarat only. Data from Corporate Office not available

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

Parameter	FY- 22-23 (Current Financial Year)	FY- 21-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not Available	Not Available
E-waste (B)	Not Available	Not Available
Bio-medical waste (C)	0.01187	0.00899
Construction and demolition waste (D)	Not Applicable	Not Applicable
Battery waste (E)	Not Applicable	Not Available
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	1,168.28	1,753.77
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	87,261.48	79,029.04
Total (A+B + C + D + E + F + G + H)	88,429.77	80,782.82

Note: This data pertaining to Tamil Nadu and Gujarat only. Data from Corporate Office not available

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

(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil

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

i) Incineration	0.01187	0.00899
(ii) Landfilling	88429.76	80782.81
(iii) Other disposal operations	Nil	Nil

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

Yes, Environment Audit is conducted as required by PCB. Environment Audit was conducted by M/s. Atmiya Institute of Technology & Science at Gujarat plant and M/s. Enviro Solutions & Labs at Tamil Nadu plant in FY 21-22.

- 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
- DCW Limited does adhere to the Waste Management practices as prescribed by the Pollution Control Board of the respective state.

Note: This data pertaining to Tamil Nadu and Gujarat only. Data from Corporate Office not available

- 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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any
None	None	Not Applicable	Not Applicable
None	None	Not Applicable	Not Applicable

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None	None	None	Not Applicable	Not Applicable	Not Applicable
None	None	None	Not Applicable	Not Applicable	Not Applicable

- 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:

Sr. 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
None	None	None	None	None
None	None	None	None	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. 11 affiliations in all wherein top 10 have been listed below.

1 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	FIEO (FEDERATION OF INDIAN Export Organization)	National
2	CAPEXIL (Chemical and allied products Export promotion council)	National
3	CHEMIXIL (Basic chemical Cosmetics & Dyes export promotion council)	National
4	AMAI (Alkali Manufacturer Association of India).	National
5	Tamil Nadu Chamber of Commerce & Industry, Tuticorin, Madurai	State
6	All India Chamber of Commerce & Industry Tuticorin, Madurai	National
7	All India Chamber of Commerce & Industry Tuticorin, Madurai	National
8	Tamil Nadu Power Producers Association, Chennai.	State
9	Tamil Nadu Electricity Consumers Association, Coimbatore.	State
10	CIPET (Central Institute of Petrochemicals & Engineering Technology) Plastic Manufacturers 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
None	None	None
None	None	None

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
None	None	None	None	None	None
None	None	None	None	None	None

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
None	None	None	None	None	None	None
None	None	None	None	None	None	None

3. Describe the mechanisms to receive and redress grievances of the community
- DCW Limited has complaint boxes installed at its plant premises through which local communities can raise their concerns.

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

Particulars	FY-22-23 (Current Financial Year)	FY-21-22 (Previous Financial Year)
	%	%
Directly sourced from MSMEs/ small producers*	3.63%	2.98%
Sourced directly from within the district and neighbouring districts	22.35%	18.89%

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. DCW Limited has a policy in place whereby customers can raise their concerns via call or via email or via feedback form available (as per policy Doc.No.IMSP-11 Rev.00 dated 09/03/2020). Further, there are 75 Feedback Forms received from our customers & their satisfaction level is 99.53%.

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

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

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

Category	FY- 22-23 (Current Financial Year)			FY-21-22 (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	None	None	None	None	None	None
Advertising	None	None	None	None	None	None
Cyber-security	None	None	None	None	None	None
Delivery of essential services	None	None	None	None	None	None
Restrictive Trade Practices	None	None	None	None	None	None
Unfair Trade Practices	None	None	None	None	None	None
Other	None	None	None	None	None	None

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

Sr. No	Number	Reasons for Recall
Voluntary Recalls	None	None
Forced Recalls	None	None

- 5 Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy. "Yes. DCW Limited has shifted the data centre to cloud storage (maintained by a globally recognized vendor having its own risk related protocols) to mitigate data risks along with Disaster Recovery setup in different seismic zone. Further, the company has blocked all irrelevant sites, personal sites/emails as well as personal USB drive usage to enhance data security/ privacy. The policy is available over company intranet"

- 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 instances.