



**Date: 15 June 2023**

The General Manager Department of Corporate Services <b>BSE Limited</b> Phiroze Jeejeebhoy Towers Dalai Street, Fort Mumbai-400 001	The Manager Listing Department <b>National Stock Exchanges of India Limited</b> "Exchange Plaza", 5th Floor, Plot No.C/1, G Block Bandra-Kurla Complex Bandra (East), Mumbai 400051.
<b>Scrip Code : 543306</b>	<b>Scrip Code : DODLA</b>

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year 2022-23**

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 2022-23, which forms an integral part of the Annual Report for the financial year 2022-23.

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 2023

## 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 2022-23
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 <a href="mailto:cs@dodladairy.com">cs@dodladairy.com</a>
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.

### II. Product & Services

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

S No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Manufacture of dairy products, Wholesale of raw milk & dairy products	Milk and Milk Products	100

**15. 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 & 46302 (NIC 2008)	100

**III. Operations**

**16. Number of locations where plants an/or operations/offices of the entity are situated**

Location	Number of Plants	Number of Offices	Total
National	14	1	15
International	2	8	10

**17. Markets served by the entity:**

a. Number of Locations

Locations	Number
National ( No of States)	9 states i.e, Andhra Pradesh, Telangana, Tamil Nadu, Karnataka, Maharashtra, Madya Pradesh, Odisha, Pondicherry and Kerala
International ( No of Countries )	3 Countries i.e, Singapore, Kenya, and Uganda

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

Nil

c. A brief on types of customers

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

**IV. Employees**

**18. Details as 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/A)
<b>Employees</b>						
1	Permanent (D)	520	502	96.54	18	3.46
2	Other than Permanent (E)	561	553	98.58	8	1.42
3	Total Employees (D+E)	<b>1081</b>	<b>1055</b>	<b>97.60</b>	<b>26</b>	<b>2.40</b>
<b>Workers</b>						
4	Permanent (F)	1819	1804	99.18	15	0.82
5	Other than Permanent (G)	2500	1750	70.00	750	30.00
6	Total (F+G)	<b>4319</b>	<b>3554</b>	<b>82.29</b>	<b>765</b>	<b>17.71</b>

**b Differently Abled Employees & Workers**

SL No.	Particulars	Total (A)	Male		Female	
			No. ( B)	% ( B/A)	No. ©	% ( C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	5	5	100.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total Employees (D+E)	<b>5</b>	<b>5</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>
<b>Differently Abled Workers</b>						
4	Permanent (F)	0	0	0.00	0	0.00
5	Other than Permanent (G)	18	18	100.00	0	0.00
6	Total (F+G)	<b>18</b>	<b>18</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>

**19 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

**20. Turnover rate for permanent employees and workers.**

	Turnover Rate - FY2023			Turnover Rate – FY2022			Turnover Rate – FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	29.76	30.00	29.76	20.95	43.75	21.31	24.69	35.90	24.92
<b>Permanent Workers</b>	21.67	30.77	21.74	18.97	40.00	19.08	23.10	120.83	24.60

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

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

S No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	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

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)
5	Lakeside Dairy Limited	Step down Subsidiary Company	Nil	No
6	Global Vetmed Concepts India Private Limited	Associate Company	47.88	No

## 22. CSR Details

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in Rs.) : 25,841.24 million
- (iii) Net worth (in Rs.) : 8,831.34 million

## VII. Transparency and Disclosures Compliances

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

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place. Yes/No If yes link	FY2023			FY2022		
		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	5	Nil	Nil	5	Nil	Nil
Employees & Workers	Yes	3	Nil	All are minor complaints and disposed instantaneously	5	Nil	All are minor complaints and disposed instantaneously
Customers	Yes	56	Nil	All complaints are related sensory and handling practices at market level	69	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

Note: Policy weblink: [www.dodladairy.com](http://www.dodladairy.com)

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

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	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
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.	-	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) equip the work force to meet a surge in demand of the business.

## 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	<a href="https://www.dodladairy.com/codes_and_policies">https://www.dodladairy.com/codes_and_policies</a>								
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.	Two plants are certified with FSSC 22000 V5.1 standard (Gundrampally & Chendurthi) and 11 plants are certified with ISO 22000:2018 standard. Two plants are certified ISO 50001:2011 standard (Nellore and Palamaner).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Y	Y	Y	Y	Y	Y	Y	Y	Y
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): Yes									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At the highest level, the Board of Directors of your Company, led by the Managing Director, has the primary role to protect and assess the Business Responsibility (BR) performance of your Company.								
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.	Yes, the Board of Directors oversee the sustainability initiatives of your Company.								

**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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
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:**

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**

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

**Ethics, Transparency and Accountability:** Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

**Essential Indicators:**

- 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	1	All principles	100
Key Managerial Personnel	1	All principles	100
Employees other than BOD and KMPs	246	All principles *	100
Workers	10	All principles *	100

\* Food safety, employee discipline, EHS and various polices/ SOPs.



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	N.A	N.A	N.A	N.A	No
Settlement	N.A	N.A	N.A	N.A	No
Compounding Fee	N.A	N.A	N.A	N.A	No

**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	N.A	N.A	N.A	No
Punishment	N.A	N.A	N.A	No

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
N.A	N.A

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, details in brief and if available, 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:

	FY2023	FY2022
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6 Details of complaints with regard to conflict of interest

Particulars	FY2023		FY2022	
	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. Details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. **Nil**

**Leadership Indicators**

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

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered under the awareness programmes
Nil	Nil	Nil

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, Your Company has adopted the 'Code of Business Conduct' ("the Code"). The Code is available on the website of the Company at <https://www.dodladairy.com/static/investors/code-of-policy/Code%20of%20Conduct%20for%20Board%20of%20Directors%20and%20SMP.pdf>.

The Code requires the directors, key managerial personnel, senior management and employees to avoid situations in which their personal interests could conflict with the interests of the Company. Further, the Board of Directors sign-off on the Code of Business Conduct on an annual basis.

The directors, key managerial personnel and other senior management of the Company are required to disclose Form MBP-1 to the Board of Directors, on an annual basis, whether they, directly or indirectly or on behalf of third parties, have material interest in any transaction or matter directly affecting the Company.

If any Director is interested in the item of the agenda at the time of meetings, he/she will vacate the Board to avoid conflict of interests.

**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	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	5.00 %	2.00 %	Bag filters, MDC, Cyclones enclosed to Boilers for the zero or relatively less emissions. ETP discharges treated and ensured eco-friendly environment.
Capex	15.93 %	Nil	Invested towards environment sustainability (energy conservation and fuel)

## 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 Gundrampally, Vedasandur and Batlagundu in this year. 60-70% of the power requirements catering through renewable energy in these plants.
3. **Processes in place to reclaim products for reuse, recycle, and safe disposal of products 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.

## 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, 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
N.A	N.A	N.A	N.A	N.A	Nil

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
N.A	N.A	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	
	FY23	FY22
Recycling of Used Material	70%	60%

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	FY23			FY22		
	Re-used	Re-Cycles	Safely Disposed	Re-used	Re-Cycles	Safely Disposed
Plastics (including packaging)	0	400 MT	179.349 MT	0	300 MT	150.789 MT
E-waste	0	540 Kg	0	0	320 Kg	0
Hazardous waste	0		200 L	0		150 L
Other waste	0	400 MT	179.349 MT	0	300 MT	150.789 MT

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
Nil	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)
<b>Permanent Employees</b>											
Male	502	502	100	502	100	0	0	0	0	0	0
Female	18	18	100	18	100	18	100	0	0	18	100
<b>Total</b>	<b>520</b>	<b>520</b>	<b>100</b>	<b>520</b>	<b>100</b>	<b>18</b>	<b>3.46</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>3.46</b>
<b>Other than permanent employees</b>											
Male	553	553	100	553	100	0	0	0	0	0	0
Female	8	8	100	8	100	8	100	0	0	8	100
<b>Total</b>	<b>561</b>	<b>561</b>	<b>100</b>	<b>561</b>	<b>100</b>	<b>8</b>	<b>1.42</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>1.42</b>

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)
<b>Permanent workers</b>											
Male	1804	1804	100	1804	100	0	0	0	0	0	0
Female	15	15	100	15	100	15	100	0	0	15	100
<b>Total</b>	<b>1819</b>	<b>1819</b>	<b>100</b>	<b>1819</b>	<b>100</b>	<b>15</b>	<b>0.82</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>0.82</b>
<b>Other than permanent workers</b>											
Male	1750	0	0	1750	100	0	0	0	0	0	0
Female	750	0	0	750	100	750	100	0	0	750	100
<b>Total</b>	<b>2500</b>	<b>0</b>	<b>0</b>	<b>2500</b>	<b>100</b>	<b>750</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>750</b>	<b>30</b>

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

Benefits	FY 2023			FY 2022		
	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	100	100	Yes	100	100	Yes
Gratuity	100	100	NA	100	100	NA
ESI	100	100	Yes	100	100	Yes
Others – specify	-	-	Gratuity premium is deposited with LIC on Yearly basis	-	-	Gratuity premium is deposited with LIC on Yearly basis

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, your Company's premises/offices are accessible to people with disabilities, as per the requirements of the Rights of Persons with Disabilities Act, 2016

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

Yes, your Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. The weblink of the 'Equal Opportunity Policy' is available at <https://www.dodladairy.com/static/investors/code-of-policy/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention rate
Male	Nil	Nil	Nil	Nil
Female	100	NA	Nil	Nil
Total	Nil	Nil	Nil	Nil

**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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than permanent Employees	Yes

Your Company's Grievance Redressal Procedure is available to employees and workers. Your Company is committed to a strong compliance culture, as reflected in the Dodla Corporate Business Principles. It is ensured that your Company is managed in line with principles, policies adopted and through internal reporting. Employees, suppliers, and stakeholders are encouraged to report practices or actions believed to be inappropriate or illegal, and all complaints are investigated with impartiality, prohibiting retaliation. Breaches are immediately stopped, and appropriate response measures implemented. Your Company sensitizes all the employees and expects them to be aware of non-compliant or illegal activities occurring in their work environment, especially those related to Dodla Code of Business Conduct.

Your company covers all employees, permanent as well as other stakeholders. It covers the suppliers, vendors and other external stakeholders. Grievance Redressal protocol is established to investigate such matters and submit the report including appropriately responding to the complainant. Issues can also be brought to HR/reporting manager and are taken up accordingly. Any complaint regarding sexual harassment is covered under the PoSH Act 2013 and the internal policy in adherence to that.

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

Category	FY2023			FY2022		
	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
<b>Total Permanent Employees</b>						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Permanent Workers</b>						
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

**8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation**

Category	FY2023					FY2022				
	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	1570	1194	76.05	376	23.96	1613	316	19.6	1297	80.4
Female	41	41	100.00	0	0	18	18	100	0	0
<b>Total</b>	<b>1611</b>	<b>1235</b>	<b>76.66</b>	<b>376</b>	<b>23.34</b>	<b>1631</b>	<b>334</b>	<b>20.5</b>	<b>1297</b>	<b>79.52</b>
Workers										
Male	246	246	100.00	0	0	110	110	100	0	0
Female	103	103	100.00	0	0	66	66	100	0	0
<b>Total</b>	<b>349</b>	<b>349</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>176</b>	<b>176</b>	<b>100</b>	<b>0</b>	<b>0</b>

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

Category	FY2023			FY2022		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
<b>Employees</b>						
Male	1202	1202	100.00	1160	1160	100.00
Female	20	20	100.00	11	11	100.00
<b>Total</b>	<b>1222</b>	<b>1222</b>	<b>100.00</b>	<b>1171</b>	<b>1171</b>	<b>100.00</b>
<b>Workers</b>						
Male	1405	1405	100.00	1271	1271	100.00
Female	13	13	100.00	10	10	100.00
<b>Total</b>	<b>1418</b>	<b>1418</b>	<b>100.00</b>	<b>1281</b>	<b>1281</b>	<b>100.00</b>

**10. Health and safety management system**

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?  
Yes, the company has ESMS & EHS Policies.
- 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 maintaining incidents tracker for unsafe acts and conditions through which we are identifying the risks on a monthly basis.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)  
Yes, they can elevate their risk related issues with the chairman of the safety committee on a quarterly basis.
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)  
Yes. The employees and workers have access to non-occupational medical & health care services.

## 11. Details of safety related incidents

Safety Incident / Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	Employees	0.143	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	3	Nil
	Workers	2	Nil
No of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

## 12. Measures taken by the entity to ensure a safe and healthy work place.

We are creating awareness on EHS aspects. Conducting mock drills to create awareness on emergencies. Conducting Risk assessment and safety Audits by competent persons and guiding the employees and workers to adhere to the safety norms.

### 13. Number of complaints made by employees and workers

	FY2023			FY2022		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

### 14. Assessments for the year

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

### 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.

Prevention of safety-related incidents is one of our highest priorities. We have an extensive safety programme, which includes formal training for all employees, preventive measures such as pre-job safety analyses and a system aimed at identifying risks, taking corrective actions and preventing incidents. We regularly conduct internal audits of this safety system. Our management team has implemented a structured process for handling, monitoring, documenting and learning from near-miss accidents. We have taken stringent measures to reduce the number of recordable incidents Company wide and the monetary incentives of most employees are linked to fulfilling the Company's safety targets.

## 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, your Company have a grade point average (GPA ) & Employees Deposit Linked Scheme (EDLI) which is extended to all Employees.



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

We have established a close monitoring mechanism which consists of trackers to ensure payment of all statutory dues to the concern.

3. 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	
	FY2023	FY2022	FY2023	FY2022
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

YES, but not for all the occasions, wherever it is possible we are providing alternative income sources through our business channels.

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 & safety practices	Currently we have not taken assessment for value chain partners. However, we have provided stay & food facilities for truck drivers at our major plants and we are giving insurance facilities for our VLCP channel partners.
Working conditions	Nil

6. 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. Process for identification of key stakeholders**

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 Consumers, Farmers, Distributors & trade partners, Suppliers, employees, investors, government bodies and the community.

**2. Key stakeholder groups**

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Consumers	No	Websites, Advertisements, Pamphlets	As and when required	Your Company engages with consumers for awareness about the products, recipes and nutrition information, ingredients and any other information relevant for consumers.
Farmers	No	Email, SMS, Meetings	As and when required	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.
Distributors & trade partners, Suppliers	No	Physical and virtual meetings, supplier forums, partner events, calls, e-mail, SMS and website.	As and when required	Your Company engages and receives cooperation and unstinted support from the distributors, retailers, stockist, suppliers and others associated with the Company as its trading partners.
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.	Daily	Through physical and digital channels of communication, we aim to provide our employees an empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Our ongoing effort is to maintain two-way engagement with colleagues globally including those in corporate officer, manufacturing locations and in the field.

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Investors	No	We interact with our shareholders, potential investors and research analysts through investor meetings/ calls, conferences, earnings call, investor events, e-mail, press releases, stock exchange intimations, investor presentations and annual reports.	Quarterly and need based	We engage with them so that they can take an informed decision to invest in our Company. The key areas of engagement includes an update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks.
Government bodies	No	Our interactions with authorities take place through e-mails, meetings, submissions, etc. as required.	As and when required	Your Company engages with Government and Food Authorities to establish science based regulations for protecting the health of consumers and development of other best practices in areas of dairy processing.
community	No	Email, SMS Meetings and visits	As and when required	With giving back to society as a core tenet of the Company, our corporate social responsibility and management of the company targeted the areas of health care including preventive health, education, and Rural Development activities and we spent on the above activities .

### **Leadership Indicators:**

- 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 during the quarterly Board meetings.
- 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.  
The Company has different stakeholders at different level, the concerned department takes the feedback and implement the changes. The Consultation also leads to changes in the policies of company.
- Details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.  
The Company endeavor to bring meaningful difference in the lives of its associated stakeholders in thrust areas like healthcare, education, rural development and eradicating hunger, poverty and malnutrition. Several initiatives towards healthcare, education, providing food, integrated rural development, creation of sustainable livelihoods, etc. have been taken under Corporate Social Responsibility activities of the Company.

## Principle 5. Businesses should respect and promote human rights

### Essential Indicators

#### 1. Training on human rights issues and policies

Category	FY2023			FY2022		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1611	1611	100	1631	1631	100
Other than Permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>1611</b>	<b>1611</b>	<b>100</b>	<b>1631</b>	<b>1631</b>	<b>100</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	349	349	100	176	176	100
<b>Total Workers</b>	<b>349</b>	<b>349</b>	<b>100</b>	<b>176</b>	<b>176</b>	<b>100</b>

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

Category	Total (A)	FY2023				Total (D)	FY2022			
		Equal to Minimum Wage		More than Minimum Wage			Equal Minimum Wage		More than minimum wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	502	0	0	502	100	608	0	0	608	100
Female	18	0	0	18	100	9	0	0	9	100
<b>Other than Permanent</b>										
Male	553	0	0	553	100	433	0	0	433	100
Female	8	0	0	8	100	9	0	0	9	100
<b>Workers</b>										
<b>Permanent</b>										
Male	1804	0	0	1804	100	1595	0	0	1595	100
Female	15	0	0	15	100	12	0	0	12	100
<b>Other than Permanent</b>										
Male	1750	1750	100	0	0	1892	1892	100	0	0
Female	750	750	100	0	0	653	653	100	0	0

3. Details of remuneration/ salary/ wages (including differently abled)

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
<b>Board of Directors</b>	7*	4,58,63,854/-	1	Nil
<b>Key Managerial Personal</b>	5**	8,31,72,845/-	0	Nil
<b>Employees other than BoD and KMP</b>	1331	Rs. 3,01,400/-	31	Rs. 1,99,580/-
<b>Workers</b>	2120	Rs. 1,66,685/-	18	Rs. 1,57,501/-

\* During the period we paid remuneration to MD and WTD

\*\* Including MD and WTD

4. **Focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes

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

It is covered under the Grievance redressal policy and committee are constituted at all locations.

6. **Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.**

Category	FY2023			FY2022		
	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. 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.

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

Yes

9. 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	100 %

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

Not Applicable

**Leadership Indicators**

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

Not Applicable

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

We have conducted a survey on employee engagement covering few questions relating to human rights and received 85% satisfaction.

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

Yes

4. Details on assessment of value chain partners

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	Nil

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**

Parameter	FY23	FY22
Total electricity consumption (A)	3,47,81,386 Units	3,26,91,170 Units
Total fuel consumption (B)	14,85,067 Units	14,43,991 Units
Energy consumption through other sources (C)	36,72,764 Units	22,73,848 Units
<b>Total energy consumption (A+B+C)</b>	<b>3,99,39,218 Units</b>	<b>3,64,09,009 Units</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0015	0.0017
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

During the period we did not take any independent assessment/ evaluation/assurance from an external agency.

**2. Sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)**

No

**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.**

NA

**3. Details of the following disclosures related to water**

Parameter	FY23	FY22
Water Withdrawal by Source ( In Kiloliters )		
(i) Surface water	Nil	Nil
(ii) Groundwater	856068.829 kilo liters	573794.933 kilo liters
(iii) Third party water	27612.500 kilo liters	22899 kilo liters
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>883681.329 kilo liters</b>	<b>596693.933 kilo liters</b>
Total volume of water consumption (in kilolitres)	883681.329 kilo liters	596693.933 kilo liters
Water intensity per rupee of turnover (Water consumed / turnover)	0.0339	0.0280
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

**Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

No

If yes, name of the external agency

**4. Mechanism for Zero Liquid Discharge? If yes, details of its coverage and implementation.**

All plants we are operating Effluent Treatment Plants. After thorough treatment we use the treated water for cleaning of crates, toilet flushing, floor cleaning, gardening and agriculture purposes.

5. Details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY23	FY22
NOx	NA	NA	NA
Sox	NA	NA	NA
Particulate Mater	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	-	--	-

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY23	FY22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	39203.110 MT	36379.933 MT
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	-	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency

7. Project related to reducing Green House Gas emission? If yes, details.

Conservation and optimal utilization of green-house gas emissions in all the areas of operations, including those for energy generation and effective usage of sources/ equipment used for generation, there are continuous efforts to improve operational efficiencies, minimizing consumption of natural resources and reducing energy & CO<sub>2</sub> emissions while maximizing production volumes.



8. Details of waste generated, re-cycled re-used and disposed off

<b>Parameter</b>	<b>FY23</b>	<b>FY22</b>
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste ( A)	179.349 MT	150.789 MT
E-waste ( B)	0.540 MT	0.320 MT
Bio-medical waste ( C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste (G)	NA	NA
Other Non-hazardous waste generated (H)	NA	NA
(Break-up by composition i.e by materials relevant to the sector		
<b>Total ( A+B+C+D+E+F+Gg+H)</b>	<b>179.889 MT</b>	<b>151.109</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i.Re-cycled	0.540 MT	0.320 MT
ii.Re-used	Nil	Nil
iii.Other recovery operations	Nil	Nil
<b>Total</b>	<b>0.540 MT</b>	<b>0.320 MT</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste</b>		
i.Incineration	Nil	Nil
ii.Landfilling	Nil	Nil
iii.Other disposal operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>

Note: Plastic waste and e-waste is re cycled

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency

Rapidue Technologies Pvt Ltd

9. Details of waste management practices, strategy adopted by the company to reduce usage of hazardous and toxic chemicals in our products and processes and the practices adopted to manage such wastes

NA

10. 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,

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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NA

11. 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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NA

12. Compliance 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).

Yes, All plants have PCB approvals for both water and air as per the concerned state government regulations.

If not, details of all such non-compliances, in the following format

SL No	Law / regulation / guidelines which was not complied with	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

#### Leadership Indicators:

1. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:

Parameter	FY23	FY22
<b>From Renewable Sources</b>		
Total Electricity Consumption ( A)	Nil	Nil
Total Fuel Consumption (B)	Nil	Nil
Energy Consumption other sources ( C)	36,72,764	22,73,848
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>36,72,764</b>	<b>22,73,848</b>
<b>From Non-Renewable Sources</b>		
Total Electricity Consumption ( A)	3,47,81,386	3,26,91,170
Total Fuel Consumption (B)	14,85,067	14,43,991
Energy Consumption other sources ( C)	Nil	Nil
<b>Total energy consumed from non- renewable sources (A+B+C)</b>	<b>3,62,66,453</b>	<b>3,41,35,161</b>

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency

2. **Break-up details related to water discharged**

<b>Parameter</b>	<b>FY23</b>	<b>FY22</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	5,22,276 KL (ETP)	4,68,996 KL (ETP)
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>5,22,276 KL</b>	<b>4,68,996 KL</b>

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): **Not Applicable**

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

<b>Parameter</b>	<b>FY23</b>	<b>FY22</b>
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>-</b>	<b>-</b>

Parameter	FY23	FY22
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> ( <i>Water consumed / turnover</i> )	-	-
<b>Water intensity</b> ( <i>optional</i> ) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – specify level of treatment	-	-
(iv) Sent to third-parties	-	-

4. Details of total Scope 3 emissions & its intensity

Parameter	Unit	FY23	FY22
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

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency

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

NA

6. 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.

Sl No.	Initiative undertaken	Details of the initiative ( <i>Web-link, if any, along-with summary</i> )	Outcome of the initiative
1	All plants we are operating Effluent Treatment Plants (ETP).	We use the treated water for cleaning crates, toilet flushing, floor cleaning, gardening and agriculture purposes.	We saved 5,22,276 KL of water during the period.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
Not Applicable
8. 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.  
NA
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
We ensure that all vehicles used in the transportation of milk and milk products comply with the emission norms of concerned state.

**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 four 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)	Telangana State, India
2	Indian Dairy Association	Telangana State, India
3	Confederation of Indian Industry (CII)	Telangana State, India
4	The Employers' Federation of Southern India (EFSI)	Telangana State, India

2. 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		

Your Company has not engaged in any anti-competitive conduct.

**Leadership Indicators**

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

SL No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board ( annually/ half yearly / Quarterly / Others – Please specify	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

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. Mechanisms to receive and redress grievances of the community

The Board of Directors of the Company had adopted the Whistle Blower Policy. A mechanism has been established for all stakeholders including Directors, employees, vendors and suppliers to report concerns about unethical behavior, actual or suspected fraud or violation of Code of Conduct and Ethics. It also provides for adequate safeguards against the victimisation of employees who avail of the mechanism and allows direct access to the Chairperson of the audit committee in exceptional cases. The Audit Committee reviews periodically the functioning of whistle blower mechanism. No personnel have been denied access to the Audit Committee. A copy of the Whistle Blower Policy is also available on the website of the Company: [https://www.dodladairy.com/investors\\_information](https://www.dodladairy.com/investors_information)

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

Particulars	FY23	FY22
Directly sourced from MSMEs/small producers	10	8
Sourced directly from within the district and neighbouring districts	60	50

### Leaders Indicators

1. 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
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Nil

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

SL No.	State	Aspirational District	Amount Spent ( In Rs)
1	Andhra Pradesh	Nellore	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.
2	Telangana State	Hyderabad, Mahbubnagar	
3	Tamil Nadu	Dharmapuri, Dindigul	

3. a. Preferential procurement policy with preference to purchase from suppliers comprises marginalised / vulnerable groups ( Yes/No) : No  
 b. From which marginalized /vulnerable procured : NA  
 c. Percentage of total procurement ( by value ) : NA
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	Education	380	100
2	Health	2,000	100
3	Eradicating hunger, poverty and malnutrition	100	100

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

### Essential Indicators

1. Describe the mechanism in place to receive and respond to consumer complaints and feedback  
 There is a SOP to handle consumer complaints and feedback. Consumers have option to give their complaint either through customer care toll free number or through email id. The complaints received would be addressed within 3 days.
2. 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	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	40%

3. Number of consumer complaints in respect of the following

Particulars	FY2023			FY2022		
	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

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. 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 for the past couple of years to safeguard our business IT environment from cyber threats and to handle risks related to information security.

6. 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 complaints received on the above.

### 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](http://www.dodladairy.com))
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
Usage declarations displayed on the product label.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
Best before / use by date displayed on product label.
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)  
Only the mandated information as per local laws and usage directions to the consumers will only be displayed on the label.
5. Information relating to data breaches:
  - a. Number of instances of data breaches along-with impact : Nil
  - b. Percentage of data breaches involving personally identifiable information of customers: Nil