

August 01, 2023

**BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street
Mumbai-400 001**

**National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G
Bandra Kurla Complex, Bandra East
Mumbai, Maharashtra – 400 051**

Scrip Code: 542729

Symbol: DCMNVL

Dear Sir/ Madam,

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2022-23, which also forms part of the Annual Report for FY 2022-23, submitted to the Exchanges on August 01, 2023.

This is for your information and record.

Thanking You,
Yours Faithfully,

For DCM Nouvelle Limited

**Mohd Sagir
Company Secretary & Compliance Officer
Membership No. F11061**

Encl: as above

Business Responsibility and Sustainability Report

Section A:

General Disclosure

I. Details of the listed entity

1.	Corporate Identity Number:	L17309DL2016PLC307204
2.	Name of the Listed Entity:	DCM NOUVELLE LIMITED
3.	Year of Incorporation:	2016
4.	Registered Office Address:	407, Vikrant Tower 4 Rajendra Place New Delhi, 110 008
5.	Corporate Address:	Same as above
6.	E-mail:	info@dcmnvl.com
7.	Telephone:	+91 11 4367 8490
8.	Website:	https://www.dcmnvl.com/
9.	Financial Year for which report is being done	FY 2022-23
10.	Name of the Stock Exchange(s) where shares are listed:	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital:	₹ 18,67,77,490/-
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report	Mr. Mohd Sagir Company Secretary & Compliance officer info@dcmnvl.com 011 4367 8490
13.	Reporting Boundary (Standalone or Consolidated basis)	The disclosures made in this report are on a standalone basis.

II. Products and Services:

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

Sr. No.	Description of the Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Cotton Yarn	Manufacturing of Cotton Yarns	91%

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

Sr. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1.	Cotton Yarn	17121	91%

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	1-Manufacturing Plant at Hisar, Haryana.	1-Registered cum corporate office at New Delhi.	2
International	-	-	-



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17. Markets Served by the Entity:

a) Number of Locations:

Location	Number
National (No. of States)	10
International (No. of Countries)	30

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

In FY 2022-23, exports contributed 32.98% of the of the Company's revenue through our international business. During the FY exports of the Company reduced from ` 497.56 Cr to 280.27 Cr due to lower demand in international markets. Our aim is to become the preferred supplier of quality yarn for finest clothing. We are confident that we will increase our market share and drive future growth.

c) A brief on types of customers?

DCM Nouvelle Limited is a leading manufacturer & exporter of 100% cotton carded, combed & Compact yarns in single and two-ply forms of count range Ne 12s to 40s. Our products are mostly sold through dealers and agents to the manufacturer of Textiles product mainly Towels, Hosiery and garments.

IV. Employees:

18. Details as at the end of Financial Year 2022-23

a) Employees and Workers Employees

Employees (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1	Permanent Employees	154	148	96.10	6	3.90
2	Other than Permanent Employees	-	-	-	-	-
3	Total employees (1+2)	154	148	96.10	6	3.90

Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4	Permanent Employees	2006	1380	68.79	626	31.21
5	Other than Permanent Employees	-	-	-	-	-
6	Total employees (4+5)	2006	1380	68.79	626	31.21

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b) Differently abled Employees and Workers

Differently Abled Employees

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1	Permanent Employees	-	-	-	-	-
2	Other than Permanent Employees	-	-	-	-	-
3	Total employees (1+2)	-	-	-	-	-

Differently Abled Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4	Permanent Employees	-	-	-	-	-
5	Other than Permanent Employees	-	-	-	-	-
6	Total employees (1+2)	-	-	-	-	-

19. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors (BOD)	7	1	14.28%
Key Management Personnel*	2	0	0.00%

*Excluding BOD

20. Turnover rate for permanent employees and workers:

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.03	0.70	14.73	11.17	0	11.17	10.56	0.75	11.31
Permanent Workers	62.98	29.03	92.01	55.98	25.73	81.71	48.22	20.46	68.68

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

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

S. No.	Name of the holding / subsidiary/associate companies/joint ventures (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	DCM Nouvelle Specialty Chemicals Limited	Subsidiary	76%	No



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VI. CSR Details:

22. (i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii). Turnover (in `)	849.88 Cr
(iii). Net Worth (in `)	321.06 Cr

VII. Transparency and Disclosures Compliances:

23. Complaints/ Grievances on any of the principles (1-9) 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 weblink for grievance redress policy)	FY 2022-23			FY 2021-22		
			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	Yes. Refer Point 1	0	0	-	0	0	-
Investors (other than shareholders)	Yes	Yes. Refer Point 2	0	0	-	0	0	-
Shareholders	Yes	Yes. Refer Point 2	5	0	-	3	1	-
Employees and workers	Yes	Yes. Refer Point 3	0	0	-	0	0	-
Customers	Yes	Yes. Refer Point 4	109	5	-	50	0	-
Value Chain Partners	Yes	Yes. Refer Point 5	0	0	-	0	0	-

The Company has ensured that all the stakeholder groups of DCM Nouvelle have a dedicated point of contact to address their grievances.

1. Communities - DCM assists the community through its CSR projects and programmes. The communities can raise concerns, provide feedback on ongoing projects, and raise grievances related to CSR projects/programs/activities, by accessing dedicated email id: info@dcmnvl.com. **Refer link**
2. Shareholders - Investors and shareholders have direct access to the Company Secretary and Compliance Officer via a dedicated email id: info@dcmnvl.com. **Refer link**
3. Employees and Workers - The Company's 'Whistle-Blower Policy' is a mechanism that allows not only employees and workers but also other stakeholders to report grievances. It also ensures that complainants are protected with full anonymity and any anti-retaliation or victimisation practices. **Refer link**
4. Customers have multiple communication channels to address their grievances, and portal to raise issues/complaints
5. Value chain partners can avail the grievance redressal mechanism through various channels, including an email address, a shared service helpdesk, and the Whistle Blower Policy. **Refer link**

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24. Overview of the entity's material responsible 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.

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.	Corporate Governance & Conduct	R	Corporate governance is critical for the success of DCM Nouvelle and any risks can result in reputation loss and damage to stakeholder trust and business disruption.	Periodical internal reviews, audit and presentations on changes introduced by regulators.	Negative
2.	Health and Safety	R	Health and safety of our employees and workers is of paramount importance to the organisation. Identifying health and safety issues and hazards, placing measures to minimise the risks to life and property instils confidence in our employees and workforce	We provide regular health and safety trainings to all our employees and workers in order to foster a safety culture and create safe working environment.	Negative
3.	Labour Management	R/O	As a manufacturing organization, compliance to labour management and labour laws is critical.	The Company ensures complete compliance with all the applicable labour rules and regulations.	Negative/ Positive
4.	Human Capital Development	O	Trainings and programmes for the employee skill enhancement via vocational, soft skill enhancement, and sabbaticals to improve the performance and develop an innovative and empowered workforce	NA	Positive
5.	CSR	O	As a part of the Company's commitment to society, comprehensive interventions are undertaken in education, healthcare, and the Sports.	NA	Positive



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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)
7.	Responsible Supply Chain	R/O	Our supply chain consists of local suppliers, with a significant part of our raw materials being supplied by Domestic suppliers.	<p>The organization has managed to forge long-term relationships with our significant raw material suppliers, with a significant number of our suppliers having the best practices for sustainability.</p> <p>We have put in practice a necessary due-diligence process before engaging with any supplier or logistics delivery partner for long- term contracts.</p>	Negative/ Positive
8.	Enhancement of Renewable Power	O	Supply of Renewable clean power helps in reducing CO2 emissions & reduce Power cost to the Company	NA	Positive
9.	Responsible Investment	O	Investment approach that recognises the generation of long-term sustainable returns and is dependent on stable, well-functioning and well-governed social, environmental, and economic systems	NA	Positive
10.	Business Ethics	R	-	Whistle blower policy and its deployment. The Company has a whistle blower policy for its employees, vendors and channel partners.	Negative

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Section B:

Management and Process Disclosures

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1. Policy and management processes									
a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.dcmnvl.com/policies-and-code.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes,								
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.	ISO 9000, BCI YARNS, Better Cotton for All, Global Organics textile Standard (GOTS) OEKO TEX STANDARDS 100, Importer - Exporter Code (IEC)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	DCM Nouvelle has identified ESG key focus areas and has set ESG targets internally which are monitored and acted upon continuously. Our sustainability strategy is closely aligned with the UN SDGs to contribute towards meaningful change around the world.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
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)	<p>DCM Nouvelle, as a responsible corporate citizen, is fully aware of its responsibilities to society. The company believes that incorporating environmental, social, and governance (ESG) principles into its business operations and adhering to them is critical to building resilience in the business, transforming culture, and creating long-term value for all of our stakeholders. Our sustainability plan takes into account significant sustainability trends as well as the potential consequences of our business activities on our stakeholders.</p> <p>We are in the process of identifying our major material subjects, which will form the foundation of management's approach to business in the future, including climate change and energy, health and safety, innovation, corporate governance, ethics, and integrity, among others.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Company has constituted Risk management Committee and appointed Mr. Hemant Bharat Ram, Managing Director as Chief Risk Officer of the Company, to oversee the implementation of the policies.								



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Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes, Risk Management Committee								
10. Details of Review of NGRBCs by the Company:									
Performance against above policies and follow up action	Yes								
Frequency (Annually / Half yearly / Quarterly / Any other - please specify)	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliance	Compliance Report regarding all applicable laws is placed before the Board on quarterly basis.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The Company conducts internal periodic review of the policies that are evaluated by the functional heads and approved by the leadership team.								
12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:	Not applicable								

SECTION C:

Principle-Wise Performance Disclosure

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

S. No.	Principles	Particulars
P1	Ethics, Transparency and Accountability	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
P2	Product Life Cycle Sustainability	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
P3	Employees' Well-being	Businesses should promote the well-being of all employees
P4	Stakeholder Engagement	Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
P5	Human Rights	Businesses should respect and promote human rights
P6	Environment	Business should respect, protect and make efforts to restore the environment
P7	Policy Advocacy	Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner

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S. No.	Principles	Particulars
P8	Inclusive Growth	Businesses should support inclusive growth and equitable development
P9	Customer Value	Businesses should engage with and provide value to their customers and consumers in a responsible manner

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	06	DCMNVL conducts familiarisation programs on various topics including National Guidelines on Responsible Business Conduct (NGRBC) principles, factory visit, awareness related to statutory and regulatory changes.	100%
Key Managerial Personnel	09	During the year, the BoD of the Company has devoted time on various matters relating to issues pertaining to business, governance, IT issues, risk management, Automations, Labour management, and operations.	100%
Employees other than BoD and KMPs	02	Various training programmes on Human Rights, awareness of PoSH Laws.	27.92
Workers	25	Various trainings pertaining to health, safety, behavioural, skill upgradation, management, operations, etc.	58.08



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2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings with regulators/ law enforcement agencies/ judicial institutions in FY23 (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):

	NGRBC Principle	Name of the regulatory/ enforcement authority/ judicial institutions	Amount (INR)	Brief of case	Has an appeal been preferred? (Yes or NO)
Monetary					
Penalty/Fine	P-1	Bombay Stock Exchange (BSE) & National Stock Exchange (NSE)	20,000/-	Your Company, being a listed Company pursuant to proviso of regulation 29 (2) of SEBI (LODR) Regulation 2015, was required to intimate regarding the Board meeting at least five days in advance (excluding the date of the intimation and date of the meeting) but inadvertently the same could not be intimated within the prescribed time.	No
Settlement			NIL		
Compounding fee					
Non - Monetary					
Imprisonment			NIL		
Punishment					

DCM Nouvelle Limited has no instance of fines/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, except disclosed is closed above.

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. **Not applicable**
4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
Yes, the Company has in place the code of conduct for the Board and senior management pursuant to Regulation 17(5) (a) of SEBI Listing Regulations. The Company has also in place a Code of Conduct for employees, vigil mechanism and whistle blower policy for effective implementation of the policy.
5. There were **no instances** of any disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/ KMPs/ employees/ workers.
6. There were **no complaints** received in relation to issues of conflict of interest of the Directors and KMPs during the reporting period FY 2022-23.

Business Responsibility and Sustainability Report

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

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

Essential indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	

2. a. Does the entity have procedures in place for sustainable sourcing? Yes

DCM Nouvelle engages with multiple local suppliers with a preference for local vendors. We select our supplier/ vendors based on clear and set communication with transparency about the requirements of Human rights, Health & safety, Business Ethics and Environment policy. Our procurement policy provides weightage to the sustainability practices of the suppliers during selection.

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

100% (including procurement of capital goods)

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

Plastics (including packaging)	No Such, Company sells all waste material to the local vendors
E-waste	
Hazardous waste and	
other waste.	

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

Not Applicable



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

Essential indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	148	115	77.70	148	100	NA	NA	NA	NA	NA	NA
Female	6	6	100	6	100	6	100	NA	NA	NA	NA
Total	154	121	78.57	154	100	6	100	NA	NA	NA	NA
Other than permanent employees											
Male	All benefits extended to the contract workforce (workers) are in line with statutory provisions.										
Female	As a principal employer DCM Nouvelle is committed to ensuring compliance.										
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1380	1380	100	1380	100	NA	NA	NA	NA	NA	NA
Female	626	626	100	626	100	626	100	NA	NA	NA	NA
Total	2006	2006	100	2006	100	626	100	NA	NA	NA	NA
Other than permanent workers											
Male	NA										
Female											
Other											

All benefits extended to the contract workforce (workers) are in line with statutory provisions. As a principal employer DCM Nouvelle is committed to ensuring compliance.

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2. Details of retirement benefits for the Current FY and Previous FY

Benefits	2022-23 (Current financial year)			2021-22 (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	100	100	Y	100	100	Y
Gratuity	100	100	N.A.	100	100	N.A.
ESI	16.88	100	Y	15.67	100	Y
Others (Superannuation)	61.74	0	Y	54.47	0	Y

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. DCM Nouvelle facilities are accessible to differently abled employees with lifts, ramps, and wheelchair provision

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

Yes, the Company provides equal rights to its employees and does not discriminate on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. The Company also recruits, develops, and promotes its employees solely on performance, merit, competence and potential. [Weblink](#).

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

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

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company has implemented an open-door approach for every employee, regardless of their position.
Other than permanent workers	It offers various platforms to its employees for sharing their grievances and concerns, including Ethics Speak up, HR Helpdesk and emails to their supervisors.
Permanent Employees	Further the company follows the Code of Conduct encouraging employees to raise concerns about Bribery, corruption, Sexual Harassment, Human rights issues, Insider trading and many more.
Other than Permanent Employees	



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The Company encourages all its stakeholders to raise concerns, grievance, and alerts. The Complainant is provided adequate protection under the policies.

All employees and workers can report via below modes:

- o Through email at: info@dcmnvl.com
- o In case of letters (protected disclosure) submitted by hand-delivery, courier or by post addressed to the Chairman of the Audit Committee at his address.

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

DCMNVL does not have any employees or worker unions or associations. However, in line with the Policy on Respect for Human Rights, Company recognises right to freedom of association.

8. Details of training given to employees and workers:

Category	2022-23 (Current financial year)					2021-22 (Previous financial year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	374	74	19.78	300	80.21	625	127	20.32%	498	79.68%
Female	10	4	40.00	6	66.00	29	6	20.69%	23	79.31%
Total	384	78	20.31	306	79.68	654	133	40.67%	521	79.66%
Workers										
Male	1526	808	52.95	718	47.05	1251	851	68.03%	400	31.97%
Female	687	364	52.98	323	47.01	589	401	68.08%	188	31.92%
Total	2213	1172	52.96	1041	47.04	1840	1252	68.04%	588	31.96%

Training is an element for safety awareness. Health and safety training is imparted to employees as a part of the induction module at the time of joining to achieve minimum mandatory awareness related to health and safety (H&S). Constant reinforcement sessions are conducted through webinars, trainings, posters, emails, and floor meetings.

Note: We have initiated monitoring of training data on health and safety measures from the financial year 2022-23

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No.(E)	% (E / D)
Employees						
Male	148	128	86.48	129	103	79.84%
Female	6	4	66.67	6	6	100.00%
Total	154	132	85.71	135	109	80.74%
Workers						
Male	167	165	97.63	337	329	97.63%
Female	1	1	100	70	70	100.00%
Total	168	166	97.64	407	399	98.03%

10. Health and safety management system:

DCMNVL recognizes Health and Safety of its workforce as one of the key focus areas in the organization. It also recognizes that adherence to applicable legislations is a minimum start point and strives to continuously benchmark & improve the safety at offices and sites.

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If "Yes", then coverage of the system.

Yes, DCMNVL has an Occupational health & Safety management system (OSHS), which consists various Standard Operating procedures like Accident reporting & investigation, Fire reporting & investigation, Fire Drill, Emergency response, Work permit system, Internal Safety Audit, Safety Committee.

DCMNVL has a KPI System for Safety awareness, reduce accident and fire case, identify of unsafe act/condition, Safety system upgradation.

DCMNVL regularly does the third party checking of Appliance Testing (Lifting tools tackles, Air receiver, Fork lifter, EOT crane).

DCMNVL has Internal checking system of firefighting equipments - fire cylinder, hydrant, smoke detector, fire alarm, fire sensor, internal checking system of vehicles.

DCMNVL conduct inspection in every year for better control on the management system.

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

DCMNVL has internal unsafe act/conditions identification system which act on daily basis. We have internal safety audit committee. DCMNVL identify the safety issue.

Incident reporting by employees and workers:

DCMNVL encourages its employees and workers to report any incidents, accidents, or near-misses that occur in the workplace.

Safety walkthroughs by the leadership and senior management:

DCMNVL conducts regular safety walkthroughs of its facilities to identify potential hazards and assess their risk.

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

Yes. The Company's workers have multiple channels to report incidents and accidents through the incident reporting system, emails, verbal reporting to supervisors and HR helpline.



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Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes, DCMNVL has a doctor-in-campus facility and corporate tie-ups with the nearest multi-specialty hospitals for any emergencies.
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11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	2022-23 (Current financial year)	2021-22 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company undertook various measures to ensure a safe and healthy workplace which include

- Safety review with management.
- Providing Safety training programs for employees by internal and external faculty.
- Celebrate Safety Week, Environment Day.
- Safety poster display.
- Fire drill.
- Facilitating doctor on campus.
- Mandating medical check-ups for high-risk categories.

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	NA	-	-	NA
Health & Safety	17	-	NA	31	-	NA

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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	

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: Not Applicable

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

Essential indicators

1. Describe the processes for identifying key stakeholder groups of the entity-stakeholder analysis and the key stakeholders include shareholders, customers, employees, and Government.

We take a collaborative approach when it comes to working with both internal and external stakeholder namely employees, suppliers, dealers, customers, shareholders / investors, communities surrounding the operations and government / regulatory authorities and gives utmost importance to healthy relationship and continuous engagement with them.

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

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
Regulatory bodies	No	<ul style="list-style-type: none"> Regulatory filings Meetings Emails Through Industry Associations 	As per requirement	<ul style="list-style-type: none"> Compliance requirements Upcoming rules and regulations Industry representation on key Matters
Shareholders	No	<ul style="list-style-type: none"> Regulatory fillings Company website Quarterly publication of results 	As per requirement	<ul style="list-style-type: none"> Financial and non-financial performance Corporate governance, Ethics, and value
Suppliers	No	<ul style="list-style-type: none"> Emails Periodic meetings Visits to supplier's facilities Conferences 	Regularly	<ul style="list-style-type: none"> Business opportunities, quality, and safety of raw materials Materials management Issues faced by Company/suppliers
Customers	No	<ul style="list-style-type: none"> Emails Meetings Conferences Surveys to capture customer satisfaction level 	Regularly	<ul style="list-style-type: none"> Product innovation and life-cycle efficiency Resolution of Customer Complaints Quality and Safety New products offerings



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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	<ul style="list-style-type: none"> • Emails • Notice board • Meetings • Open house sessions with senior management • Grievance mechanism • Performance feedback • Surveys to capture employee satisfaction level • Focused trainings and awareness sessions 	Regularly	<ul style="list-style-type: none"> • Career growth prospects • Learning and development programs • Trainings Rewards and Recognition • Occupational Health and Safety • Grievance redressal mechanism • Ethics and transparency • Total Quality Management • IT enablement & digitisation • Employee-oriented work policies
Local Communities	Yes	<ul style="list-style-type: none"> • Community meetings • CSR projects • Email 	Regularly	<ul style="list-style-type: none"> • Partnership with local NGOs for servicing wider set of local communities • Local infrastructure development, training, providing scholarships, and other necessary support

Principle 5: Businesses should respect and promote human rights

Essential indicators

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/ A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	154	43	27.92	134	35	26.12
Other than permanent	NA	NA	NA	NA	NA	NA
Total Employees	154	43	27.92	134	35	26.12
Workers						
Permanent	NA	NA	NA	1547	110	7.11
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	1547	110	7.11

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

Category	2022-23 (Current financial year)					2021-22 (Previous financial year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/ A)	No. (C)	% (C /A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	154	0	0.00%	154	100.00%	135	0	0.00%	135	100.00%
Male	148	0	0.00%	148	100.00%	129	0	0.00%	129	100.00%
Female	6	0	0.00%	6	100.00%	6	0	0.00%	6	100.00%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	2006	1835	91.48	171	8.52	1360	1214	89.26%	146	10.74%
Male	1380	1210	87.68	170	12.32	932	787	84.44%	145	15.56%
Female	626	625	99.84	1	00.16	428	427	99.77%	1	0.23%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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 (Executive Director)	2	27893815	0	-
Board of Directors (Independent Director)	2	-	1	-
Board of Directors (Non-Independent Director)	2	-	0	-
Key Managerial Personnel	2	3000130	0	-
Employees other than BOD and KMP	169	433234	6	413969
Workers*	3282	164122	990	168399

*For the above purpose permanent employees and permanent workers are considered.



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

Yes, the Company has assigned the responsibility of addressing human rights issues or impacts to the Head of the Human Resource department.

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

The Company has dedicated industrial relation manager, who is responsible to redress grievances related to human rights.

Open-door policy:

The Company has an open-door policy that allows employees to raise any human rights concerns with their managers or supervisors.

Grievance redressal mechanism:

The Company has a grievance redressal mechanism in place that allows employees to report any human rights violations or concerns anonymously.

Social Accountability Policy

The Company has a Social Accountability Policy that sets out DCM Nouvelle commitment to human rights and ethical business practices.

Helpline:

The Company has an HR helpline that employees and workers can use to report any concerns related to human rights violations, ethical misconduct, or other issues.

HR helpdesk:

The Company's HR helpdesk helps employees to approach or raise any concerns related to human rights or other issues.

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NIL	0	0	NIL
Discrimination at workplace	0	0	NIL	0	0	NIL
Child Labour	0	0	NIL	0	0	NIL
Forced Labour/ Involuntary Labour	0	0	NIL	0	0	NIL
Wages	0	0	NIL	0	0	NIL
Other human rights related issues	0	0	NIL	0	0	NIL

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

DCMNVL has established multiple mechanisms to prevent adverse consequence to the complainant. This includes POSH, Grievance Redressal mechanism and HR helpline to promote protected disclosures.

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

Yes

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9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	100
Discrimination at workplace	
Discrimination at workplace	
Others - please specify	

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

Not applicable

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

Essential indicators

1. Details of total energy consumption (in Gigajoule-GJ) and energy intensity in the following format:

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Total electricity consumption (A)	209639.07	263682.54
Total fuel consumption (B)	247.17	205.2792
Energy consumption through other sources (C)	74510.01	34789.21
Total energy consumption- Units (A+B+C)	284396.24	298677.03
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.01	0.01
Energy intensity per rupee of turnover (GJ/ ` Crore) (Total energy consumption/turnover in rupees)	246.67	299.61

Note: Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)
If yes, the name of the external agency- No

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? (Yes/No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable



Business Responsibility and Sustainability Report

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

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Total electricity consumption (A)	209639.07	263682.54
Total fuel consumption (B)	247.17	205.2792
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	186448	163414
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	186448	163414
Total volume of water consumption (in kilolitres)	186448	163414
Water intensity per rupee of turnover (Water consumed / turnover)	0.024	0.020
Water intensity(optional)-the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)
If yes, the name of the external agency- No

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

No

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

Parameter	Please specify unit	2022-23 (Current financial year)	2021-22 (Previous financial year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)
If yes, the name of the external agency- No

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

Parameter	unit	2022-23 (Current financial year)	2021-22 (Previous financial year)
NOx	-	-	-
SOx	-	-	-
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)	-	-	-
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)	-	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)
If yes, the name of the external agency- No

7. Does the entity have any project related to reducing Green House Gas emission?

No, However, DCMNVL increased its renewable energy share - in FY 2022-23, our energy consumption from renewable sources stood at 74510.01 GJ with an increase of 214 % as compared to FY 2021-22.

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

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Total Waste generated		(in metric tonnes)
Plastic waste (A)	61	67
E-waste (B)	0.800	0.500
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.200	0.600
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G+ H)	62	68.10



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Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		(in metric tonnes)
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	62*	68.10*
Total	62	68.10
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
		Category of waste
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations- Sold	62*	68.10*
Total	62	68.10

*We sell our Plastic waste, E-waste & Battery waste in a responsible manner to authorized dealers for recycling.

Note: Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No)
If yes, the name of the external agency- No

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.**

The company aims to minimize all types of waste by adopting Reduce-Reuse-Recycle philosophy. The company ensures that all the waste collected like Plastic Waste, Battery Waste, E-waste etc. are disposed through authorized dealers for recycle. Further, Electronic waste management is being done as per the guidelines established in E-waste Management Rules, 2016.

Further, DCMNVL being a Cotton Yarn Manufacturer, we have no such usage of hazardous and toxic chemicals in our products and processes.

Following are the waste management practices adopted by the company:

- To minimize the usage of paper products, the company has implemented use of reusable cups & glasses for employees to consume tea & coffee. This step has reduced waste by doing away with the need of paper products for tea/ coffee leading to less wastage.
- Encourage employees to switch to reusable water bottles to reduce plastic waste.
- We have removed dustbins from individual workstations to reduce the usage of Garbage bags.

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10. If the Company 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:

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

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable law 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. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, DCMNVL, has complied with applicable environmental law/regulations/guidelines in India.

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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NA

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a responsible and transparent.

Essential indicators

1. a. Number of affiliations with trade and industry chambers/ associations: 7(Seven)

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1.	Confederation Of India Textiles Industry (CITI)	National
2.	Northern India Textiles Mill's Association (NITMA)	National
3.	Faridabad Industries Association	National
4.	Confederation Of Indian Industry (CII)	National
5.	Indian Cotton Association Ltd	National
6.	National Safety Council (NSC)	National

2. There has been **no action taken** or underway on any issues related to anti-competitive conduct by the entity, based on any adverse orders from regulatory authorities.



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Principle 8: Businesses should promote inclusive growth and equitable development.

Essential indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2022-23: **Not Applicable**
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: **Not applicable**
3. Describe the mechanisms to receive and redress grievances of the community.

The Company has a robust grievance mechanism to receive and redress complaints or any concerns raised by the community. We constantly engage with local communities through various means such as personal visits, surveys, meetings, letter etc. to understand their concerns and take appropriate actions to resolve them.

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

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Directly sourced from MSMEs/ small producers	8,609.05	3,039.16
Sourced directly from within the district and neighbouring districts	31,485.22	49,481.70

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.**

We have a robust resolution mechanism for resolution of customer complaints. Customers can raise their complaints through the grievance redressal mechanism. Our marketing and customer relationship management team regularly engages with customers through visits/surveys and meetings to understand their feedback and subsequently incorporate into our solutions. We also conduct periodic consumer satisfaction surveys to seek detailed consumer feedback on our solutions. All complaints are resolved in the least possible time.

2. **Turnover of products and/services as a percentage of turnover from all products/service that carry information about:** Not Applicable

	As percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	NA
Usage recycling and/or safe disposal	

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

	2022-23 (Current financial year)		2021-22 (Previous financial year)	
	Received during the year	Pending resolution at end of year	Received during the year	Pending resolution at end of year
Data privacy	-	-	-	-
Advertising	-	-	-	-
Cyber-security	-	-	-	-
Delivery of essential services	-	-	-	-
Restrictive Trade Practices	-	-	-	-
Unfair Trade Practices	-	-	-	-
Other (Customer Complaints- Product related)	109	5	50	0

4. There have been **no instances** of product recalls (voluntary or forced) on account of safety issues during the financial year FY 2022-23.
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. The Company has 'Data Privacy Policy'.
6. There have been no occurrences on issues relating to advertising, health, safety, marketing and labelling regulations, delivery of essential services, cyber security and data privacy of customers or any product recalls for DCMNVL. All customer complaints received on various channels mentioned above (indicator 1 of this principle) are dealt with on a priority basis and resolved effectively in a time-bound manner.