

Date: August 25, 2023

To
BSE Limited
Listing Department
P.J Tower, Dalal Street
Mumbai 400 001

Stock Symbol - 540047

To,
National Stock Exchange of India Ltd.
Exchange Plaza, C-1, Block G
BandraKurla Complex,
Bandra (E), Mumbai – 400 051

Stock Symbol – DBL

Sub: Business Responsibility and Sustainability Report for the FY 2022-23 under regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith a copy of the **Business Responsibility and Sustainability Report** for the financial year 2022-23. The said report forms part of the Annual Report for the financial year 2022-23.

Further, the Annual Report for the financial year 2022-23 is also available on the Company's website at www.dilipbuildcon.com

We hereby request you to take the information on your records.

Yours Sincerely
For Dilip Buildcon Limited

Abhishek Shrivastava
Company Secretary & Compliance Officer

Encl: Copy of Business Responsibility and Sustainability Report for FY 2022-23.

Business Responsibility & Sustainability Report

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity : L45201MP2006PLC018689
2. Name of the Listed Entity : Dilip Buildcon Limited
3. Year of incorporation : 2006
4. Registered office address : Plot No. 5, Inside Govind Narayan Singh Gate, Chuna Bhatti, Kolar Road , Bhopal-462016 (M.P.)
5. Corporate address : Plot No. 5, Inside Govind Narayan Singh Gate, Chuna Bhatti, Kolar Road , Bhopal-462016 (M.P.)
6. E-mail : db@dilipbuildcon.co.in
7. Telephone : 0755-4029999
8. Website : www.dilipbuildcon.com
9. Financial year for which reporting is being done : 2022-2023
10. Name of the Stock Exchange(s) where shares are listed : BSE Limited and National Stock Exchange of India Limited.

SECTION A: GENERAL DISCLOSURES

11. Paid-up Capital : ₹ 1,462,149,710
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:

S. No	Particulars	Details
1	Name	Abhishek Shrivastava
2	Telephone Number	0755-4029999
3	Email ID	csabhishek@dilipbuildcon.co.in

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) : **Standalone basis**

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Construction	Roads, railways, utility projects	100

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

S. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Construction of Roads, Railways, utility projects	42101	100

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	NA	20	20
International	NA	NA	NA

17. Market served by entity

- a. Number of locations

Locations	Number
National (No. of States)	Across India (Projects in 20 states & 1 Union Territory)
International (No. of Countries)	Not applicable

- 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: **Being an infrastructure and construction Company, our major clients include the Central and various State Governments, Government agencies and the Government Companies.**

IV. Employees

18. Details as at the end of Financial Year:

- a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	12,588	12,561	99.79%	27	0.21
2.	Other than Permanent (E)	51	49	96.08	2	3.92
3.	Total employees (D + E)	12,639	12,610	99.77	29	0.23
WORKERS						
4.	Permanent (F)	4,163	4,162	99.98	1	0.02
5.	Other than Permanent (G)	4	4	100.00	0	0.00
6.	Total workers (F + G)	4,167	4,166	99.98	1	0.02

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	17	16	94.12	1	5.88
2.	Other than Permanent (E)	0	0	0.00	0	0
3.	Total differently abled employees (D + E)	17	16	94.12	1	5.88
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	6	6	100.00	0	0.00
5.	Other than permanent (G)	0	0	0.00	0	0.00
6.	Total differently abled workers (F + G)	6	6	100.00	0	0.00

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	0	0%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	2022-23			FY: 2021-22			FY: 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	50.71%	11.11%	50.64%	40.58%	32.14%	40.57%	49.93%	33.80%	49.91%
Permanent Workers	69.31%	0.00%	69.30%	60.79%	0.00%	60.77%	79.36%	75.00%	79.35%

Note:The employees/workers include categories such as machine operators, drivers, and other semi-skilled/un-skilled workers. The attrition in this cadre is usually higher since they prefer to work at sites in geographical proximity to where they stay and usually leave once the project gets completed.

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)	Indicate whether holding/ Subsidiary/ Associate/ JointVenture	% 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	Bhavya Infra & Systems Private Limited	Subsidiary	100.00%	No
2	Jalpa Devi Engineering Private Limited	Subsidiary	100.00%	No
3	DBL-VPR Mining Private Limited	Subsidiary	74.00%	No
4	DBL Chandikhole Bhadrak Highways Limited	Subsidiary	51.00%	No
5	DBL Bangalore Nidagatta Highways Private Limited	Subsidiary	51.00%	No
6	DBL Nidagatta Mysore Highways Private Limited	Subsidiary	51.00%	No
7	DBL Pachhvara Coal Mine Private Limited	Subsidiary	74.00%	No
8	Deevin Seismic Systems Private Limited	Subsidiary	100.00%	No
9	Pathrapali-Kathghora Highways Private Limited	Subsidiary	51.00%	No
10	DBL Transmission Private Limited	Subsidiary	100.00%	No
11	Dodaballapur Hoskote Highways Private Limited	Subsidiary	51.00%	No
12	Narenpur Purnea Highways Private Limited	Subsidiary	51.00%	No
13	Repallewada Highways Limited	Subsidiary	51.00%	No
14	Dhrol Bhadra Highways Limited	Subsidiary	70.00%	No
15	Bhopal Redevelopment Realty Private Limited	Subsidiary	100.00%	No
16	Bangalore Malur Highways Limited	Subsidiary	100.00%	No
17	DBL Poondiyanuppam Highways Limited	Subsidiary	100.00%	No
18	DBL-Siarmal Coal Mines Private Limited	Subsidiary	100.00%	No
19	DBL Viluppuram Highways Limited	Subsidiary	100.00%	No
20	Malur Bangarpet Highways Limited	Subsidiary	100.00%	No
21	Sannur Bikarnakette Highways Limited	Subsidiary	100.00%	No
22	DBL Infraventures Private Limited	Subsidiary	100.00%	No
23	DBL Infradevelopers Private Limited	Subsidiary	100.00%	No
24	DBL Infratech Private Limited	Subsidiary	100.00%	No
25	DBL Infra Assets Private Limited	Subsidiary	100.00%	No
26	Bangarupalem Gudipala Highways Limited	Subsidiary	100.00%	No
27	Raipur-Visakhapatnam-CG-2 Highways Limited	Subsidiary	100.00%	No
28	DBL Rewa Sidhi Highways Private Limited	Subsidiary	30.00%	No
29	Maradgi S Andola -Baswantpur Highways Limited	Subsidiary	100.00%	No
30	Mehgama-Hansdiha Highways Limited	Subsidiary	100.00%	No
31	Karimnagar-Warangal Highways Limited	Subsidiary	100.00%	No
32	Urga-Pathalgaon Highways Limited	Subsidiary	100.00%	No
33	DBL - MBZ (JV)	Joint Venture	70.00%	No
34	Dilip Buildcon Limited - Varaha Infra Limited (Ambala)	Joint Venture	74.00%	No
35	Dilip Buildcon - Varaha Infra Limited (Varanshi)	Joint Venture	51.00%	No
36	DBL-SRBJ (JV)	Joint Venture	70.00%	No
37	DBL DECO (JV)-Khairagora-Telangana	Joint Venture	90.00%	No
38	DBL DECO (JV)	Joint Venture	90.00%	No
39	DBL-HCC (JV)-Sahibganj-Jharkhand	Joint Venture	74.00%	No

S. No.	Name of the holding /subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ JointVenture	% 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)
40	DBL-HCC (JV)-Bhadbhut-Gujarat	Joint Venture	51.00%	No
41	HCC-DBL (JV)	Joint Venture	40.00%	No
42	DBL-AHC (JV)	Joint Venture	74.00%	No
43	DBL SIPL JV	Joint Venture	65.00%	No
44	DBL & Ranjit Buildcon Limited	Joint Venture	51.00%	No
45	DBL Evrasons	Joint Venture	74.00%	No
46	Valech Dilip JV	Joint Venture	51.00%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in ₹)- **101,195,283,796.82/-**

(iii) Net worth (in ₹)- **44,467,357,775.44/-**

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, then provide web-link 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	NIL	NIL	No complaints are pending at the end of FY	NIL	NIL	No complaints are pending at the end of FY
Investors (other than shareholders)	Yes	NIL	NIL	No complaints are pending at the end of FY	NIL	NIL	No complaints are pending at the end of FY
Shareholders	Yes	NIL	NIL	No complaints are pending at the end of FY	NIL	NIL	No complaints are pending at the end of FY

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 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
Employees and workers	Yes	265	NIL	No complaints are pending at the end of FY	NIL	NIL	No complaints are pending at the end of FY
Customers	Yes	NIL	NIL	No complaints are pending at the end of FY	NIL	NIL	No complaints are pending at the end of FY
Partners	Yes	NIL	NIL	No complaints are pending at the end of FY	NIL	NIL	No complaints are pending at the end of FY
Other (please specify)	Yes	NIL	NIL	No complaints are pending at the end of FY	NIL	NIL	No complaints are pending at the end of FY

Note:-

- Above data is reported on the basis of availability. The Company will strengthen its systems for complete coverage in FY-2023- 24
- The policies are available on the company's website at: www.dilipbuildcon.com
- Overview of the entity's material responsible business conduct issues

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

S. No.	Material identified Issue	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.	Climate Risk	Risk	Climate change risk especially in coastal areas could lead to impact including change in regulation, change in customer preferences and other significant changes in the operating environment for the Company	The Company regularly and diligently keeps track of latest developments and adopt required risk mitigation practices. For example, analysis and implications of possible consequences for the business.	Negative
2.	Climate Change	Opportunity	We view climate change as a significant opportunity as the response to these global changes will require that the world gets ready to new and better products, with significant change in thought process.	The Company is aware of these shifts and proactively preparing itself for changing business environment as a result of climate change. We will keep track of these opportunities as and when they arise.	Positive
3.	Environmental Impact	Risk	The Company is in construction business and the disruption in operations could lead to a risk of creating an adverse material economic and operational impact.	The Company has a robust mechanism to frame and update its 'Standard Operating Procedures' with protecting environment as key priority.	Negative
4.	Energy conservation	Opportunity	Energy conservation leads to use of lesser energy for same or higher output and hence, it leads to lower costs and significantly helps in reducing environmental impact.	The Company is continuously taking steps for conservation of energy such as installation of more energy efficient technology and products. The company also evaluates its processes regularly to identify such opportunities.	Positive
5.	Carbon Emissions	Risk	Carbon emission is considered the primary driver of global climate change. The scientific studies have proven that carbon emissions from industries strengthen the greenhouse effect, causing climate change. The construction and infrastructure industry is one of these industries.	The Company is working on a plan to reduce the emissions and align itself to the national emission reduction commitments.	Negative
6.	Water usage and management	Opportunity	Efficient water usage and management leads to lower costs and also helps in reducing negative impact of operations on groundwater depletion and pollution in water bodies.	The Company has a mechanism to recycle waste water and it is processed accordingly. The Company is also committed to efficient use of water. This will help in creating a more positive image for the company in the ecosystem.	Positive

S. No.	Material identified Issue	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.	Waste reduction	Opportunity	Waste reduction is the general practice of using less material to minimize waste generation. Waste reduction leads to conservation of natural resources and savings in costs.	The Company is committed to waste reduction in order to accomplish environmental and economic benefits. It potentially has both direct and indirect positive impact for the company.	Positive
8.	Material handling	Risk	The Company is involved in material handling which includes the movement and storage of materials and products, including the ones which are hazardous. This includes various steps such as construction material handling, building operations, and other activities.	The Company adopts the best-in-class industry practices to deal with materials to ensure the most efficient and effective material handling. The company follows all safety processes by adopting highest compliance standards.	Negative
9.	Supply chain management	Risk	The external and internal events could lead to difficulty in sourcing and transport of materials and end products leading to loss of business opportunity and revenues.	The Company regularly evaluates its supply chain and vendors to constantly optimize on cost effectiveness and efficient deliveries. The materials are procured from reputed manufacturers to ensure delivery timelines.	Negative
10.	Customer Experience	Risk	The existence of any business and viability of its proposition is critically dependent on its customers. Any reduction or discontinuation in demand from the customers may have an adverse effect on revenues and profitability of the Company.	The Company has been actively working on enhancing the quality and consistency of customer experience. The Company has also been making the efforts to de-risk the business model by diversifying the client base. The company's track record is good on this measure.	Negative
11.	Health & Safety	Risk	Because of the nature of its operations, the Company's business is exposed to risks, which involves jeopardizing the health and safety of our employees and customers. It requires that we make an objective assessment of hazards that can lead to the harm, injury, death, or illness of employees at the workplace or could harm customers.	The Company has 'zero tolerance' for any compromise or deviation from accepted safety norms and everyone is expected to abide with them. The Company endeavors and strives to fulfill all applicable compliance requirements related to health and safety. The health and safety of our people and customers was, is and will continue to be our topmost priority.	Negative

S. No.	Material identified Issue	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)
12.	Talent Management	Opportunity	Attracting, developing and retaining the right talent is essential for business operations on a day-to-day basis and for sustaining the employee morale on a long-term basis. The future growth of the Company is critically dependent on these aspects.	The Company strongly believes that human capital is one of the most vital constituents for success. The Company has been actively working on this, with industry leading talent retention and management policies in place.	Positive
13.	Employee Engagement	Opportunity	Employee engagement is a comprehensive objective and subjective measure of the interest, drive, level of enthusiasm and dedication employees feel toward their job and their general, broader organization responsibilities. This is an opportunity for the Company as it has been observed that more deeply engaged employees are more concerned about their work and about the performance of the Company.	The Company strives to provide a conducive and supportive work environment across the organization. In this context, the employees excel through various employee engagement programs. The management focus in on making available better tools, technology, techniques at the work place to optimally harness the potential of employees and teams.	Positive
14.	Community Engagement	Opportunity	For business resilience and a positive and sustainable long-term engagement with the community, the organizations need to work collaboratively and with a clear vision. The people directly and indirectly associated and affiliated with the Company are important stakeholders and their perspective should be an important consideration for the company in framing its policies.	The Company endeavors to track its initiatives undertaken to ensure that the community is benefited. The programs and progress are regularly reviewed and assessed by the senior management. The company also regularly consults with the community it operates in and incorporate its concerns and views on important issues.	Positive
15.	Corporate Governance	Risk	The business requires a high trust environment for its functioning and adherence to strict corporate governance standards is one of the basic constituents for this. In absence of compliance and stringent adherence, there are material implications for the company.	The company's corporate governance code is applicable to all Board Members and Key Managerial Personnel, employees, consultants, contractors, agency staff, agents or any other person associated with the Company or acting on behalf of the Company.	Negative

S. No.	Material identified Issue	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)
16.	Cyber security	Risk	Cybersecurity risk is the risk of loss resulting from a cyber-attack or data breach in the organization. This could lead to potential loss or harm related to technical infrastructure and/or reputation of an organization.	The Company regularly assesses this and implements Cyber Risk Management procedures with focus on advanced Cyber Security measures to monitor and respond to any cyber incidents.	Negative
17.	Business ethics	Risk	Business ethics risks are related to lack of ethical conduct in the organization. It is one of the most important dimensions of organizational risk and could lead to both financial and operational negative impact on the organization. Hence, it is crucial that these risks are regularly identified and managed appropriately.	The Company has 'zero tolerance' for corruption, bribery or any unethical practices. This is part of the Code of Conduct. This is applicable for everyone including all the directors, executives, employees and associated persons.	Negative
18.	Diversity, Equity and Inclusion	Opportunity	An organization's long-term growth and its sustainability depends on how it creates opportunities for the workforce and how integrated they feel in the system. As modern-day working environment continues to evolve, Diversity, equity and inclusion (DEI) are closely linked values which could play an important role in creating a cohesive workplace and high-performance environment.	Our company is an equal opportunity employer and there is no bias towards any specific races, ethnicities, religions, abilities, genders, and sexual orientations. Our company is also a responsive organization on all DEI related issues.	Positive

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.

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

Sr. No.	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)	The company board accords highest level of priority to NGRBC Principles and Core Elements. Either the approval has been there or is in process.									
	c. Web Link of the Policies, if available	The relevant policies wherever available, are on the company's website at: https://www.dilipbuildcon.com/wps/portal/dbl/investors/corporate-governance									
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.	N	Y (ISO-9001:2015)	Y (ISO-45001:2018)	N	N	Y (ISO 14001:2015)	N	N	N	
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	NA	N	N	
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA	
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).	Good governance is at the core of all our operations. It involves prioritising the interests of our stakeholders, such as shareholders, clients, suppliers, the Government, and the communities around our sites. Our value system is built on the principles of accountability, transparency, integrity, and transparent communication with our stakeholders. We firmly believe in upholding the highest ethical standards while functioning, and continue to remain uncompromising and vigilant about all the compliances.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The CEO & MD and the Board are the highest authority responsible for implementation and oversight of the Business Responsibility policy.									
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has following Committees for Sustainability related issues: 1. Corporate Social Responsibility Committee 2. Business Responsibility & Sustainability Committee									
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	
	Performance against above policies and follow up action	Director					Annually				
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Director					Annually				

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of Training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	0	NA	0%
Key Managerial Personnel	0		0%
Employees other than BoD and KMPs	4467	Basic of Fire, Safe Driving Practices, Material Handling, General Safety Awareness, PPE's Awareness, First Aid Box & It's use, Emergency Preparedness Plan, Electrical Safety, Work Permit System, Traffic Management Awareness, Disaster Management & Environmental	293.33%
Workers	5999		1843.79%

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

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL	NA

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, Dilip Buildcon Limited (the Company) has anti-bribery policy. The company also has a Code of Conduct which is applicable for everyone concerned.

The company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations. The company is committed to strictly follow anti-bribery and anti-corruption policy. The purpose of this policy is to ensure that we act with integrity and all our decisions are based on only legitimate considerations. In building and maintaining relationships with our various stakeholders, employees should focus on creating trust and mutual respect based on the principles laid down in DBL's Code of Conduct.

Yes, in the Code of Conduct, under the Prevention of Corruption Act, 1988, or under other applicable legislation across the globe giving of bribe to governmental officials and agents whether directly or indirectly, is strictly prohibited. As law abiding individuals and in order to maintain the highest standards of ethics and integrity, the Board members, Senior Management Personnel, Employees and Associates shall not directly or indirectly pay any bribe to any Governmental /Regulatory officials, business associates, contractors, vendors, agents, etc. in relation to the Company / its business. The relevant policies wherever available, are on the company's website at: <https://www.dilipbuildcon.com/wps/portal/dbl/investors/corporate-governance>

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

Note: There is a FIR no. RC2182021A0007/2021, registered u/s 7,8,9 and 10 of PC Act, r/w 120 IPC at CBI, AC-III, 5-B, CGO Complex, Lodhi Road, New Delhi-110003, wherein the investigation is going on and the case is pending for adjudication by the respective court.

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
At all DBL Infrastructures projects, the Company encourages all its contractors and partner to source all construction material and other materials/services ethically, legally and sustainably.		

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

Yes, the Company has processes in place to avoid/ manage conflict of interests involving members of the Board. The members of the Board exercise their responsibilities in the interest of the Company. The Company has strong mechanism and processes in place to avoid/ manage conflict of interests involving members of the Board. This is to ensure that the board members do not take advantage of their position and should avoid any potential conflicts of interest with the Company.

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	NIL
Capex	NIL	NIL	DBL ensures proper waste disposal, effluents and emissions checking, among several other steps to prevent health and environmental hazards. Waste such as used oils collected and stored in a covered and segregated area at site so that it will not impact on environment and send it to DBL CWS (Central work Shop) for reuse through recycle process. Steel Scrap Waste such as metal scrap is stored in a covered and isolated area on site and sent to foundries to be reused and developed for new iron/steel equipment and highway infrastructure parts. Re-Using Milled Material in Road Bases is a great value addition to DBL's innovations. The process involves deploying Milling Machines to separate available aggregate portions from existing roads. DBL then blends this material (40%) and fresh aggregate (60%) to suit the specifications.

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

- b. If yes, what percentage of inputs were sourced sustainably? **40% (Approximately). We intend to increase sustainable sourcing in future.**
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste. **Not applicable. We don't manufacture any products. We are an Infrastructure Company.**
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**

Leadership Indicators

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

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

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

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

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Steel Scrap Waste, Milled Material, used oils etc.	The company optimizes the use of resources and reuse and recycle the materials as much as possible.	The company optimizes the use of resources and reuse and recycle the materials as much as possible.

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: **Not Applicable, as we are a tender based Infrastructure Company. However, the waste material generated are reused, recycled & disposed as per the applicable Policies, and to the maximum possible extent and optimally.**

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

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

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	12,561	12,561	100.00	12,561	100.00	0	0.00	0	0.00	16	0.13
Female	27	27	100.00	27	100.00	1	3.70	0	0.00	0	0.00
Total	12,588	12,588	100.00	12,588	100.00	1	0.01	0	0.00	16	0.13
Other than Permanent employees											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	4,162	4,162	100.00	4,162	100.00	0	0.00	0	0.00	1	0.00
Female	1	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00
Total	4,163	4,163	100.00	4,163	100.00	0	0.00	0	0.00	0	0.00
Other than Permanent workers											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Benefits	FY : 2022-23			FY : 2021-22		
	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	95.31	99.62	Yes	96.17	99.90	Yes
Gratuity	100.00	100.00	Yes	100	100	Yes
ESI	3.23	39.01	Yes	1.42	13.63	Yes
Others - please specify	Nil	Nil	Nil	Nil	Nil	Nil

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: Wherever applicable, necessary accessibility have been provided to the disabled employees.

No, however, steps are being undertaken to progressively enable the office premises and physical infrastructure more conducive and accessible to differently abled employees.

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

Yes, the Company has approved theequal opportunity policy. The link of the policy is:

https://www.dilipbuildcon.com/wps/wcm/connect/39f719f0-3d1c-434a-a75e-8ae622e55747/6.Equal+Opportunity+Policy+.pdf?MOD=AJPERES&CONVERT_TO=url&CACHEID=ROOTWORKSPACE-39f719f0-3d1c-434a-a75e-8ae622e55747-oCn4QLh

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

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

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.

Employees Grievance Redressal Policy:

The objective of the Grievance Redressal Policy and procedure of DBL is to provide a mechanism for promptly dealing with the individual grievances that an employee may have, in connection with their employment, in a fair and consistent manner.

To provide easily accessible machinery of communication to the employees for settlement of their complaints, dissatisfaction, discontent and to adopt measures to ensure expeditious settlement of grievances leading to increased satisfaction on the job and resulting in improved productivity and efficiency of the organization.

The policy aims at creating a healthy working environment for all the employees of Dilip Buildcon Limited.

The policy is available at following web link:-

https://www.dilipbuildcon.com/wps/wcm/connect/32338374-9878-440f-ba62-19c7becc4efd/7.Employee+Greivance+Rederessal+Policy.pdf?MOD=AJPERES&CONVERT_TO=url&CACHEID=ROOTWORKSPACE-32338374-9878-440f-ba62-19c7becc4efd-oCm-dUh

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	NIL
Permanent Employees	Yes
Other than Permanent Employees	NIL

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

	FY 2022-23			FY 2021-22		
	Total employees/ workers in respective category (A)	No.of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total As on (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	12,561	36900	293.76%	522	4.16%	16,726	20,402	121.98%	6	0.04%
Female	27	25	92.59%	0	0%	26	21	80.77%	0	0.00%
Total	12,588	36,925	293.33%	522	4.16%	16,752	20,423	121.91%	6	0.04%
Workers										
Male	4,162	76,756	1,844.20%	57	1.37%	5,941	13,044	219.56%	1	0.02%
Female	1	1	100%	0	0%	1	1	100.00%	0	0.00%
Total	4,163	76,757	1,843.79%	57	1.37%	5,942	13,045	219.54%	1	0.02%

Note: During the 2021-22 & 2022-23, the Company conducted several trainings on Fire, Occupational Health & Safety, Traffic Management and Road Safety Practices subjects.

All the eligible employees and workers have received training as and when required.

The percentage numbers are more than 100 because the number includes total workers employed, including for partial year. Please refer our earlier note on high attrition (employee turnover) rates.

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

Category	2022-23			2021-22		
	Total (A)	No.(B)	% (B/ A)	Total (D)	No.(E)	% (E / D)
Employees						
Male	4,201	1,516	36.09%	5,038	5,003	99.31%
Female	19	18	94.74%	23	23	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	4,220	1,534	36.35%	5,061	5,026	99.31%
Workers						
Male	777	87	11.20%	1,716	1,711	99.71%
Female	0	0	0.00%	1	1	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	777	87	11.20%	1,717	1,712	99.71%

Note : Out of total active employees of 4997 at Managerial, supervisory, Engineer, Technicians and other Skilled workers eligible for "Performance Appraisal and Career Development" reviews for the year 2022-23, 1621 numbers of employees were appraised based on the approval of the management.

10. Health and safety management system:

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

Yes, DBL has Environment, Occupational Health and Safety System based on ISO 14001:2015 and 45001:2018 with all applicable laws and acts i.e. BOCW Act 1996 and Factories Act 1948 guidelines. Apart from this we are following the rules and regulations of the Pollution Control Board along with the Ministry of Forest and Environment.

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

DBL is conducting hazard identification and risk assessment for all types of execution work operations, so that we can mitigate the risks from hazards and take necessary measures regarding PPE as well as procedure.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.
Yes

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes

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

Safety Incident/Number	Category	FY : 2022-23	FY :2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	95	353
	Workers	27	106

Safety Incident/Number	Category	FY : 2022-23	FY :2021-22
No. of fatalities	Employees	4	2
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	1
	Workers	-	-

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

- Deployment of EHS personnel / Safety Engineer in the workplace to ensure proper safety during work.
- Provided with all the applicable PPE Kit to employees / workers
- Accommodation facilities with basic facilities and amenities, portable drinking water, hygienic foods etc.
- Medical facilities to all the employees and workers
- Personal Accident Insurance benefits to all employees / workers.
- Safety trainings and awareness programmes to the employees / workers.
- The Company has taken WCA Policy in respect of all the employees / workers / other than permanent employees / workers working in the various project location / entity.

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

	FY 2022-23			FY 2021-22		
	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	9	NIL	NIL	NIL	NIL	NIL
Health & Safety	16	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	90%
Working Conditions	90%

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.

We regularly assess the safety preparedness and health & safety practices and working conditions and take corrective action, if required. This is a standard practice at all our project sites and offices.

Leadership Indicators

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

(A) Employees (Y/N) (either in the form of med claim or accidental death insurance policy or others) :

Yes.

(B) Workers (Y/N).

Yes.

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

The company ensures that statutory dues as applicable to the transactions within the remit of the Company are deducted and deposited in accordance with extant regulations. This activity is also reviewed as part of the internal and statutory requirements, wherever applicable. However, the company currently does not track if the dues have been deducted and deposited by the value chain partners.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NA
Working Conditions	NA

1. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

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

Essential Indicators

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

The mapping of stakeholders is an exercise carried out by the senior management in consultation with the relevant experts and board member. It is based on identification of group of people who can affect or be affected by the Company. The stakeholders in our Company include customers, investors, bankers, employees, local communities, regulatory bodies, government and population at large. The stakeholders are both an internal part of the organization, as well as external. The Company acknowledge their contribution in the growth and supporting a sustainable business of the Company.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, SMS, Website, Notice Board, Meetings	Regular and as when required	Update on material developments
Customers	No	Email, SMS, Website, Meetings	Regular and as when required	Update on material developments
Vendors	No	Email, SMS, Website, Notice Board,	Regular and as when required	Update on material developments
Industry peers	No	Email, SMS, Meetings	Regular and as when required	Update on material developments
Local communities	No	Email, SMS, Website, Notice Board, Meetings	Regular and as when required	Update on material developments
Media	No	Email, SMS, Website, Meetings	Regular and as when required	Update on material developments
Regulatory bodies	No	Email, SMS, Meetings	Regular and as when required	Update on material developments
Shareholders	No	AGMs, Email, SMS, Website, Newspapers	Regular and as when required	Update on material developments
Analysts	No	Email, SMS, Website, Meetings	Regular and as when required	Update on material developments
CSR beneficiaries	No	Email, SMS, Website, Notice Board,	Regular and as when required	Update on material developments

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

On a regular basis, the Company has been interacting with the various stakeholders and is also carrying out formal and informal surveys to understand their views. The Company has always engaged in a consistent, continuous and proactive dialogue with all our key stakeholders. This is important to balance the interests of all our stakeholders in a fair and transparent manner.

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

Yes, the input of stakeholders plays an important role better understand expectations of stakeholders and benchmark against best practices. The Company has been making an active and consistent effort with all its stakeholders to understand the impact of its sustainability strategy. Regular consultation with stakeholders is instrumental for the Company in developing the CSR agenda and its sustainability initiatives.

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

The Company is committed to the welfare of disadvantaged, vulnerable and marginalized sections of the society. The Company has special interest in taking initiatives which could be helpful in addressing the needs of underrepresented sections of the society and the groups which are vulnerable such as children, poor people, women, the elderly and the persons with disabilities.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	The company has the highest priority to the respect of individual liberties and human rights such as the right to be treated fairly for everyone, equality in terms of available opportunities and the right to raise grievances and ability to access redressal mechanism. These are broadly covered in our code of conduct and relevant policies, wherever applicable and as per the circumstances, relevance and suitability. All the employees are made aware of this, from time to time.					
Other than permanent						
Total Employees						
Workers						
Permanent	The company has the highest priority to the respect of individual liberties and human rights such as the right to be treated fairly for everyone, equality in terms of available opportunities and the right to raise grievances and ability to access redressal mechanism. These are broadly covered in our code of conduct and relevant policies, wherever applicable and as per the circumstances, relevance and suitability. All the employees are made aware of this, from time to time.					
Other than permanent						
Total Workers						

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

All permanent employees, permanent workers and other than permanent employees and workers irrespective of their categories like skilled, semi-skilled, un-skilled, supervisory, clerical, manual etc. have been paid Minimum wages or more than the minimum rate of wages (in some cases subject to their experience / skill set) as per the applicable Labour Laws.

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	12,561	2,080	16.56	10,481	83.44	16,726	2,019	12.07%	14,707	87.93%
Female	27	0	0	27	100.00	26	0	0	26	100%
Other than Permanent										
Male	49	0	0	49	100.00	36	0	0	36	100%
Female	2	0	0	2	100.00	2	0	0	2	100%
Workers										
Permanent										
Male	4,162	390	9.37	3,772	90.63	5,941	770	12.96%	5,171	87.04%
Female	1	0	0.00	1	100.00	1	0	0	1	100%
Other than Permanent										
Male	4	1	25.00	3	75.00	6	3	50%	3	50%
Female	0	0	0.00	0	0.00	0	0	0	0	0

3. Details of remuneration/salary/wages, in the following format: (per Annum)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	13,10,000	1	13,10,000
Key Managerial Personnel	4	5,99,25,293.4	0	0
Employees other than BoD and KMP	12,557	2,58,000	27	5,20,380
Workers	4,162	2,15,641	1	1,41,779

Note: KMP includes Managing Director, Whole time Director/CEO, Company Secretary & Chief Financial Officer.

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) :

The Company has the highest priority for protection of human rights and the board and senior management are fully responsible and committed for addressing human rights issues, if any. Through proper channel, any individual or their representatives, externally or internally can access the company on these issues. However, we have no designated focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. The Policy and procedures employed and adopted for redressal of the employees grievances shall be applicable and adopted with highest degree of sensitivity, urgency and priority being accorded in handling and disposal of HR Grievances.

We believe that any stakeholder should be able to raise their grievances and should be able to report any breach or violation, with complete confidence and trust. They should be able to report any breach of policies and procedures in the Company. The grievance can be reported in the following manner, a) General Human Right Grievances - To be addressed to Head Human Resources, Immediate supervisor, Head of the Department, with adequate arrangement for escalation, b) Any Sexual Harassment related incidents should be reported to Prevention of Sexual Harassment Committee (i.e. Internal Complaints Committee), Head - Human Resources and the Board. The higher authorities can be reached if there is no satisfactory resolution.

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

	FY : 2022-23			FY : 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NA	NIL	NIL	NA
Discrimination at workplace	NIL	NIL	NA	NIL	NIL	NA
Child Labour	NIL	NIL	NA	NIL	NIL	NA
Forced Labour/Involuntary Labour	NIL	NIL	NA	NIL	NIL	NA
Wages	NIL	NIL	NA	NIL	NIL	NA
Other human rights related issues	NIL	NIL	NA	NIL	NIL	NA

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

Complaints can be made without fear of reprisal and with the assurance that the Company will be fair and impartial in its probe. Threats, retribution against any person who has in good faith reported or suspected violation of law, or other company policies, or against any person who is assisting in any investigation or process with respect to such a violation is strictly prohibited by the Company.

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

The Company has the highest priority for protection of human rights and the board and senior management are fully responsible and committed for addressing human rights issues, if any. All the employees and our business associates are governed by this principle.

9. Assessments for the year:

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

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.

Leadership Indicators

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

NIL

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

NIL

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?

No

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company expects its value chain partners to adhere to the highest standards of corporate values, human principles and business ethics. However, this is an ongoing activity and no specific assessment of value chain partners has been carried out.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	Not Applicable

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

Not Applicable.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	348872764 MJ	320219600 MJ
Total fuel consumption (B)	7009983949MJ	7818818000 MJ
Energy consumption through other sources (C)	125503MJ	Insignificant
Total energy consumption (A+B+C)	7358982216 MJ	8139037600 MJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0727 MJ/INR approximately	0.0904 MJ/INR approximately
Energy intensity (optional) - the relevant metric may be selected by the entity	NIL	NIL

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

No independent assessment was carried out by any external agency

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. **No**

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	2481533	2694906
(ii) Groundwater	1395141	1478250
(iii) Third part Water	322516	503246
(iv) Seawater / desalinated water	-	-
(v) Others	145612	246126
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4344802	4922528
Total volume of water consumption (in kilolitres)	4215851	4873303
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000454 (Kilo Litres/INR)	0.0000541 (Kilo litres/INR)
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA

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

No independent assessment was carried out by any external agency.

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	FY 2022-23	FY 2021-22
NOx	Microgram per Meter Cube	Total- 6063.89	Total- 4266.31
SOx	Microgram per Meter Cube	Total- 4368.19	Total- 3492.54
Particulate matter (PM)	Microgram per Meter Cube	PM10- Total- 23213 PM2.5- Total- 11574.65	PM10- Total- 11956.85 PM2.5- Total- 6242.53
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	Microgram per Meter Cube	Below Detectable Limit (BDL)	Below Detectable Limit (BDL)
Hazardous air pollutants (HAP)	NA	NA	NA
Others - please specify	Milligram per cubic meter	CO Total- 125.15	CO Total- 59.394

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

No independent assessment was carried out by any external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	NA	NA	NA

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

No independent assessment was carried out by any external agency.

DG Stack Monitoring Data

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Particulate matter (PM)	mg/Nm ³	Total- 89.26	Total- 5007.67
SOx	mg/Nm ³	Total- 240.77	Total- 4637.14
NOx	mg/Nm ³	Total- 177.93	Total- 4974.8
CO	mg/Nm ³	Total- 48.28	Total- 810
VOC	Percentage (%)	Below Detectable Limit (BDL)	Below Detectable Limit (BDL)

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

No

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

Parameter	FY 2022-23	FY 2021-22
	Total Waste generated (in metric tonnes)	
Plastic waste (A)	95.21	109.181
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	Concrete- 5582.286	Concrete- 5952.192
Battery waste (E)	296.87	75.748
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	Used Oil- 605.404 Used Oil Filter- 33.152	Used Oil-256.103 Used Oil Filter- 74.486
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Paper & Cartoon- 0.964 Wood- 3.958 Food- 49.891	Paper & Cartoon- 0.637 Wood- 9.769 Food- 53.255
Total (A+B + C + D + E + F + G + H)	6667.737	6531.371

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

Category of waste	FY 2022-23	FY 2021-22
(i) Recycled	NA	NA
(ii) Re-used	Used Oil- 375.685 Paper & Cartoon - 0.964 Wood- 3.958 Concrete- 5582.286 Plastic- 95.21	Used Oil- 42.52 Paper & Cartoon - 0.637 Wood- 9.769 Concrete- 5952.192 Plastic- 109.181
(iii) Other recovery operations	NA	NA
Total	6058.104	6114.299

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

Category of waste	FY 2022-23	FY 2021-22
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	NA	NA

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

No independent assessment was carried out by any external agency.

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.

- **Hazardous waste & chemicals are stored as per Hazardous and other Wastes (Management & Transboundary Movement) Rules, 2016 & Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.**

- Hazardous waste/chemical is segregated from other waste in a separate room include stored in containers with sealed to prevent leakage or spillage & also with labeled with hazardous chemical waste tags. Most of the waste are reused at project site & sold to the authorized vendor for recycle & provide to all employee regarding proper storage, handling of hazardous waste & chemicals.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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.
1	Bundelkh and Expressway	Expressway Construction	Yes
2	Gorakhpur Expressway	Expressway Construction	Yes
3	Hirasar Rajkot Airport	Airport Construction	Yes
4	Nagpur-Mumbai Expressway	Expressway Construction	Yes
5	Bangalore-Nidagatta	EC for Quarrying of Building Stone	Yes
6	Ummedpura-Nayagaon	Tunnel Construction	Yes
7	Bhadbhut Dam	EC for Mining	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Bundelkhand Expressway	407/Parya/SEAC/4632-5156/2018	23.11.2019	Yes (Globus Environment Engineering Services)	No	CEIA Report is in Progress
Gorakhpur Expressway	569/Parya/SEAC/5305-4603	25.01.2020	Yes (Globus Environment Engineering Services)	No	CEIA Report is in Progress

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:

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
	NIL	NIL	NIL	NIL

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	NIL	NIL
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (c)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	NIL	NIL
From non-renewable sources		
Total electricity consumption (D)	348872764 MJ	320219600 MJ
Total fuel consumption (E)	7009983949MJ	7818818000 MJ
Energy consumption through other sources (F)	125503MJ	Insignificant
Total energy consumed from non-renewable sources (D+E+F)	7358982216 MJ	14828801949 MJ

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

No independent assessment was carried out by any external agency.

2. Provide the following details related to water discharged:

Parameter	2022-23	2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

No independent assessment was carried out by any external agency.

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

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

- (i) Name of the area **Not Applicable**
- (ii) Nature of operations **Not Applicable**

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment -please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment -please specify level of treatment	NA	NA
iii) Into Seawater		
- No treatment	NA	NA
- With treatment -please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment -please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment -please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

No independent assessment was carried out by any external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
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	NA
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	NA	NA	NA

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

No independent assessment was carried out by any external agency.

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

All the conditions of environmental approval / clearance are being complied with, at our company, at all project sites and in all applicable situations. However, we have not carried out any study related to of significant direct & indirect impact on biodiversity in such areas along-with prevention and remediation activities.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
			Not Applicable.

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

Yes. The Company has multiple project sites and ensures that isolated incidents do not impact the project schedule and there is enough buffer built-in for the timelines. The Company also works on ring fencing the operational procedures wherever practical and possible, to ensure that the issues at one location don't impact others. Further, in case of any disaster/force majeure condition at one of the locations, the Company, in addition to the production facilities, has other locations from where the work / business can commence. The Company has policy of making the employees aware of the procedures so that in consultation with the management, critical processes can be restored quickly and the work can commence without significant impact.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regards.

Not Applicable

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts

Not Applicable

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. **One**
- 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	National Highway Builders Federation	National

Note: There are other broader associations and business forums where the Company regularly participates and contributes in discussions.

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
	NIL	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
NIL	NIL	NIL	NIL	NIL	NIL

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement

(R&R) is being undertaken by your entity, in the following format:

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

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

Through various communication channels, the community members can raise their grievances and there is a process for following on all these communications. All such queries received are assigned to the relevant person in the Company immediately and appropriate action is taken. All our internal and external stakeholders including communities can raise issues such as related to ethics, misrepresentation, fraud, misconduct, corruption, financial issues, conflicts of interest, insider trading or antitrust regulations, theft, embezzlement, employee relations and human resources issues, or any other relevant topic.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers		NA.
Sourced directly from within the district and neighboring districts		

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
NIL			

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

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

6. Details of beneficiaries of CSR Projects:

Please refer to the details on the Company's CSR activities in this Annual report FY 2022-23.

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.

The Company operates in the infrastructure and construction business and there is a channel of communication and process to handle client's complaints and feedback. To resolve all the complaints and feedback, the Company takes quick action. As on March 31, 2023, there was no unresolved complaint / cases of the customers(s) pending against the Company.

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

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

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			NIL			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		NIL
Forced recalls		

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

The Company has a robust framework for identification of cyber security risks. Because of the rising importance of the data privacy issue, the Company accords utmost priority to information security and data privacy systems. Web link is not available as the policy is mostly focused on internal users and verified external entities. It is shared according to the relevance and requirement of the concerned entities.

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

Not Applicable

Leadership Indicators

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

The company website has all the relevant information on products and services of the entity. Please refer to : www.dilipbuildcon.com

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

The company runs regular awareness and education programmes for clients about safe and responsible user behavior.

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

There is continuous communication with customers. If there are any issues with timelines because of either controllable or uncontrollable factors, they are immediately relayed to the customers to avoid any miscommunication. All possible efforts are also made to minimise such incidents.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) No.

If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) Not Applicable

5. Provide the following 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 Not Applicable