



DCM SHRIRAM

BSE Limited Phiroze JeeJeeBhoy Towers, Dalal Street, <u>Mumbai - 400 001</u>	National Stock Exchange of India Ltd., “Exchange Plaza”, 5 th Floor, Plot No. C-1, G Block, Bandra-Kurla Complex, Bandra (E) <u>Mumbai – 400 051</u>
SCRIP CODE : 523367	SCRIP CODE : DCMSHRIRAM

Kind Attn : **Department of Corporate Communications/Head – Listing Department**

Sub : **Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2023-24**

Dear Sirs,

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

The same is also available on the website of the Company as part of Annual Report for F.Y. 2023-24 i.e. <https://www.dcmshriram.com/investors/annual-report>.

This is for your information and records.

Thanking you,

**Yours faithfully,
For DCM Shriram Ltd.**

**(Swati Patil Lahiri)
Acting Company Secretary & Compliance Officer**

Dated: 14.06.2024

Encl: As above



Business Responsibility & Sustainability Reporting

[Under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- Corporate Identity Number (CIN) of the Company: L74899DL1989PLC034923
- Name of the Company: DCM Shriram Ltd.
- Year of incorporation: 1989
- Registered address : 2nd Floor (West Wing), Worldmark-1, Aerocity, New Delhi-110037
- Corporate address: 2nd Floor (West Wing), Worldmark-1, Aerocity, New Delhi-110037
- E-mail id : response@dcmshriram.com
- Telephone: +91-011-42100200
- Website: www.dcmshriram.com
- Financial year for which reporting is being done: 2023-24
- Name of the Stock Exchange(s) where shares are listed: Bombay Stock Exchange (BSE), National Stock Exchange (NSE)
- Paid-up Capital: INR 31.19 Crores
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:

Name: Mr. K. K. Sharma

Designation: Whole Time Director- Environment, Health and Safety

Telephone Number: +91-011-42100200

Email id: kksharma@dcmshriram.com

- 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 - International subsidiaries of DCM Shriram Limited are not included in the BRSR reporting. Few Indian subsidiaries are also not included due to no major business activities.

- Name of the Assurance provider : Not Applicable

- Type of Assurance obtained : Not Applicable*

*Data points in Principle 6 are in accordance with Sustainability Report FY 2023-24 as per GRI Standards with limited assurance by Ernst & Young Associates LLP.

II. Products/Services

- 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 (FY' 2024)
1	Agri-Rural business	<ul style="list-style-type: none"> Manufacturing of Sugar and Ethanol Manufacturing of Urea and trading of Agri-inputs such as Seeds, Specialty Plant Nutrition Products and Crop Protection Chemicals R&D of Hybrid Seeds, Seed production and processing 	64.09 %

S. No.	Description of main Activity	Description of Business Activity	% of Turnover of the entity (FY' 2024)
2	Chlor-Vinyl business	<ul style="list-style-type: none"> Manufacturing of Caustic Soda, Chlorine, Hydrogen, Stable Bleaching Powder, Calcium Carbide, PVC resins, Aluminum Chloride 	24.22 %
3	Value added business	<ul style="list-style-type: none"> Fenesta Building Systems that manufactures UPVC and Aluminium windows & doors 	7.32 %

- 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	Manufacturing of Chemicals and Fertilizers	2011, 2012	32.50 %
2	Manufacturing of Sugar and Ethanol	1072, 2011	36.04 %
3	Trade of agri-inputs	4620	10.49 %
4	UPVC and Aluminium Windows and Door Systems	2220, 25111	7.32 %
5	Seed processing activities, research activities	0164, 7210	3.93 %
6	Manufacturing of cement	2394	1.79 %
7	Co-generation of power	3510	1.04 %

III. Operations

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

Location	Number of plants	Number of offices	Total
National	11	46	57
International	1	0	1

- Markets served by the entity:

- Number of locations

Locations	Number
National (No. of States)	28 (+ 6 Union Territories)
International (No. of Countries)	65

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

2.13%

c. A brief on types of customers

Through its various businesses, DCM Shriram caters to two distinct categories of customers:

- Business-to-Business (B2B)
- Business-to-Consumer (B2C)

IV. Employees

20. 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)	4061	3854	94.9%	207	5.1%
2.	Other than Permanent (E)	1782	1372	77.0%	410	23.0%
3.	Total employees (D+E)	5843	5226	89.4%	617	10.6%
WORKERS						
4.	Permanent (F)	1711	1710	99.9%	1	0.1%
5.	Other than Permanent (G)	5917	5791	97.9%	126	2.1%
6.	Total workers (F + G)	7628	7501	98.3%	127	1.7%

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)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	13	13	100%	0	0%
6.	Total differently abled workers (F + G)	13	13	100%	0	0%

21. Participation/Inclusion/Representation of women

Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	1	8.34%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.4%	28%	17.9%	15.5%	13.3%	15.4%	14.9%	14.9%	14.9%
Permanent Workers	13.9%	0%	13.9%	14.6%	0%	14.6%	9.1%	0%	9.0%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	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	Bioseed India Limited, India	Subsidiary	100%	NA*
2	DCM Shriram Infrastructure Limited, India	Subsidiary	100%	NA*
3	DCM Shriram Credit and Investments Limited, India	Subsidiary	100%	NA*
4	DCM Shriram Aqua Foods Limited, India	Subsidiary	100%	NA*
5	Fenesta India Limited, India	Subsidiary	100%	NA*
6	DCM Shriram Foundation, India	Subsidiary	100%	Yes
7	Hariyali Rural Ventures Limited, India	Subsidiary	100%	NA*
8	Shridhar Shriram Foundation, India	Subsidiary	100%	NA*
9	Shriram Polytech Limited India	Subsidiary	100%	No

10	Shriram Bioseed Ventures Limited, India	Subsidiary	100%	NA*
11	Bioseeds Holdings Pte. Ltd., Singapore	Subsidiary	100%	NA*
12	Bioseed Research Philippines Inc. Philippines	Subsidiary	100%	No
13	Bioseeds Research USA Inc., USA	Subsidiary	100%	NA*
14	DCM Shriram ProChem Limited	Subsidiary	100%	No
15	DCM Shriram Bio Enchem Limited	Subsidiary	100%	No
16	DCM Shriram Ventures Limited	Subsidiary	100%	NA*
17	Shriram Agsmart Limited	Subsidiary	100%	No
18	Renew Green (GJ Nine) Private Limited	Associate	31.20%	No
19	Renew Green (GJ Ten) Private Limited	Associate	31.20%	No

*No major business activities

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in Rs.): INR 11119.61 Crores

(iii) Net worth (in Rs.): INR 6579.59 Crores

VII. Transparency and Disclosures Compliances

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

The Company addresses all the complaints and grievances of all its stakeholders expeditiously. A grievance redressal platform is provided for each stakeholder group, information on which can be found on the Company's website. The details of complaints received and resolved during the year are as follows:

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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes	0	0		0	0	
Investors (other than share holders)	Yes	0	0		0	0	
Share holders	Yes	22	0		10	0	
Employees and workers	Yes	0	0		0	0	
Customers	Yes	5546	242	Refer * Note	3909	93	Refer** Note
Value Chain Partners	Yes	0	0		0	0	Nil
Other (please specify)	-	-	-		-	-	-

*Includes repair and maintenance related grievances. Considering normal turnaround time required for resolution of consumer complaints, during the year, 96% of the complaints have been resolved in best practical way to the satisfaction of customers and remaining are being resolved on an ongoing basis.

** Includes repair and maintenance related grievances.

Weblink for Grievance Redressal Mechanism:

<https://www.dcmshriram.com/docs/files/Vigil%20Mechanism%20Policy.pdf>

- **Communities**
The Company has established a community grievance redressal process as a platform for communities to voice their concerns and to promote transparency and expediency in the resolution process. As per the Whistle Blower Policy, community members can send any concerns or grievances at the email id: alert@dcmshriram.com.
- **Investors and Shareholders**
Investors and shareholders have access to the Company Secretary through a dedicated email to report any concerns or grievances i.e. share@dcmshriram.com.
- **Employees and Workers**
The Company's Whistle Blower Policy provides a mechanism for employees, including full-time, part-time employees and contractual workers to report any concerns or grievances. The policy aims to ensure that genuine complainants are able to raise their concerns in full confidence, without any fear of retaliation or victimization and also allows for anonymous reporting of complaints. The designated Ombudsman administers the entire process – from reviewing and investigating concerns raised and undertaking all appropriate actions to resolve the issue. Any instance of serious misconduct brought to the Ombudsperson is also reported to the Audit Committee.
- **Value Chain Partners**
The Company's Whistle Blower Policy allows suppliers, contractors, vendors and business associates to report any complaints or concerns to the Ombudsman office. All value chain partners have

access to the Ombudsperson through e-mail, secure hotline and post. They can send an e-mail marked confidential to alert@dcmsriram.com.

- Customers

The Company's Whistle Blower Policy also allows customers to report any complaints or concerns to the Ombudsman office as per the process defined in the policy. Additionally, a dedicated customer care service platform is set up to receive and address customer complaints and grievances via tele calling in Sugar, SFS, Bioseed and Fenesta business. Customers can also raise their concerns on a dedicated email/ contact number as provided on the company website.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, 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 issue identified	Indicate whether risk or opportunity (R/O)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Cyber Security Technology / Information Security	R	Negative
2	External Environment - Implications of Govt. Policies changes in agri sector	R	Negative
3	Compliance Risks	R	Negative
4	Natural calamities due to climate change	R	Negative
5	Health & Safety	R	Negative
6	Rising "Sustainability Risks"	O	Positive

Material issues which are posing risk and can have negative financial implications:

1. Cyber Security / Technology / Information Security

Risk

Risk of data loss, and information security and privacy breach can lead to accidental exposure of confidential information, result in regulatory non-compliance and attract legal liabilities. This also poses risk of financial loss that can arise from attacks on the company's IT network and loss of confidential information.

Mitigation Measure

DCM Shriram has implemented robust information security controls and processes to mitigate any internal or external threats, such as deployment of automated patch updates, firewall with anti-virus and intrusion prevention system, third party assessments of IT infrastructure including vulnerability assessment and penetration testing (VAPT) and regular monitoring of OEM support to system. An Information Security Management System has been put in place across all business units. For risks associated with remote working, we have implemented measures for cyber security including remote access to applications through encrypted VPN, employee training and awareness on cyber security, dissemination of automated warnings for potential phishing attacks and two-way authentication access to email system.

2. External Environment : Implications of Govt. Policies changes in agri sector

Risk

With dynamically evolving regulations, businesses such as sugar, fertiliser and some components of Bioseed business, are exposed to risk of potential non-compliance which can result in fines, penalties and adverse impact on our brand reputation.

Mitigation Measure

We periodically monitor and review changes in regulatory frameworks to ensure compliance. Furthermore, as part of industry associations, we are working with the Government to ensure sustainable policies.

3. Compliance Risks :

Risk

Constant amendments to Corporate regulatory / legal landscape – Compliances becoming more onerous, stringent and complex due to frequent amendments to regulations.

Mitigation Measure

Any new legal requirement or amendments to existing framework is being monitored continuously and necessary / adequate training (need based) is given to the requisite teams / departments for updating their knowledge. Engagement of external experts / consultants on need basis. Continuous monitoring on trading of shares by any insider / designated employees and regular trainings and education on the Insider trading regulations and amendments are imparted. Legal compliance framework is in place. Further, online

compliance tool (covering all applicable Acts) has been implemented to automate and strengthen the process.

4. Natural calamities due to climate change:

Risk

Agriculture in India is highly vulnerable to impacts of climate change. Increased frequency and severity of extreme weather events due to climate change can adversely impact our business continuity through impacting Parent seed Production, Hybrid seed Production, Seed inventory for sales.

Mitigation Measure

Ongoing plans are in place for parent seeds:

- Two year rolling plan for parent seed production has been implemented. Buffer stock of parent seeds maintained to take care of monsoon uncertainties for the coming season.
- Parent seed production is carried out in different locations.
- Carrying out R&D for developing seed varieties that sustain stressed weather conditions

Hybrid Seeds:

- Seeds production is spread over different climatic zones, viz. Andhra, Telangana, Karnataka and Gujarat.
- Adequate cold storage facilities tied up to store the surplus stock of seeds in a way that prolongs their life.
- Insurance coverage has been obtained for any climate related calamities

5. Health & Safety

Risk

Health and safety of employees is considered paramount for business sustainability. Handling and transportation of some of the products may pose a Health & Safety risk to employees and other stakeholders. In Transit leakages of Chlorine and other chemicals like (Stable bleaching powder (SBP) might cause fire etc. up to Customer's destination and may create a hazardous situation. Process control failures leading to Chlorine Leakage may create a hazardous situation at the plant site

Mitigation Measure

Health and safety of employees is considered paramount for business sustainability. The Company has taken several initiatives to ensure best safety practices and system in place that includes certification of

sites for ISO 45001 on Occupational Health & Safety standard. Besides this following measures have been undertaken:

- Periodic equipment health checks and monitoring of bulk storage tanks.
- Regular safety audits by the British Safety council on Five Star Safety System.
- Regular safety training sessions are conducted for employees including contract workers;
- Health and safety risk assessments are conducted regularly at both plant and when in transit.
- Chlorine storage and filling facility inspection and certification undertaken by CCE approved agency along with regular process safety audits.
- Physical Verification conducted for each incoming and outgoing vehicles for raw materials and finished goods based upon a comprehensive checklist.

Material issues which are providing Opportunities and can have positive financial implications:

6. Rising "Sustainability Risks"

Sustainability is embedded in the EHS policy by striving towards conserving natural resources and conservation of energy. The EHS Policy includes reporting of ESG performance as per SEBI's requirement for BRSR reporting. The leadership team has set a clear direction and encourages every business to strive and adhere to the compliance of these goals. These are being incorporated in annual business plans. An MIS is in place for each site to monitor a few critical metrics that includes water consumed and effluent treated, energy consumed, wastes generated and disposed off, which are periodically reviewed by Corporate EHS

















- Projects identified for Green House Gases (GHG) reduction are under implementation. 50 MW RE power proposed at Bharuch as part of GHG reduction initiatives.
- For supply chain partners: Supplier code of conduct covering aspects like compliance to ethical conduct, statutes related to EHS, human rights, No child labor, Diversity etc., are being implemented progressively at each business unit. The Company has started initiatives in creating awareness about ESG among key supply chain partners.

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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	http://dcmsriram.com/company%27s-policies								
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle									
Principle 1	<ul style="list-style-type: none"> Reporting aligned to GRI Standards and International Integrated Reporting Framework International Standard on Assurance Engagement (ISAE) 3000 (Revised) - limited assurance criteria 								
Principle 2	<ul style="list-style-type: none"> ISO 14001 Environment Management System ISO 45001 Occupational Health and Safety Management System Responsible Care Certification Bonsucro Certification 								
Principle 3	<ul style="list-style-type: none"> ISO 45001 Occupational Health and Safety Management System Responsible Care Certification British Safety Council five-star safety rating system 								
Principle 4	<ul style="list-style-type: none"> Materiality assessment and Stakeholder Engagement in line with GRI Standards 								
Principle 5	<ul style="list-style-type: none"> Bonsucro Certification Responsible Care Certification 								
Principle 6	<ul style="list-style-type: none"> ISO 14001 Environment Management System Responsible Care Certification 								
Principle 7	<ul style="list-style-type: none"> Member of Confederation of Indian Industry (CII), and founding Member of India Business and Biodiversity Initiative (IBBI) 								
Principle 8	<ul style="list-style-type: none"> Responsible Care Certification 								
Principle 9	<ul style="list-style-type: none"> ISO 9001 certified Quality Management System ISO 14001 certified Environmental Management System Responsible Care Certification 								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Principles	Commitments/ goals/ targets	Timeline	SDG Linkage
P1	100% compliance to policies and zero tolerance towards bribery and unethical practices	Ongoing – Throughout the year	
P2	MSDS / Product information	Ongoing – Throughout the year	
P3	Reporting of safety observations, EHS trainings, Contractors and Vendors EHS agreements	Ongoing – Throughout the year	
P4	Strive to maintain Customer satisfaction score 90%, CSR, Investors, employee engagement	Ongoing – Throughout the year	
P5	No child labour, no forced or compulsory labour and no discrimination cases	Ongoing – Throughout the year	 
P6	Water, energy and waste targets for climate change mitigation	31-03-2024	   
P7	Sustainability Reporting assured by 3rd party, participation in industry associations	31-07-2024	
P8	CSR Goals under Education, vocational skills and livelihood; Environment Sustainability and Rural development are regularly pursued and monitored by CSR Committee of the Board	Ongoing – Throughout the year	  
P9	ISO 9001/ MSDS /REACH/ISO 45001/ Product Stewardship/Cyber Security 100 % Compliance	Ongoing – Throughout the year	 

6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.

Principles	Performance of the entity against their goals, commitments, and targets
P1	100% Compliance
P2	Product information shared with customers for its safe use and disposal
P3	Employees are engaged in reporting of safety observations for building safety culture through increased awareness
P4	Stakeholder's complaints are addressed on priority and all efforts are made to ensure closure of complaints .
P5	No child labour case, equal opportunity of employment to all and one case under POSH was reported during FY2023-24 and closed by Company's Internal Compliant Committee (ICC) constituted for the investigations and redressal of sexual harassment complaints
P6	<p>Water, energy and waste targets monitoring</p> <ul style="list-style-type: none"> Reduction in Specific Water intensity by 3%(KL/ t Production) compared to FY, 22-23. Increase in Specific Energy intensity by 2% (GJ/ t Production)compared to FY, 22-23 due to reduced indirect energy consumption. Reduction in Specific GHG Emissions intensity by 12% (tCO2e/ t Production)compared to FY, 22-23. Reduction in Specific Waste by 12% (t/ t Production) and Specific Hazardous waste by 2% (t/ t production) compared to FY' 22-23. 12 times water positive during FY' 23-24.
P7	Sustainability reporting as per GRI Standards and assured by third party; participated in CII, FICCI, FAI, CMA, ISMA, AMA.
P8	Preventive Healthcare: Education, vocational skills and livelihood; Environment Sustainability and Rural development are regularly pursued and monitored by CSR Committee of the Board-For details please refer Section C under Principle 8.
P9	Information about the product and its use provided on the product labels and also relevant safety related information shared through MSDS supplied along with the products as applicable.

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).

During the year the company continued to work towards integrating environmental, social and governance (ESG) principles into all our operations across the value chain. In all our initiatives, communities we serve, and biodiversity has been at the core of it. During the year, a policy on Biodiversity was adopted to reiterate our commitment for preventing loss of Biodiversity and protecting the ecosystem. We are committed towards contributing to the national targets for achieving United Nations' Sustainable Development Goals (SDGs) and all our operations aligns with it. With a solid foundation of our integral values, our sustainability performance is reflected in efforts towards enhancing health, safety and environmental impacts of products and services across their lifecycles.

Being mindful of the importance of a healthy ecosystem for a sustainable future, we strived to work towards minimizing the environmental impacts. Furthermore, the company strengthened the business strategies designed to cover Climate Change impacts, ensuring Health & Safety of all, rich biodiversity, sustainable use of natural resources and social well-being. The Company also participated in the Corporate Sustainability Assessment (CSA) by Standards & Poor's Global (S&P) for Dow Jones Sustainability Index (DJSI) and ranked amongst the top 8% most sustainable companies out of 527+ global chemical companies*.

Company is cognizant of the threats imposed by the increasing water scarcity in the multiple regions of the country. As part of a long-term mitigation plan, multiple initiatives are taken to reduce the withdrawal of groundwater and increasing the ground-water recharge. In our operations we are continuously shifting to new technologies that enables us to reduce the water consumption. Around our operations, we take multiple initiatives to create a long-term impact of surface-water and ground-water which has resulted in 3% reduction of specific water intensity (KL/ t production) as compared to FY23. This year also the Company was able to sustain 12 times water positive status.

A range of water-harvesting structures have been constructed in the vicinity of all our manufacturing sites. These initiatives augmented the availability of the water round the year for the farmers and also increased soil moisture. This in-turn supported a better yield for the farmers. During the year, under the environmental sustainability initiative "KhushaliParyavaran", at Kota, the Company organized trips for farmers to witness successful water management practices first hand, inspiring innovation and promoting adoption of effective water conservation techniques through behavioural change, capacity building and community involvement. Through this initiative, 3.9 Lakh cubic meter of additional water storage created and 10+ villages have been enabled as water secure, impacting 20,000 people and 13,000 animals.

Furthermore, taking ahead the agenda of developing a green belt around our areas of operation, the company continued tree plantation drive by planting around 89000 new saplings during the year.

The Company stands committed to increase the mix of green energy in its overall consumption of different energy sources. This year the total direct green energy was 43% of total energy mix. Also the increase in green energy resulted in 12% reduction of specific GHG emission intensity (tCO₂e/ t production) as compared to FY23. On another key environmental parameters as well, company has been acting swiftly with an agenda to get a status of zero waste to landfill and zero liquid discharge across facilities. The efforts undertaken have resulted in 12% reduction of specific waste intensity (t / t production) as compared to FY23. The Company's Bharuch facility is awarded commendation for significant achievement in environment management for commendable results from deployment of policy and processes on the journey to environmental excellence in sustainable business by CII during the financial year.

During the year 100% Plastic packaging that was introduced into the market were recycled through authorised plastic waste recyclers ensuring EPR compliance.

During the year decline of 61 percent in the Lost Time Injury Frequency Rate (LTIFR) over the past year underscores the efficacy of the company's initiatives aimed at fostering a robust safety culture. It is a testament to the company's relentless efforts in cultivating a safety-first culture where every employee is empowered to play an active role in creating and maintaining safer workplaces. Furthermore, the company has instituted regular safety audits and inspections to assess compliance with safety protocols and identify areas for improvement. By soliciting feedback from frontline workers and incorporating their insights into safety protocols, the company continuously demonstrates a genuine commitment to listening to and valuing the perspectives of its employees. Moving forward, it is imperative for the company to sustain this momentum by continuously reinforcing safety practices and fostering a culture of continuous improvement.

Company continued to demonstrate unwavering dedication towards its social responsibilities. Through CSR initiatives, company positively engaged with the communities located around our operation areas. With an idea to engage with the different sets of stakeholders in a community and addressing the needs of the region, programs on health, sanitation, education, environmental sustainability, and livelihood generation are implemented. Special initiatives had been taken to strengthen the socio-economic profile of farmers, which company recognizes as a key stakeholder. These initiatives were directed towards strengthening their capabilities for smart agriculture practices, leading to increased profitability margins. Overall, through CSR initiatives, an amount of INR 23.63 Crores has been spent on different projects undertaken across various states. More than 1.16 lakhs people were positively impacted by various CSR initiatives undertaken during the financial year.

With a broader scope, company's commitment towards ethical business practices not just covers the community but also involves the workers, and human capital as well. Clean, safe, healthy, and fair working conditions are provided to employees and business associates. With years of efforts, safe work culture has been in-grained in the business operations. The company has the agenda of learning, development and inclusion among the human capital at the fore front. All of this could only be achieved because of the strong governance framework in place which is based on the pillars of integrity, accountability, and transparency. The company has various policies in place to ensure the smooth implementation of the ESG aspects material to our businesses. Going forward, through specific policies, guidelines, and a code of conduct, we will strive to actively engage with all key stakeholders in the value chain.

K. K. Sharma
Whole Time Director-EHS

*As on 23rd January 2024

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustain ability related issues? (Yes / No). If yes, provide details.	Yes 1. Led by Mr. K. K. Sharma, DIN: 07951296, Whole Time Director (EHS) following members have been nominated as a team to head the Business Responsibility and Sustainability Reporting initiatives: 2. Mr. Amit Agarwal, Executive Director and Group Chief Financial Officer 3. Mr. Sandeep Girotra, Executive Director & Group Chief HR Officer								

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)									
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually									
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	Yes.DNV#, Ernst & Young Associates LLP*, Sanjay Grover & Associates Company Secretaries, SD Partners Lawyers, RMG Associates																		

#Independent Audit on ISO 14001, ISO 45001, and ISO 9001 standard

*Independent Limitedassurance for Principle 6 data points in accordance with Sustainability Report FY 23-24.

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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principles material to its business (Yes/No)	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)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Table 1- Annexure to 1a- Policies aligned to NGRBC Principles

Principles	DCM Shriram's Policy
P1	Code of Conduct, Policy on Related Party Transactions, Insider Trading Policy, Code of Fair Disclosure
P2	EHS Policy
P3	Code of Conduct, EHS Policy, Human Rights policy, Responsible Procurement Policy
P4	Business Responsibility Initiatives, Policy and Framework, Whistle Blower Policy
P5	Code of Conduct, Human Rights Policy, POSH Policy, Whistle Blower Policy
P6	EHS Policy, Biodiversity Policy
P7	Code of Conduct, EHS Policy
P8	CSR Policy
P9	Code of Conduct, EHS Policy, Whistleblower Policy, Integrity and Customer Centricity Value, Privacy Policy

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topic principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	The Companies Act 2013, SEBI Regulations including SEBI Listing Regulations and SEBI Insider Trading Regulations, Sustainability Reporting, Project Safety, Business Responsibility initiatives, Global financial, business Trends, CSR and Financial reporting, Whistle Blower, Awareness/ Compliances of Related Party Transactions, Policy on Materiality of events and information to be reported to the stock exchanges under Regulation 30 of the SEBI Listing Regulations, etc..	100%
Key Managerial Personnel	10	Code of Conduct, Company Values, ESG, Sustainability Reporting, Whistle Blower Policy, Prevention of Sexual Harassment (POSH) Policy, Global and National financial updates, business trends, financial reporting, HR Policies and employee welfare, Awareness/ Compliances of Related Party Transactions, Insider Trading Compliances, Policy on Materiality of events and information to be reported to the stock exchanges under Regulation 30 of the SEBI Listing Regulations, etc..	100%
Employees (other than BoD and KMPS)	1372	Crop Management, Training of Genovix etc, Handling complaint In Sales Industry, Product awareness, 5S, ESG, Field Quality Improvement, Safety, Business Communication Skills, Managerial Effectiveness, Habits of Successful people, Team Building, Well being, Values, POSH, Safety, Emotional Intelligence, Accountability, Insider Trading Compliances, Fish Bone Analysis on Electrical Breakdown/ Business Etiquettes / Team Congruence /Conflict Mgt/	100%

		Emotional Intelligence/Delegation/ Sense of ownership, Communication, Presentation, Payroll, Compliance, Project Management, Inventory Handling, Chemical Plant Concept, Seed Sampling, Biometrics and Breeding Scheme Optimization and Plant Protection.	
Workers	924	POSH, BBS, COC & Executive Presence, Safety, 5-S, Workmanship / Behaviour / Safety / BBS/ Discipline / Team Work, Competency Building on Factory Laws, IMS Audit Workshop, Breaking Unconscious Bias	100%

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					
Category	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	Nil	Not applicable	NA	Not applicable	Not applicable
Settlement	Nil	Not applicable	NA	Not applicable	Not applicable
Compounding fee	Nil	Not applicable	NA	Not applicable	Not applicable
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	Not applicable		Not applicable	Not applicable
Punishment	Nil	Not applicable		Not applicable	Not applicable

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

Case Details	Name of regulatory/enforcement agencies/judicial institutions
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.

As part of DCM Shriram's Code of Conduct, we have established anti-corruption and anti-bribery guidelines. All employees, the Board of Directors, and senior management are considered under the policy. According to the policy, employees are prohibited from offering or receiving bribes in the form of gifts, donations, hospitality, or entertainment from the Company's current or potential suppliers, customers, or third parties with business dealings under any circumstances. To demonstrate their understanding of the policy and pledge to follow its guidelines, all employees are encouraged to attend a training session on it.

As part of the internal audits, risk assessments are done to find and acknowledge any potential risks related to bribery and corruption. In case of a complaint on bribery or corruption, DCM Shriram follows a formal procedure by investigating, and taking appropriate action. This kind of misconduct can be brought to the attention of the Board's Audit Committee on a regular basis. Disciplinary moves are to be made in the event of any infringement of the General set of principles, which can incorporate punishments, lawful activity and even end of work or business contract, contingent on the seriousness of the breach. The weblink of our code of conduct policy:

[https://www.dcmshriram.com/sites/default/files/CODE%20OF%20CONDUCT%20-%20BRD%20MEMB%20&%20SR.%20MGMT%20-%20Final%20\(BM%2004.10.2014\)%20.pdf](https://www.dcmshriram.com/sites/default/files/CODE%20OF%20CONDUCT%20-%20BRD%20MEMB%20&%20SR.%20MGMT%20-%20Final%20(BM%2004.10.2014)%20.pdf)

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

No disciplinary action has been taken against any of the directors, KMPs or employees pertaining to anti-corruption and anti-bribery.

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
No. of days of accounts payables	No. of days of accounts payables
38.04	36.33

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
55,700	Farmer meeting, Dealers meeting and Visits to the field Crop Shows/Field Days, Product demonstration, Jeep campaigns for SFS Business	75%

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
132	TREM Card, Emergency information panel, Chemical hazards, Road safety programs etc. for Transporters carrying hazardous chemicals	100%
95,992	Climate smart agricultural practices, Soil health & Nutrition Management Ratoon Management Biological Control of insect & diseases. Planting method & seed treatment Sustainable Agronomical Practices for Sugar	96%
1,80,088	Farmer campaigns and meeting, Crop Shows/ Field Days, Product demonstration, jeep campaigns for Bioseed Business	96%

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, DCM Shriram has established stringent procedures to prevent Board members from engaging in conflicts of interest. The Board's Code of Conduct, Code on Prevention of Insider Trading and Policy Related Party Transactions provide guidelines for avoiding conflicts of interest and are applicable to all directors. In accordance with the policy, Senior Management and Board Members do not participate in any circumstance in which they may have a conflict of interest with the Company and they confirm such status to the Board annually.

The goal of the Policy on Related Party Transactions is to make sure that all transactions between the Company and related parties are properly reported, approved, and disclosed. The Director who is concerned or interested cannot discuss or approve contracts or arrangements with related parties.

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.

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%	R&D of hybrid seeds that are resistant to adverse weather conditions, salinity, drought, water logging, insect pests and diseases.
Capex	5%	3%	Effluent Treatment Plants, Air Pollution Control Devices, Green belt Development, Rainwater Harvesting, Waste Management etc.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, DCM Shriram has procedures in place for sustainable sourcing.
- b. If yes, what percentage of inputs were sourced sustainably?
Sugar and Distillery business: Local farmers provided 100% of the sustainable sugarcane feedstock and for Chemicals business: By value, sustainably sourced inputs made up more than 45% from Tier-1 suppliers.

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.

- (a) Plastics : DCM Shriram has registered as brand owners with CPCB under the EPR obligation as part of compliance of the Plastic Waste Management rules. The Company has engaged two Plastic Waste Reprocessing agencies authorized by CPCB for recycling of plastics wastes.
- (b) e-waste : Not applicable
- (c) Hazardous waste: Not applicable
- (d) Other waste: Not applicable

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.

Yes, Plastic packaging introduced into the market is recycled through the CPCB (Central Pollution Control Board) authorized plastic waste re-processors. During the year, 100% of the plastics packaging introduced into the market were recycled by the plastic waste re-processing agencies.

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.
2011	Sodium Hydroxide, Chlorine, Hydrogen, Sodium Hypochlorite, Hydrochloric Acid, Aluminium Chloride, Calcium Carbide, PVC Resin, PVC Compound, Bleaching Powder	Approx. 24%	Cradle to Gate	Yes	Yes, shall be Included in the Sustainability Report FY23-24 as LCA for products manufactured in Bharuch was conducted during the FY21-22 and products manufactured at Kota were done in FY23-24 www.dcmshriram.com
For other products the company is planning to conduct LCA in a phased manner in future.					

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 action taken to mitigate the same.

Name of Product/Service	Description of the risk / concern	Action Taken
Sodium Hydroxide, Chlorine, and Hydrogen	It was identified through the LCA study that the maximum environmental impacts are associated with the consumption of electricity (captive and grid electricity) as well as steam followed by the purchased primary raw materials (mainly, Sodium Chloride). Other than these, there is an insignificant contribution from other sources across the value chain of the products.	Selective initiatives to improve on the identified hotspots are considered and further being evaluated. As electricity and steam are major contributors, alternative sources of fuels (e.g., solid biomass) in place of fossil fuel, switching to renewable sources of electricity (e.g., solar photovoltaic energy, Wind energy etc.) would lead to a reduction in product environmental impacts. The Company is evaluating recommendations to explore use of highly pure Sodium chloride as a raw material, which will reduce the raw material consumption and brine sludge generation.

Name of Product/Service	Description of the risk / concern	Action Taken
Sodium Hypochlorite	It was identified through the LCA Study that the overall impact is from the primary raw materials (Chlorine and Sodium Hydroxide) which are produced in-house.	The Company is continuously improving the upstream Chlor-Alkali process which will enhance the overall environmental performance of sodium hypochlorite.
Hydrochloric Acid	It was identified through the LCA study that 97% of the overall impact is from Chlorine and the rest is from hydrogen, water and electricity.	The Company is continuously improving the upstream Chlor-Alkali process which will enhance the overall environmental performance of Hydrochloric Acid.
Aluminium Chloride	It was identified through the LCA study that maximum environmental impact is associated with the procurement of primary raw material (Aluminium). The other primary raw material produced in the Chlor-Alkali process is chlorine which contributes significantly to the overall environmental impact.	The Company is exploring the recommendation to use recycled Aluminium for the manufacturing of Aluminium Chloride without compromising on the quality of the raw material.
Caustic Soda, Caustic Lye and Urea	Health & Safety Risk	The Company has adequate safety systems in place related to manufacturing process and safety data sheet (SDS) is provided to customers along with the product for more information on safe handling and response during emergency situations.
Calcium Carbide	The maximum environmental impacts are associated with the consumption of electricity (captive and grid electricity) followed by raw materials such as lime and pet coke.	The Company has undertaken initiatives to improve on the energy efficiency. As electricity and steam are major contributors, alternative sources of fuels (e.g., solid biomass) in place of fossil fuel, switching to renewable sources of electricity would lead to a reduction in product environmental impacts.

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).

We use only bio-degradable inputs in our sugar and distillery operations, which are composted at the end of the process.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Lime sludge, Fly ash and bagasse	25%	25%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.

Material	FY'2023-24			FY'2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	100%*	0	0	100%	0
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A
Other waste	N/A	N/A	N/A	N/A	N/A	N/A

*Reclaimed quantity of plastic waste during 2023-24 was 4733 tonnes against 2298 tonnes during 2022-23.

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
Packing Material (Tote Bins for Aluminum Chloride)	2%
Chlorine and Hydrogen Cylinders	100%
PVC Resin using small bulkers	100%
Plastic Wastes (Packaging Material)	100%

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:

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care benefits	
		No. (B)	% (A)	No. (C)	% (A)	No. (D)	% (A)	No. (E)	% (A)	No. (F)	% (A)
Permanent employees											
Male	3854	2943	76%	3854	100%	NA	NA	0	0%	0	0%
Female	207	118	57%	207	100%	207	100%	0	0%	0	0%
Total	4061	3061	75%	4061	100%	207	100%	0	0%	0	0%
Other than Permanent employees											
Male	1372	1314	96%	1372	100%	0	NA	0	0%	0	0%
Female	410	410	100%	410	100%	410	100%	0	0%	0	0%
Total	1782	1724	97%	1782	100%	410	100%	0	0%	0	0%

Note: All employees are given option to take insurance cover under the group medical cover of the Company.

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

% of employees covered by											
Category	Health insurance			Accident insurance		Maternity benefits		Paternity benefits		Day Care benefits	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	1710	1368	80%	1710	100%	NA	NA	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
Total	1711	1369	80%	1711	100%	1	100%	0	0%	0	0%
Other than Permanent workers											
Male	5791	5724	99%	5724	99%	NA	NA	0	0%	0	0%
Female	126	126	100%	126	100%	126	100%	0	0%	0	0%
Total	5917	5850	99%	5850	99%	126	100%	0	0%	0	0%

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

Cost incurred on well-being measures as a % of total revenue of the company	
FY'2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
0.11%	0.09%

2. Details of retirement benefits :

Benefits	FY'2023-24 Current Financial Year			FY 2022-23 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%	Yes	100%	100%	Yes
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	100%	100%	Yes	100%	100%	Yes
Others-Please specify						

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, in accordance with requirements, the necessary arrangements are made to promote accessibility for employees and workers with disabilities.

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, Human Rights Policy contains guidelines for ensuring that employees with disabilities have equal opportunity.

<https://www.dcmshriram.com/docs/files/Human%20Rights%20Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable*	Not Applicable*	Not Applicable*	Not Applicable*
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

* No male employee or worker availed any parental leave during FY'23-24

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes - Grievance Redressal Committee/Works/POSH Committee is formed in the Manufacturing Locations and we have multiple platforms where employee can raise their grievance like Open Houses & Leena AI (Online Tool).
Other than Permanent Workers	Yes - We have planned monthly supervisor meeting for the discussion on day to day grievance and awareness.
Permanent Employees	Yes - Grievance Redressal Committee/ Works Committee is formed in the Manufacturing Locations and We have multiple platforms where employee can raise their grievance like Monthly Sampark, Open Houses, Leena AI (Online Tool).
Other than Permanent Employees	Yes - Grievance Redressal Committee/Works Committee is formed in the Manufacturing Locations and We have multiple platforms where employee can raise their grievance like Monthly Sampark, Open Houses, Leena AI (Online Tool).

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

Category	FY'2023-24			FY'2022-23		
	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	4061	0	0%	3963	0	0%
- Male	3854	0	0%	3797	0	0%
- Female	207	0	0%	166	0	0%
Total Permanent Workers	1711	486	28.4%	1505	524	35%
- Male	1710	486	28.4%	1505	524	35%
- Female	1	0	0%	10	0	0%

8. Details of training given to employees and workers:

Category	FY'2023-24					FY'2022-23				
	Total (A)	On Skill Upgradation		On Health & Safety Measures		Total (D)	On Skill Upgradation		On Health & Safety Measures	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3854	2304	60%	2149	56%	3797	3302	87%	3797	100%
Female	207	102	49%	109	53%	166	109	66%	166	100%
Total	4061	2406	59%	2258	56%	3963	3411	86%	3963	100%
Workers										
Male	1710	1001	59%	1710	100%	1505	1325	88%	1505	100%
Female	1	0	0%	1	100%	0	0	0%	0	0%
Total	1711	1001	59%	1711	100%	1505	1325	88%	1505	100%

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

Category	FY'2023-24			FY'2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3854	3854	100%	3797	3797	100%
Female	207	207	100%	166	166	100%
Total	4061	4061	100%	3963	3963	100%
Workers						
Male	1710	1710	100%	1505	1505	100%
Female	1	1	100%	0	0	0
Total	1711	1711	100%	1505	1505	100%

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, DCM Shriram's Bharuch, Kota, Sugar & distillery units, Fenesta sites, and Shriram Farm Solution business all use an ISO 45001-certified occupational health and safety management system. At each of our locations, we have a well-established EHS function that effectively facilitates the implementation of all occupational health and safety policies and procedures. In addition, in order to steer site-level safety initiatives, each location has a Safety Committee that includes employees and senior management from the plant.

The Corporate EHS team at DCM reviews and monitors safety performance on a regular basis using specific leading and trailing indicators. To fulfill our commitment to ensuring the health and well-being of our employees, this informs our strategy and action plans for continuously strengthening safety systems.

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

Safety Audits

- Internal and external safety experts carry out safety audits at all

manufacturing and operations locations. For some sites, external auditors also conduct ISO 45001 audits.

- We conduct job safety analyses, general plant conditions assessments, and periodic safety inspections at the plant level to identify safety risks and hazards. Both routinely and irregularly, equipment health checks and process safety audits are also carried out.
- The British Safety Council conducts audits on a regular basis to look over safety procedures and find any loopholes or gaps.

Health and Safety Performance Review:

- The Corporate EHS group screens the wellbeing execution, everything being equal, on unambiguous driving and trailing results. Senior leadership teams conduct safety tours at all locations.
- There is a Safety Committee at each location with senior management and workforce members who meet on a regular basis to review and monitor the plant's safety performance.

Safety Incident Investigation:

- Each safety incident receives a thorough investigation and root cause analysis in order to implement corrective and preventative measures.

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

Yes, DCM Shriram has a safety incident reporting system that allows workers and employees to report accidents, near misses, and identified safety hazards (unsafe acts and unsafe conditions) to the EHS department, Toolbox Talks, and site-level safety committees.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, workers and employees at DCM Shriram have access to non-occupational medical and healthcare services. Employees receive free diagnostic camps, awareness programs, and regular medical examinations. Additionally, DCM Shriram allows employees to purchase health insurance.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.09	0.11
	Workers	0.08	0.26
Total recordable work-related injuries	Employees	1	1
	Workers	2	6
No. of fatalities	Employees	1	0
	Workers	1	5
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	1	1

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

All our significant operations are affirmed to ISO 45001. Bharuch and Kota destinations are likewise guaranteed for Five Star English Wellbeing Board Security Framework. To guarantee our employees' health and safety, we strictly adhere to all policies and procedures. At each site, we have a well-established EHS function and committee that uses KPIs to effectively implement all policies and protocols. In order to enhance the safety culture, reputed external consultants are also utilized.

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

	FY'2023-24			FY'2022-23		
	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	0	0	0	0	0	Nil
Health & Safety	0	0	0	0	0	Nil

14. Assessment for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Based on a time-bound action plan and regular implementation reviews, necessary corrective and preventive steps were taken to improve working conditions and health and safety practices. Refresher training programs and campaigns, enhanced engineering controls for achieving safety excellence, and a review of the safety procedures are all examples of corrective actions.

Leadership Indicators

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

(A) Employees: Yes

(B) Workers: Yes

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

DCM Shriram conducts periodic due diligence to guarantee that partners in the value chain deduct and deposit required statutory fees. Additionally, this is examined as part of DCM's internal and statutory audits. In addition, we regularly interact with partners in the value chain

to educate them about responsible business practices and guarantee their compliance with statutory requirements like these.

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 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'2023-24	FY'2022-23	FY' 2023-24	FY'2022-23
Employees	1	0	0	0
Workers	2	5	0	0

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

Yes

5. Details 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	100%*
Working Conditions	100%

*The Company has assessment system which includes Health & Safety condition and Working Condition during new vendor registration and also included in the General Terms & Conditions of all issued Purchase Orders.

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

Necessary corrective and preventive actions were taken to improve the health and safety practices and working conditions based on a time bound action plan accompanied with regular implementation review. Some examples of corrective action include review of the safety procedures for enhanced safety, refresher training programs/campaigns and enhanced engineering controls for achieving safety excellence.

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.

Enhancing stakeholder value is at the heart of our management strategy. By regularly engaging with our stakeholders to comprehend their distinct requirements, interests, and expectations, we foster close collaboration with them. We constantly reach out to our internal and external stakeholders through a variety of channels because we recognize that value is created not only within the organization but also through relationships with others. The outcomes of our ongoing dialogue process are incorporated into the management strategy of the organization to facilitate efficient decision-making throughout the year. Shareholders, farmers, consumers, employees, local communities, distributors, employees, the media, and the state and central governments are some of our most important stakeholders. We have a conventional course of partner commitment based upon transparency and accountability.

The areas of action have been prioritized by conducting a materiality assessment. During the materiality evaluation, intuitive channels for commitment were laid out with many partners, for example, senior administration, representatives, providers, local area, NGO Accomplices, and so on. In order to learn about their major concerns and how they rank these issues in order of relative importance..

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stake holder 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	Intranet facilities, Internal newsletters, Communication meetings, Leader -ship site visits and interactions, Employee engagement survey, Induction and regular training programmes, Tool box talks, Regular drills on safety	Weekly/ Monthly	Vision and mission of the company, Business performance and plans, Welfare, Health and safety of the employees and their families, Assuring support of management to employees, Work place hazards and controls, Skill development, Rewards and recognitions
Government and Regulatory bodies	No	Regular inspections, Periodic Reports, Regular direct and indirect interactions through industrial associations and other bodies	Monthly/ Annually	Compliance of rules and regulations, Submission of reports under various statutes at specific intervals, Response to any issues raised by government/ regulatory authority, Tax revenues, Ease of doing business through sound corporate governance mechanisms

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
Shareholders & Investors	No	Annual General Meeting, Corporate Website, Annual Report, Social Media, Grievance Redressal Mechanism, Newspaper, Publications, Emails & Text Messages	Quarterly	Improved profitability and growth of organisation, Transparent and effective communication, Investor servicing, Sound corporate governance mechanisms
Customers	No	Regular personal Interactions and discussions, Market surveys, Customer surveys, Plant visits Customer	Monthly	Customer Satisfaction, Prompt response to customer complaints, Product/service quality and timely delivery, Building trust among the customers through plant visits
Suppliers, Dealers and Distributors	No	Annual Meet with suppliers and customers, Plant visits, Interactions on a regular basis	Monthly	Share best practices among industries, Competency development of local vendor, Rewards and recognitions
Farmers	Yes	Need based regular interaction by Cane & CSR function, Awareness camps on good agricultural practices	Weekly	Sustainable sugarcane production, Improved livelihood and income of farmers, Easy, affordable and reliable access to inputs such as quality seeds, fertilizers etc.
Local communities	Yes	Open dialogue with local communities, Need based surveys to understand community requirements, Awareness meets and Health camps, Celebration of cultural festivals/ occasion (Environment day, Safety day etc.), Public hearing for greenfield/expansion projects	Monthly	Health and hygiene in rural community, Education & infrastructure, Good agricultural practices, Water conservation and Waste management
Civil Society	No	Collaboration of various CSR projects	Monthly	Community developmental needs such as Healthcare, Education & Rural development etc
Industry Associations	No	Meetings, Seminars, Workshops	Monthly	Networking, Industry collaborations, establishing best practices

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
Media	No	Advertisements/ promotions, Press Releases, Interviews of Senior Management	Monthly	Publishing reports, Releasing relevant reports regularly

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.

To identify and reevaluate its environmental and social topics, DCM Shriram conducts a comprehensive materiality assessment and stakeholder engagement exercise every two years. The Board has delegated the procedure to management. DCM Shriram consults with key internal and external stakeholders as part of the materiality assessment process to learn about their concerns and expectations and incorporate their perspectives into the materiality assessment for setting priorities for environmental and social issues. The materiality matrix and the final list of environmental and social topics for DCM Shriram are based on insights gathered through stakeholder engagement. The EHS Function presents the assessment's findings to the BRSR Committee nominated by the Board for the purpose of defining ESG goals and initiatives.

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, as part of the materiality assessment exercise, the company undertakes consultation with key stakeholders to help identify and prioritize environmental and social issues. Based on the stakeholder feedback received, the company has implemented various policy and process reforms. DCM developed a human rights policy to reinforce its commitment to upholding human rights along with strengthening its EHS policy. Based on stakeholder consultations, we have identified environmental issues associated with farming. The Company puts continuous efforts in raising awareness among farmers to utilize water efficiently using best agricultural practices, non-chemical pest control and promoting use of bio-compost. This helps in providing better returns to farming community with increased productivity and water conservation. In addition, it also enhances soil fertility and protects and preserves the environment from undue chemicals. Wastes generated during sugar processing like boiler ash and press mud cake are used as organic manure and distributed to the farmers.

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

We have been engaging with famers, many of which belong to the vulnerable / marginalized stakeholder groups and face issues such as lower crop productivity and resulting lower income generation. These

sugarcane growers are member of Cooperative Cane Union and a Union of the farmers. DCM regularly educates these farmers are on good farming practices to produce sugarcane by using less irrigation water through trash mulching, trench planting, press mud application, laser land leveling and in addition using bio-control measures for controlling pests and diseases in sugarcane crop. The Company has created many engagement platforms including e-Suvidha App, WhatsApp Groups, Teleconferencing, Suvidha Centre (Call Centre) connecting to more than 2.6 Lakh Farmers. These initiatives have reaped many benefits to farmers related to support in yield increase, tagging and booking of Agri-inputs, faster query redressal etc.

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'2023-24			FY'2022-23		
	Total (A)	No. of employee /workers covered (B)	% (B/A)	Total (C)	No. of employee /workers covered (D)	% (D/C)
Employee						
Permanent	4061	4061	100%	3963	3963	100%
Other than permanent	1782	1782	100%	1890	1890	100%
Total employees	5843	5843	100%	5853	5853	100%
Workers						
Permanent	1711	1711	100%	1505	1505	100%
Other than permanent	5917	5917	100%	6947	6947	100%
Total employees	7628	7628	100%	8452	8452	100%

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

Category	FY2023-24				FY 2022-23					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	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	3854	0	0%	3854	100%	3797	0	0%	3797	100%
Female	207	0	0%	207	100%	166	0	0%	166	100%
Other than Permanent										
Male	1372	0	0%	1372	100%	1394	631	45%	763	55%
Female	410	0	0%	410	100%	496	492	99%	4	1%

Category	FY2023-24				FY 2022-23					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	1710	42	2%	1668	98%	1505	393	26%	1112	74%
Female	1	0	0%	1	100%	0	0	0	0	0
Other than permanent										
Male	5791	3678	64%	2113	36%	6831	3682	54%	3149	46%
Female	126	126	100%	0	0%	116	116	100%	0	0%

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

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (in INR Lakhs)	Number	Median remuneration/salary/ wages of respective category (in INR Lakhs)
Board of Directors (BoD)	11	116.5	1	54.25
Key Managerial Personnel	2*	176.59	0	Not Applicable
Employees other than BoD and KMP	3557	8.35	207	7.5
Workers	2304	4.07	1	3.6

* Remuneration of Chairman and Senior Managing Director (CEO) included in BoD.
Note : Excludes non payroll employees.

b) Gross wages paid to females as % of total wages paid by the entity

	2023-24	2022-23
	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	2.9%	2.9%

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, Weblink to our Human Rights Policy:

<https://www.dcmshriram.com/sites/default/files/Human%20Rights%20Policy.pdf>

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

Through our Whistle Blower Policy, we have established a system for

reporting and redressing all human rights violations. Any concerns pertaining to human rights can be reported by all employees, contractors, and suppliers as a result of this. All actual violations are dealt with seriously, and remediation measures can include terminating employees and business contracts, depending on the severity of the violation.

In addition, there is a Policy on the Prevention of Sexual Harassment (POSH) at DCM Shriram, and any incidents of this kind can be reported to the Internal Committee (IC) for POSH in accordance with the procedure that is outlined in the policy. Each reported allegation is treated confidentially and with seriousness. Open House Discussions and City centers, balanced/ Group HR interfaces are coordinated every once in a while. Additionally, monthly meetings with representatives of unions are held.

Weblink to our whistle blower/vigil mechanism policy:

<https://www.dcmshriram.com/sites/default/files/Vigil%20Mechanism%20Policy.pdf>

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

Complaints	FY'2023-24			FY'2022-23		
	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	1	0	The cases have been closed by the Company's Internal Complaints Committee (ICC) constituted for the investigations and redressal of sexual harassment complaints.	2	0	The cases have been closed by the Company's Internal Complaints Committee (ICC) constituted for the investigations and redressal of sexual harassment complaints.
Discrimination at workplace	0	0	-	0	0	-
Child Labor	0	0	-	0	0	-
Forced Labor /Involuntary Labor	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	2
Complaints on POSH as a % of female employees / workers	0.5%	1.2%
Complaints on POSH upheld	0	0

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

DCM Shriram guarantees, in accordance with the Whistle Blower Policy and Procedure, that employees and business associates are completely protected from retaliation, punishment, intimidation, coercive action, dismissal, or victimization for reporting genuine concerns, even if they are not proven. Punitive action will be taken on anyone who tries to victimize anyone who complains, cooperates with an investigation or complaint, or provides information or data related to it.

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

Yes

10. Assessments of the year

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

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

No significant deviations were observed in relation to aspects described in Question 9 above.

Leadership Indicators

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

Not applicable as there is no complaint / grievances related to human rights during the reporting year.

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

In order to identify potential risks, we have a human rights due diligence process which is conducted annually through DCM Shriram's internal audit process for monitoring company-wide compliance. This entails undertaking a detailed monitoring at 100% of

our sites including all business functions, to track performance on various human rights related subjects such as working conditions, minimum compensation, equal opportunity, freedom of association etc. including labour laws of the country. Any identified risks are dealt with corrective actions and closely monitored for progress at periodic frequencies.

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

Yes, in accordance with requirements, the necessary arrangements are made to promote accessibility for employees and workers with disabilities

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	100%
Discrimination at workplace	100%
Child Labour	100%
Forced / Involuntary Labour	100%
Wages	100%
Others -please specify	-

* For Tier 1 value chain partners

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

No significant deviations were observed in relation to aspects described in Question 4 above.

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:

From Renewable sources	UoM	FY23-24	FY22-23
Total electricity consumption (A)	TJ	453	7.34
Total fuel consumption (B)	TJ	18,837	16,119
Energy consumption through other sources (C)	TJ	-	-
Total energy consumed from renewable sources (A+B+C)	TJ	19,290	16,127
From non- renewable sources			
Total electricity consumption (D)	TJ	1,483	3,406
Total fuel consumption (E)	TJ	25,366	22,230
Energy consumption through other sources (F)	TJ	-	-

	UoM	FY23-24	FY22-23
Total energy consumed from non-renewable sources (D+E+F)	TJ	26,849	25,636
Total energy consumed (A+B+C+D+E+F)	TJ	46,139	41,763
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	TJ/ Lacs INR	0.041	0.036
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	TJ/ Lacs INR adjusted PPP	0.011	0.010
Energy intensity in terms of physical output	GJ/ MT Production	14.07	13.74
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Yes*

*Data points are in accordance with Sustainability Report FY 2023-24 as per GRI Standards with limited assurance by Ernst & Young Associates LLP.

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.

Yes, targets as per schedule

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

Parameter	FY'2023-24	FY'2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water		
(ii) Groundwater	20,03,335	19,09,394
(iii) Third party water	1,12,87,754	1,08,52,600
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,32,91,089	1,27,61,994

Parameter	FY'2023-24	FY'2022-23
Water withdrawal by source (in kiloliters)		
Total volume of water consumption (in kiloliters)	1,32,91,089	1,27,61,994
Water intensity per rupee of turnover (Total Water consumed/ Revenue from operation)	11.95 KL/ Lakh INR	10.86 KL/ Lakh INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	3.24 KL/ Lacs INR adjusted	3.094 KL/ Lacs INR adjusted PPP
Water intensity in terms of physical output	4.05 KL/ t Prod	4.20 KL/ t Prod
Water intensity (optional) – the relevant metric may be selected by the entity		

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

Yes,

*Data points are in accordance with Sustainability Report FY 2023-24 as per GRI Standards with limited assurance by Ernst & Young Associates LLP.

4. Provide the following details related to water discharged:

Parameter	FY'2022-23	FY'2021-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	20,54,775 (primary treatment)	14,16,054 (primary treatment)
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	3,55,977 (primary treatment)	3,12,898 (primary treatment)
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	24,10,752	17,28,952

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

Yes*

*Data points are in accordance with Sustainability Report FY 2023-24 as per GRI Standards with limited assurance by Ernst & Young Associates LLP.

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

Yes, two of the distillery units of DCM Shriram are Zero Liquid Discharge units. In addition, the effluent from the sugar units are treated in state-of-the-art ETP and treated water is utilized for irrigation purposes without discharging outside the plant premises. The sewage generated at various manufacturing sites is also treated in STP and utilized for horticulture inside the plant premises without discharging into any water bodies

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Metric tonnes	2,169	1,642
SOx	Metric tonnes	1,835	1,527
Particulate Matter (PM)	Metric tonnes	1,181	1,481
Persistent Organic Pollutants (POP)	NA	NA	NA
Volatile organic Compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others- please specify	NA	NA	NA

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

Yes*

*Data points are in accordance with Sustainability Report FY 2023-24 as per GRI Standards with limited assurance by Ernst & Young Associates LLP.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: 9. Provide details related to waste management by the entity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
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	CO ₂ :23,74,463 CH ₄ : 15,398 N ₂ O: 29,011 Total: 24,18,872	CO ₂ :20,75,150 CH ₄ : 12,794 N ₂ O: 24,476 Total: 21,12,450
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	2,92,413	7,47,487
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/ Revenue in Lakh INR	2.4	2.4
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e/ Revenue in Lacs INR adjusted PPP	0.66	0.69
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Emission/ Ton of Production MT/TON	0.83	0.94
Total Scope 1 and Scope 2 emission intensity – the relevant metric may be selected by the entity (optional)		-	-

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

Yes*

*Data points are in accordance with Sustainability Report FY 2023-24 as per GRI Standards with limited assurance by Ernst & Young Associates LLP.

8. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.

The below initiatives has resulted in cumulative reduction of 29,94,125 tCO₂e emissions

- Use of Biomass in the energy mix at Bharuch and Kota
- Use of Bagasse and Slop for generating power in Sugar and Distillery units
- Contracted supply of 50.4 MW Renewable Power at Bharuch
- Installed Planetary Drive at Pug mill, Magma mixer & Crystallizers at Rupapur and Ajbapur
- Installation of New efficient Helical types of Roots blowers at

Fertilizer plant in Kota

- Introduction of Anthracite Briquettes (Alternate Fuel/Reductant) in all the Carbide Furnaces at PVC plant in Kota
- Re-membraning of 3 electrolyzers with addition of 40 elements in Caustic plant at Bharuch
- Replacement of conventional light fitting with LED

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1666	1118
E-waste (B)	11.34	5.45
E-waste (Numbers)	1239	1052
Bio-medical waste (C)	0.07	0.07
Construction and demolition waste (D)	NA	NA
Battery Waste (E)	3.09	3.91
Battery Waste (Numbers)	229	345
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	502	476
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,12,473	4,33,338
Total (A+B+C+D+E+F+G+H)	4,14,655	4,34,941
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0037 (Kg/ INR)	0.0037 (Kg/ INR)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0010	0.0011
Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity	0.13	0.14
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	FY 2023-24	FY 2022-23
(i) Recycled	3,82,458	4,02,907
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	3,82,458	4,02,907
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	32,197	32,034
(iii) Other disposal operations	0	0
Total	32,197*	32,034

*It includes accumulated brine sludge (15,052Tonnes)that also has been disposed during the year.

** It includes accumulated brine sludge (13,647 Tonnes) that also has been disposed during the year.

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

Yes*

*Data points are in accordance with Sustainability Report FY 2023-24 as per GRI Standards with limited assurance by Ernst & Young Associates LLP.

10. 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.

In order to promote resource efficiency and waste management, we have adopted practices around circularity such as

- resource use optimization,
- recycling,
- upcycling or re manufacturing, and,
- reuse

In order to control our impact on the environment, DCM Shriram employs the three R's: Reduce, Reuse, and Recycle. All non-reusable waste are discarded through approved recyclers endorsed by the State Pollution Control Board.

Utilizing fly ash from a Thermal Power Plant and waste lime sludge from Calcium Carbide, the company produces cement. In sugar plants, entire press mud and ash are mixed for distribution to farmers as manure. During the financial year, molasses based distillery units at two of its Sugar sites is operated utilizing the molasses waste generated from sugar mill for producing Ethanol. In distillery unit, slop is mixed with bagasse which is used in boiler as a fuel. Its Ash is rich in Potash and readily usable as manure. Entire treated water from ETP in Sugar mills is utilized for irrigation and treated water from Distilleryunits at Hariawan and Ajbapur are 100 % recycled in the distillery process thereby reducing net intake of fresh water.

With approval from GPCB, the diluted sulfuric acid (78-80%) that is produced at the caustic soda process plant is used in nearby industries to recycle it completely. In the processes for handling intermediate products, plastic drums generated from various process plants used raw materials are repurposed. In distillery units, plastic drums are sent back to the raw material supplier for reusing the same thereby saving resource. During the year, 1463 nos. drums were reused.

11. 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.
None of the DCM Shriram offices / plants are located around ecologically sensitive areas			

12. 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
Nil					

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

Yes, the Company is in compliance with the applicable environmental laws/regulations/guidelines

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
Not applicable				

Leadership Indicators

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

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

- Name of the area : NA
- Nature of operations : NA
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY'2023-24	FY'2022-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	NA	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water	NA	
(v) Others (Recycled) Recovered water from Treated Effluent		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	NA	
- With treatment - please specify level of treatment		
(ii) Into Ground water		
- No treatment	NA	
- With treatment - please specify level of treatment		
(iii) Into Seawater		
- No treatment	NA	
- With treatment - please specify level of treatment		
(iv) Sent to third parties		
- No treatment	NA	
- With treatment - please specify level of treatment		
(v) Others		
- No treatment	NA	
- With treatment - please specify level of treatment		
Total water discharged (in kiloliters)		

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.

Not Applicable.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 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	10,49,576 tCO ₂	9,97,175 tCO ₂ *
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.4 x 10 ⁻⁴	0.3 x 10 ⁻⁴
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent per ton of product	0.78	0.73

* LCA as per cradle to gate methodology using Gabi software following ISO 14040 / 14044 for the Products manufactured at Bharuch & Kota sites during FY21-22 and FY23-24 respectively.

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

Yes, Sphera.

3. 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 rededication activities.

Not Applicable, as DCM Shriram does not have any operations in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, 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
1.	Renewable Power supply at Bharuch Plant	Contracted supply of 50.4 MW Renewable Power started from June'23 on captive model RE power.	92176 tCO ₂ e saved per year
2.	Re-membraning of electrolyzers at Bharuch Plant	IRE-membraning of 3 electrolyzers (510 membranes replaced out of 3018) with addition of 40 elements in Caustic Soda Plant at Bharuch	2282 tCO ₂ e saved per year
3.	Recycling of waste material from uPVC fabrication workshops	Cut pieces and profile wastes from various uPVC fabrication workshops are collected and recycled to save use of virgin raw material for making windows and doors profiles at Kota.	Around 4-5% savings of the virgin raw material
4.	Introduction of Anthracite Briquettes at PVC Plant, Kota	Introduction of Anthracite Briquettes (Alternate Fuel/ Reductant) in all the Carbide Furnaces.	5146 MWh units saved
5.	Use of Energy Efficient technology at Fertilizer plant, Kota.	Installation of New efficient Helical types of Roots blowers.	420 MWh units saved
6.	Use of Energy Efficient technology at Ajbapur and Rupapur Sites (Sugar Business)	Installation of 2 Nos. Planetary Drive in Crystallizers at Ajbapur and Installation of 04 Nos. Planetary Drive at Pug mill, lime tank & Crystallizers at Rupapur.	178.5 MWh units saved
7.	Use of Energy Efficient technology at Loni plant (Sugar Business).	Lump Breaker installed at CAW pug mill.	183.6 MWh units saved

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ weblink.

Yes. As part of our business continuity plan, we have a plan in place for an emergency response in the event of any unforeseen circumstances. Everyone involved receives regular instruction on how to use tools like fire extinguishers and First Aid. In order to prepare for an efficient response in the event of an emergency, regular mock drills are also conducted on a variety of emergency scenarios. All of these risks are the subject of risk mapping based on their likelihood and impact. Regular audits and mock drills are conducted to assess the health of the emergency response plan and strengthen the system.

A plan for emergency preparedness includes:

- Key risks and hazards;
- Analysis of likelihood of occurrence and impact;
- Implementation of a mitigation strategy with delegated responsibilities;
- Publication of the plan to all relevant stakeholders

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

Agriculture contributes to adverse environmental impacts such as, excessive water consumption, water pollution due to pesticide run-off, soil degradation, etc. DCM Shriram is undertaking multiple initiatives by engaging farmers to promote sustainable agricultural practices. For instance, treated water from our sugar sites is provided to farmers for irrigation, reducing the amount of fresh ground water withdrawn. DCM Shriram is also providing press mud, sludge and bagasse ash from sugar mills to farmers for soil amelioration in order to reduce the usage of chemical fertilizers.

In addition to above, as part of our Water Conservation initiative, desilting at Panai Jhabar (wetland) in Uttar Pradesh helped in creating surface water holding capacity, recharging ground water aquifers, sustaining aquatic flora and fauna indigenous to the area, including the elegant Sarus Crane thereby improving biodiversity and ecosystem. Furthermore, during the year 3 rain water harvesting ponds and 7 rain water structures have been constructed and 4 ponds were renovated and desilted resulting in additional water recharge capacity.

In order to reduce impact of emission arising out of transportation, finished products such as Chlorine, Caustic lye and Hydrogen at our Bharuch site are transported through pipelines in place of trucks/tankers saving use of fossil fuels in transportation. Furthermore, at our Kota site, raw materials and finished products are transported in racks saving fossil fuel to reduce GHG emission.

Initiatives are undertaken for waste minimization, reuse and recycling to mitigate its impact on the environment. Lime sludge, fly ash and bagasse are recycled for utilization in manufacturing cement and generating power. Also majority of the wastes generated from the processes are recycled on-site and off-site for its effective utilization with an objective of reducing waste for disposal to landfill. Plastic wastes introduced into the market through the finished products such as Cement, Urea, Sugar and PVC in the form of plastic bags are also recycled through the authorized plastic re-processors in line with our EPR obligation.

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

100% (For Tier 1 Suppliers)

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.
20
- 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	Federation of Seed Industry of India (FSII)	National
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chamber of Commerce and Industries (FICCI)	National
4	Fertilizer Association of India (FAI)	National
5	Cement Manufacturing Associations (CMA)	National
6	Indian Sugar Mills Association (ISMA)	National
7	Alkali Manufacturers Association of India (AMAI)	National
8	All India Distillers' Association (AIDA)	National
9	Crop Care Federation of India (CCFI)	National
10	UPVC Window and Door Manufacturers Association (UWDMA)	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable	Not applicable	Not applicable

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	Not applicable	Not applicable	Not applicable	Not applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

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

Essential Indicators

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
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:

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.

As part of the program design, regularly feedback to address community needs is collected. Additionally, in FY 23-24, a monitoring and evaluation system conducted by a third party, Give Grants was introduced. This involves quarterly site visits and cadence calls with partners and key stakeholders within the community to assess all programs' impact and receive insights from the community

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

	FY'2023-24	FY'2022-23
Directly sourced from MSMEs/ small producers	24%	20%
Sourced directly from within the district and neighboring districts*	73%	68%

* For all our manufacturing sites across India in the States of Uttar Pradesh, Gujarat, Rajasthan, Tamilnadu and Telangana State.

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

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	30%	29%
Semi-urban	6%	6%
Urban	32%	34%
Metropolitan	32%	31%

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	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)
1	Uttar Pradesh - Agri Skilling project	Sonbhadra	30,00,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups?(Yes/No)

Yes

- (b) From which marginalized /vulnerable groups do you procure?

We source sugarcane for our Sugar and Distillery business from more than 70% of the small land-owning local farmers.

- (c) What percentage of total procurement (by value) does it constitute?

>80% (For Sugar and Distillery Business)

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 of calculating benefit share
Not applicable*				

* DCM Shriram has not acquired any intellectual property based on traditional knowledge.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes where in 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:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1.	Preventive Healthcare Initiative - Khushali Sehat: Pregnant Women covered	10,044	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
2.	Preventive Healthcare Initiative - Khushali Sehat: Lactating Mothers Covered	4,315	100%
3.	Preventive Healthcare Initiative - Khushali Sehat: Adolescent Girls Covered	30,963	100%
4.	Preventive Healthcare Initiative - Kishori Utkarsh Pahal: Adolescent girls reached	9,314	100%
5.	Sanitation Initiative - Khushali Swachhata (Solid Waste Management Unit): number of household where segregation of waste was conducted	6,104	100%
6.	Education Initiative - Khushali Shiksha: Number of students benefitted	3,741	100%
7.	Livelihood Initiative – Khushali Rozgaar: Number of girls trained in tailoring 100 Girls through Project Zardozi (Total-386)	286 Girls through Silai School Training.	100%
8.	Livelihood Initiative - Khushali Rozgar : Number of farmers benefitted	7000	100%
9.	Livelihood Initiative – Khushali Rozgaar: Number of students trained in Mobile and Laptop Repair 240 Students through Digital Literacy Course	70 through Mobile and Laptop Repair Course	100%
10.	Livelihood Initiative - Khushali Rozgar: Number of students trained in DCS operation	15	100%
11.	Livelihood Initiative – Khushali Rozgaar: Number of families benefitted through cattle development program	420	100%
12.	Rural Development Initiative – Infrastructure Development – Roads, Street lights, etc.	10,000	100%
13.	Water in Agriculture Initiative– Krishi Udyam Pariyojana - Number of farmers reached to create agri entrepreneurs to increase agri-mechanisation and allied agri business	15,000	100%
14.	Water in Agriculture Initiative – Upjau Mati Pariyojana – farmers reached to enhance soil health to promote composting at individual farmer and community level	18,400	100%

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.

DCM Shriram gives products roads to clients to raise questions or grievances and give criticism. In the Sugar, SFS, Bioseed, and Fenesta businesses, we have established a dedicated customer care service to receive and respond to telephonic customer complaints and grievances. Customers can also voice their concerns via a specific email address or phone number listed on each business's website..

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

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

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

	FY'2022-23		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	0	0		0	0	
Advertising	0	0		0	0	
Cyber -security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	5546	242	*Product Quality / Weight related issues including repair and maintenance complaints for all the businesses	3873	93	*Product Quality / Weight related issues including repair and maintenance complaints for all the businesses

*Includes repair and maintenance related grievances. Considering normal turnaround time required for resolution of consumer complaints, during the year, 96% of the complaints have been resolved in best practical way to the satisfaction of customers and remaining are being resolved on an ongoing basis.

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

	Number	Reason for recall
Voluntary recalls	0	Not applicable
Forced recalls	0	Not applicable

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 organization has established a framework to address cybersecurity, network safety, risks related to information security, and has a data privacy policy. To view the policy, visit the company's website at <https://www.dcmshriram.com/privacy-policy>

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

No such case has been reported.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact.

There has been no instance of data breach.

b. Percentage of data breaches involving personally identifiable information of consumers:

There has been no instance of data breach involving personally identifiable information of customers

Leadership Indicators

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

Details of all our products and services are provided on our website: <https://www.dcmshriram.com/>

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

The product label displays additional information relevant for consumers to help them consume a higher valued product and appropriate usage. Information related to safe handling, direction of usage of products and specific certifications obtained by the company are also mentioned. All of these information is mentioned according to laws. For instance, our product calcium carbide's information label clearly mentions information on its non-usage of carbide for fruit ripening. To ensure safe transportation and educating consumers about safe and responsible usage of the products, MSDS is also supplied. Direction for Use (DFUs) are given with all the crop protection products.

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

Yes, customers are informed in advance of any disruptions to product or service delivery via email, phone, or in-person visit.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

No.

5. Did your entity carry out any survey about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the company engages with regular customers through formal and informal channels such as surveys, direct feedback from sales teams and plant personnel, one-on-one meetings, during dealer meet, and other similar events. To fine-tune operational strategies, customer and channel satisfaction surveys are frequently conducted. Apart from above, using internal summer interns, customer surveys also conducted as a part of their project.