



DWARIKESH SUGAR INDUSTRIES LIMITED

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E Mail: dsilbom@dwarikesh.com Website: www.dwarikesh.com, CIN: L15421UP1993PLC018642

REF: DSIL/2023-24/066

May 30, 2023

Corporate Relationship Department
BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street, Fort, Mumbai - 400 001
Fax: 22723 2082 /3132

National Stock Exchange of India Limited
“Exchange Plaza”
Bandra – Kurla Complex,
Bandra [E], Mumbai - 400 051

Scrip Code - 532610

Scrip Code – DWARKESH

Sub: Regulation 34(2)(f) - Business Responsibility and Sustainability Report

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), 2015, *enclosed* please find Business Responsibility and Sustainability Report for the Financial Year 2022-2023, which forms an integral part of the Integrated Annual Report FY 2022-23, submitted to the Exchanges vide letter dated May 30, 2023.

You are requested to acknowledge the receipt of the same.

Thanking you,

Yours Sincerely

B J Maheshwari

Managing Director & CS Cum CCO
(DIN: 00002075)

Encl: As above

ANNEXURE - VII

Business Responsibility & Sustainability Report (BRSR)

Dwarikesh Sugar Industries Limited

Reporting Period- April 1, 2022, to March 31, 2023

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Delivering Excellence with Sustainability and Transparency

Dwarikesh Sugar Industries Limited is committed to sustainable and responsible business practices that create value for our stakeholders, while also minimizing our environmental impact and contributing to the well-being of the communities in which we operate.

As a leading player in the sugar industry, we recognize the importance of adopting sustainable practices that support the long-term growth and success of our business and are committed to work towards Environmental, Social and Governance sustainability practices.

Environmental:

Dwarikesh Sugar Industries Limited is committed to minimizing its environmental impact through sustainable practices. The Company has implemented various measures to conserve water, reduce greenhouse gas emissions, and promote renewable energy. In FY 2022-23, our co-generation power plant generated more than **301867 MW of green power** which has been transmitted through the state electricity grid to increase the accessibility and usage of electricity for the nearby communities. Our Cogeneration systems serve two purposes-generate electricity from steam using waste materials obtained during the industrial process and also process heat for the industry itself, thereby enhancing our circularity model and building on our sustainable practices.

99.87% of total electricity consumption at DSIL is through renewable sources which are generated through Bagasse and Slop. We also sell the excess share of our energy generation to the state grid which helps in increasing the renewable energy mix for the nearby communities. Through our operations and co-generation of power, we are contributing towards the UNSDG 7 which aims to increase the access to affordable, reliable, sustainable, and modern energy for all. We aim to continue delivering in this aspect and enhance the generation and consumption of clean energy for our operations and our neighboring districts.

During the fermentation process in the distillery, CO₂ is emitted into the atmosphere, in Dwarikesh we installed a CO₂ Scrubber to capture the CO₂ from entering into atmosphere. For this FY 2022-23 we captured 10578 MT CO₂ which was sold to an authorized third party. We ensure that our operations contribute towards reducing the overall carbon emissions through our operations and our carbon footprint is minimized.

Furthermore, we are actively incorporating measures within our plants that augment our environmental performance. Noteworthy initiatives include our recycling of plastic waste through the Extended Producers Responsibility (EPR), the installation of our Zero Liquid Discharge (ZLD) systems and the installation of a Condensation Polishing Unit (CPU). Our treated waste and water disposal are kept well under the permissible limits, however, with the installed equipment, we are able to achieve a zero-disposal model at our units. Similarly,



we have started accounting our Scope 1&2 emissions from this year onwards and will be using this as a baseline to reduce our emissions in a phased manner. BRSR has helped us in terms of identifying our direct emissions inventory, and we plan to initiate the understanding of our Scope 3 emissions using a similar approach.

Social:

Dwarikesh Sugar Industries Limited has a strong commitment to social responsibility and community development. The Company has undertaken various initiatives to support education, healthcare, and infrastructure development in the communities where it operates. In FY 2022-2023, the Company provided education support and livelihood for orphan children, contributed to healthcare facilities, and supported the community by various initiatives like Blood donation camps, celebration of festivals with the community to strengthen bonds, programs for farmers, vocation training for women empowerment, medical checkup camps among many others.

Dwarikesh Sugar Industries Limited values its employees and recognizes their crucial role in the Company’s success. The Company is committed to their well-being and provides a safe and healthy work environment, implementing various measures to ensure their safety and health. Additionally, the Company offers training and development programs to enhance the skills and capabilities of its employees.

The Company’s low overall **turnover rate of 9.78%** is a testament to the trust that employees have in the Company. This trust can be attributed to the strong roots and culture of high values and a people-centric approach from the Company’s promoters and top leadership.

Governance:

Dwarikesh Sugar Industries Limited is committed to maintaining high standards of corporate governance and ethical business practices. The Company has a comprehensive code of conduct that guides its business activities, and it has established various committees to oversee governance-related matters. The Company has a diverse and independent board of directors, and it regularly engages with its stakeholders to ensure transparency and accountability.

Overall, Dwarikesh Sugar Industries Limited has made significant strides in its ESG performance and initiatives, demonstrating a strong commitment to sustainability and responsible business practices.

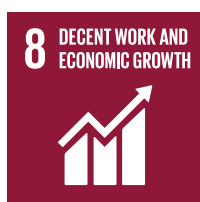
At Dwarikesh Sugar Industries Limited (DSIL), we decided to disclose our sustainability performance through our first BRSR for FY 2022-2023. We are committed to strengthening our relationships with our stakeholders as we work towards creating a positive environmental and social footprint. Our BRSR contains our responses about our policies and performance in relation to the principles covered by the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015’s Regulation 34(2)(f), which span the ESG dimensions. We are also in alignment with United Nations Sustainable Development Goals (UNSDGs) which have been adopted universally to ensure a balance of social, environmental and economic sustainability and have been mapped under relevant sections of this report. In this Business Responsibility and Sustainability Report, we share our progress and achievements in the areas of environmental impact, social responsibility, corporate governance, ethical business practices and innovation.

“This report is an important tool for communicating our commitment to sustainability and responsible business practices to our stakeholders, including regulators, customers, employees, investors, and the wider community. We have made a concerted effort to include all the essential and leadership indicators in our report, ensuring the highest level of transparency. To ensure we adhere to best practices in reporting on these indicators, we have followed the guidelines provided by the National Stock Exchange (NSE) on how to report.”

-Vijay S Banka, Managing Director-

At Dwarikesh Sugar Industries Limited, we are committed to continuous improvement and will continue to invest in sustainable practices that benefit our stakeholders and the environment. We invite you to read this report and learn more about our approach to sustainability and responsible business practices.

SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity

Dwarikesh Sugar Industries Limited is an Indian Company that is one of the key players in the sugar industry. It was founded in 1993, commissioned in 1995 and is headquartered in Dwarikesh Nagar, Bijnor, Uttar Pradesh, India and its corporate office at Nariman Point, Mumbai. The Company is engaged in the manufacturing and sale of sugar, industrial alcohol, as well as the generation and sale of power from bagasse, a by-product of sugar manufacturing process.

Dwarikesh Sugar Industries has 3 sugar mills with 2 distillery units located in the state of Uttar Pradesh, with a total **crushing capacity of 21,500 tons** of sugarcane per day. The Company also has a co-generation capacity of 96 MW, which is used to generate electricity from bagasse, a byproduct of the sugar manufacturing process.

Dwarikesh Sugar Industries Limited has diversified its operations and expanded its product portfolio to include the **production of ethanol and industrial alcohol**. These products are in high demand and are used as biofuel under the Ethanol Blending Programme (EPB) initiated by the Government of India. This initiative not only helps to reduce the dependence on fossil fuels but also provides a boost to the agriculture sector by utilizing sugarcane molasses and other feedstocks for biofuel production. By producing these products, the Company has also contributed towards the promotion of sustainable development and reducing greenhouse gas emissions.

1.	Corporate Identity Number (CIN) of the Listed Entity	L15421UP1993PLC018642
2.	Name of the Listed Entity	Dwarikesh Sugar Industries Limited
3.	Year of incorporation	1993
4.	Registered office address	Dwarikesh Nagar, Bijnor, Uttar Pradesh- 246762
5.	Corporate address	511, Maker Chambers - V, 221, Nariman Point, Mumbai – 400021
6.	E-mail	investors@dwarikesh.com
7.	Telephone	022-22832468
8.	Website	www.dwarikesh.com
9.	Financial year for which reporting is being done	April 1, 2022, to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11.	Paid-up Capital	₹1,883.01 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri B. J. Maheshwari (Managing Director and Company Secretary-cum-Chief Compliance Officer) Tel: 022 22042945 email: bjmaheshwari@dwarikesh.com
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are on a Standalone basis for Dwarikesh Sugar Industries Limited.

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% Of turnover of the entity (FY'23)
1	Sugar Production	Manufacturing sugar by processing sugarcane through a highly controlled process	72.07%
2	Power Generation	Generation of Electricity through a Co-generation model.	2.42%
3	Distillery and allied products	Manufacturing of Industrial Alcohol, Sanitizer, liquid CO2 etc.	25.51%



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

S. No.	Product/Service	NIC Code	% Of total turnover contributed
1	Sugar Production	10721	72.07%
2	Power Generation	35106	2.42%
3	Distillery and allied products	11019	25.51%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	3	6
International	Currently, DSIL does not have international operations.		

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	As of March 31, 2023, the Company has its presence across India in all its states.
International (No. of Countries)	The Company's sugar is exported to various countries, though not directly. It uses the services of Merchant exporters for this purpose.

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

Contribution of merchant exports is 16.96% of the total turnover.

c. A brief on types of customers

At Dwarikesh Sugar Industries Limited, we have a diverse range of customers across our different product lines. We sell our sugar products through agents and e-commerce platforms to various customers across India, while our molasses is sold to distilleries within Uttar Pradesh. Our co-generated power is sold under a long-term Power Purchase Agreement with the Uttar Pradesh Power Corporation Limited (UPPCL). In addition, we supply our ethanol to Oil Marketing Companies (OMCs), which is used as a blend with petrol, and liquid CO₂ to authorized third party agencies.

The brief of our customers is as follows:

1. Our sugar is channeled through agents and E-commerce platforms to various customers across India.
2. Molasses is sold to various distilleries within Uttar Pradesh (UP) which is used by them for manufacturing country liquor.
3. Co-generation of Power: we have long-term Power Purchase Agreement (PPA) with Uttar Pradesh Power Corporation Limited (UPPCL).
4. Ethanol is supplied to Oil Marketing Companies (OMCs) – Dwarikesh also contributes to the environment by supplying ethanol, an eco-friendly and renewable source of energy, to Oil Marketing Companies (OMCs) for blending with petrol. This helps to reduce harmful emissions and improve air quality, making it a crucial component in India's efforts to transition towards a more sustainable future. The production and supply of ethanol also supports the country's energy security goals by reducing its reliance on fossil fuels. By promoting the use of biofuels like ethanol, Dwarikesh is playing an active role in promoting a greener and more sustainable economy.

5. Liquid Carbon Dioxide- During our distillery operations, we capture the Co2 emissions in the due process and manufacture Liquid Carbon Dioxide through our installed CO2 scrubbers. The liquid CO2 is sold by us to authorized third party agency.

IV. Employees

18. Details as at the end of the 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)	480	465	96.88%	15	3.12%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	480	465	96.88%	15	3.12%
WORKERS						
4.	Permanent (F)	924	924	100%	-	-
5.	Other than Permanent (G)	1,563	1,562	99.94%	1	0.06%
6.	Total workers (F + G)	2,487	2,486	99.96%	1	0.04%

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)		We do not have any differently abled employees on board.			
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)		We do not have any differently abled workers on-board			
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.2%
Key Management Personnel	1	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.24%	26.66%	9.79%	8.29%	7.14%	8.26%	3.51%	7.14%	3.61%
Permanent Workers	5.62%	-	5.62%	2.55%	-	2.55%	3.20%	-	3.20%



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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ 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)
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We do not have a subsidiary/associate/joint venture.

VI. CSR Details

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

Yes, Corporate Social Responsibility is applicable to Dwarikesh Sugar Industries Limited. We have numerous projects and activities that help us in assisting the communities and develop stronger relationships through our initiatives.

(ii) **Turnover (in ₹)** - INR 20914.18 million

(iii) **Net worth (in ₹)** - INR 7391.95 million

VII. Transparency and Disclosures Compliances -

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes , we do have a redressal mechanism in place for the communities that allow us to exist. Furthermore, the Company has a goal of empowering the underprivileged and weaker sections of society through socio-economic development.	No complaints were received in financial year 2022-23			No complaints were received in the financial year 2021-22		
Investors (other than shareholder)	Yes , the Company has an effective investor redressal mechanism. Investors with concerns can contact Shri B J Maheshwari (Managing Director and Company Secretary-and-Chief Compliance Officer) at Tel: 022 - 22832468/ 22042945 Fax:022-22047288 Email: investors@dwarikesh.com	No complaints were received in financial year 2022-23			No complaints were received in the financial year 2021-22		
Shareholders	Yes , concerned shareholders can contact Shri B J Maheshwari. (Managing Director and Company Secretary-and-Chief Compliance Officer) at Tel: 022 - 22832468/ 22042945 Fax: 022 -22047288 Email: investors@dwarikesh.com Or M/s. Universal Capital Securities Pvt. Ltd. (Registrar & Share Transfer Agents - RTA) at Tel: 022 28207203 / 7204 / 7205 Fax: 022 - 28207207 Email: info@unisec.in	No complaints were received in financial year 2022-23			No complaints were received in the financial year 2021-22		

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	<p>Yes, the Company has an effective Whistleblower policy that covers all its employees and directors, providing them with a channel to raise concerns to maintain the highest possible standards of ethical, morale, and legal business conduct, as well as the Company's commitment to open, fearless, and genuine communication.</p> <p>The policy's primary goal is to provide necessary safeguards to protect employees from retaliation or victimization.</p> <p>For safety of women at workplace, we also have set up an Internal Complaints Committee at all of our units under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act led by Ms. Priyanka G. Morarka.</p>	No complaints were received in financial year 2022-23			No complaints were received in the financial year 2021-22		
Customers	<p>Yes, we act in a way that adds value to our customers and contributes to the development of a trusting relationship.</p> <p>For many years, the Company and its employees have provided services and built its significant goodwill. This goodwill is one of our most valuable assets, and all Company personnel are always reminded to work hard and maintain our reputation.</p>	No complaints were received in financial year 2022-23			No complaints were received in the financial year 2021-22		
Value Chain Partners	<p>Yes, we believe in investing in people and processes to foster an outperformance culture and increase value through optimal resource integration.</p> <p>We currently have vendor relationships with over 1.50 lakh farmers and are committed to addressing issues raised by our value chain partners through one-on-one counselling with immediate and satisfactory resolutions</p>	No complaints were received in financial year 2022-23			No complaints were received in the financial year 2021-22		



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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Farmer Engagement	Risk and Opportunity	<p>Risk: As a risk, the Company is heavily dependent on the availability and quality of sugarcane from farmers. Any disruption in the supply chain due to farmer-related issues such as pricing, quality, or crop failure could adversely affect the Company's operations and financial performance.</p> <p>Opportunity: The Company can improve its relationship with farmers through various initiatives such as providing them with better agricultural inputs, offering training and education programs, and ensuring fair prices for their produce. Such measures could help the Company secure a reliable supply of high-quality sugarcane and also enhance its reputation as a socially responsible organization. This, in turn, could lead to increased customer satisfaction and brand value.</p>	<p>We adopted a sustainable sugarcane farming initiative to promote responsible and efficient farming practices among farmers. The initiative includes providing technical guidance to farmers on sugarcane cultivation, implementing best practices for water management, and promoting the use of organic fertilizers.</p> <p>We have also established a farmer grievance redressal mechanism to address any issues or concerns raised by farmers. This mechanism enables farmers to submit their grievances and feedback through a dedicated helpline or online portal, which is promptly addressed by the Company.</p> <p>Dwarikesh Sugar Industries Limited has a strong relationship with the farmers community.</p> <p>We use mobile app ecosystem and messaging platforms to reach out to farmers and provide them with important information regarding crop management, weather conditions etc.</p>	<p>Positive implications: Good farmer engagement can have positive financial implications for Dwarikesh Sugar Industries. This includes ensuring a steady supply of sugarcane, which is the main raw material for sugar production. A consistent supply can lead to consistent production levels and stable revenues. Farmers who are satisfied with the Company's engagement and support are likely to continue supplying sugarcane to the Company, which can reduce the risk of supply chain disruptions and price volatility. A strong relationship with farmers can also lead to increased productivity and quality of sugarcane, resulting in higher sugar recovery rates and better product quality. Ultimately, this can translate into higher revenues and profits for the Company.</p> <p>Negative implications: Poor engagement with farmers can lead to negative financial implications for Dwarikesh Sugar Industries. This includes supply chain disruptions and price volatility that can affect production levels and revenues. If farmers are not satisfied with the Company's engagement and support, they may switch to other buyers, leading to supply shortages and higher procurement costs. In extreme cases, poor engagement with farmers can lead to social unrest, protests, and reputational damage, which can have a significant negative impact on the Company's financial performance.</p>
2	Raw Material Sourcing	Risk	<p>Sugarcane being integral to our manufacturing process, is also a perishable crop, whose availability can be affected due to climatic conditions and agricultural production</p>	<p>We make sure that we procure best quality of sugarcane and procure on time when the season of harvest begins, we do not store sugarcane as it is perishable.</p> <p>We have strategically located our sugar mills in different regions to reduce the risks associated with sourcing sugarcane from a single location. This ensures a steady supply of raw materials and reduce the impact of weather-related risks.</p> <p>Dwarikesh Sugar Industries has implemented various sustainability initiatives, such as water conservation and waste management, to ensure the long-term sustainability of sugarcane cultivation to reduce the risks associated with sourcing raw materials from unsustainable sources and ensure a stable supply chain.</p>	<p>Negative Implication: Raw material sourcing is a critical aspect for Dwarikesh Sugar Industries, and poor sourcing practices can have negative financial implications for the Company. It may have a negative implication on our profit and the timely procurement and production directly depend on sourcing and failure to do so may have a negative implication on our profitability. Inefficient procurement practices in raw materials can lead to higher procurement costs and affect profit margins. Supply chain disruptions, such as crop failures or transportation issues, can lead to production delays and revenue losses. Lack of access to reliable and sustainable sources of raw materials can lead to supply shortages and higher procurement costs, which can affect production levels and revenues.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Water Management	Risk	As a water-intensive industry, the Company is vulnerable to water scarcity and quality issues, which can disrupt its operations and increase costs. Therefore, water management is a risk for the Company.	<p>Dwarikesh Sugar Industries has implemented several measures to mitigate the risks associated with water management, including:</p> <p>Reducing water consumption: The Company has implemented measures to reduce water consumption in its manufacturing process, such as improving the efficiency of its equipment and implementing a closed-loop system to recycle water. To further our actions to reduce water consumption we encourage & assist our farmers to use drip irrigation system so as to optimize water usage, reducing water wastage and maximized crop yield.</p> <p>Rainwater harvesting: The Company has also implemented rainwater harvesting systems to capture and store rainwater for use in its manufacturing process.</p> <p>Water stewardship initiatives: Dwarikesh Sugar Industries has partnered with various organizations and stakeholders to promote water stewardship initiatives and sustainable water management practices including installation of ZLD mechanism at plant locations.</p> <p>Monitoring and reporting: The Company closely monitors its water consumption and wastewater discharge and regularly reports its water usage and quality metrics to stakeholders.</p> <p>Strict adherence to the regulations and integrated water management systems helps us further mitigating this compliance related risk factor.</p> <p>These measures help the Company to minimize the risks associated with water scarcity, water quality, and regulatory compliance, while also improving its operational efficiency and reducing its environmental impact.</p>	Negative Implication: Penalty charges can be implied due to lack of adherence to the norms and regulations mandated by Central and State Pollution Control Boards.
4	Research & Development	Opportunity	<p>Research and development are considered an opportunity for Dwarikesh Sugar Industries. By investing in R&D, we can develop new and innovative products, improve manufacturing processes, and enhance overall competitiveness in the market. This can lead to increased revenue streams, improved product quality, and stronger customer relationships.</p> <p>Moreover, R&D can help us stay ahead of our competitors by continuously improving our products and processes, which can lead to increased market share and brand recognition. This can also help the Company to explore new market opportunities and expand its business in new geographies.</p> <p>Additionally, R&D can also help the Company to explore new and sustainable sources of raw materials, which can help to reduce its environmental impact and improve its reputation among customers and stakeholders.</p>	<p>Dwarikesh Sugar Industries is investing in research and development to tap into the opportunities of developing new products and improving existing ones. The Company has a dedicated R&D team that focuses on enhancing sugar recovery rates, developing new sugarcane varieties, and exploring opportunities for diversification into other areas such as biofuels and renewable energy. Additionally, the Company is collaborating with academic and research institutions to leverage its expertise and stay up to date on the latest technologies and trends in the industry.</p> <p>Dwarikesh Sugar Industries is also exploring new markets for its products through R&D efforts.</p>	Positive Implication: It has a positive implication in the long term as it ensures cost saving and enhanced revenue



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Community Relations	Opportunity	Building strong relationships with the communities around our operations is critical to maintaining our social license to operate and minimizing the risk of community opposition or conflict.	We closely connect and engage with our communities and address their concerns by working at the grassroots level through interventions in education, women's empowerment, agriculture, skill development, environment, social awareness, health, employment opportunities, and collaborating with local agencies. By doing so, we are creating a positive impact in the communities where we operate.	Positive financial implications: Good community relations can lead to increased brand awareness and loyalty, which can result in higher sales and profits. Positive relationships with local communities can result in smoother operations and fewer disruptions, which can improve productivity and efficiency. Engaging with local communities can also lead to the identification of new business opportunities and potential customers, which can expand the Company's revenue streams.
6	Health & Safety	Risk	Hazardous operations, employee safety is crucial but there can be unforeseen accidents	We have a planned safety committee which meets quarterly to discuss safety related issues and address any new suggestions to make the workplace safer for the employees. We always provide our employees with safety gear and equipment to make sure they are safe Our accident rates are lowest due to all precautions we take at our plants	Positive implications: A strong health and safety culture can result in fewer workplace accidents, leading to reduced costs associated with medical treatment, worker compensation claims, and production downtime. Improved health and safety conditions can also enhance employee satisfaction and retention, leading to increased productivity and efficiency, along with reduced costs associated with hiring and training of new employees. Negative implications: Failure to comply with health and safety regulations and standards can result in legal and regulatory fines, litigation costs, and reputational damage. Workplace accidents can result in production downtime, which can lead to reduced revenues and profits.
7	Labour Practices	Risk and Opportunity	Risk: Poor labour practices such as employee mistreatment, low wages, or unsafe working conditions can result in high turnover rates, negative publicity, and even legal action, all of which can impact the Company's financial performance and reputation. Opportunity: Strong labour practices such as fair compensation, safe working conditions, and employee development programs can lead to increased employee loyalty, improved productivity, and a positive public image, which can all have positive financial implications for the Company. Therefore, it is important for companies to manage labour practices effectively to mitigate potential risks and maximize opportunities for growth and success.	At Dwarikesh Sugar, we have implemented various measures to ensure that we maintain a safe and healthy work environment for our employees, provide regular training and development programs to enhance their skills, and adhere to all relevant labour laws and regulations. We believe in promoting diversity and inclusion in our workforce and have a zero-tolerance policy towards any form of discrimination or harassment. We encourage employee engagement and participation in decision-making processes to foster a sense of ownership and commitment towards the Company. Additionally, we follow the regulations as mandated by the UP-wage board to ensure our workers receive equal pay, and we also adhere to the UP-Wage act. These measures help to minimize the risk of legal and reputational damage and promote a positive work culture, which can lead to higher employee satisfaction and productivity.	Positive Implication: Good labour practices can lead to higher employee satisfaction, better employee retention, and increased productivity. This can result in improved operational efficiency, reduced recruitment costs, and higher profitability. Additionally, promoting diversity and inclusion in the workforce can lead to a broader range of perspectives and ideas, which can contribute to innovation and better decision-making. Negative Implication: Poor labour practices can lead to legal and reputational risks, such as employee lawsuits, regulatory fines, and damage to the Company's brand image. It can also lead to decreased productivity, high employee turnover, and increased recruitment and training costs. This can negatively impact the Company's financial performance and lead to decreased profitability.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Waste Management	Opportunity	Proper waste management practices can help us reduce costs, increase efficiency, and minimize our environmental impact. By implementing effective waste reduction, reuse, and recycling strategies, we can also create new revenue streams and improve our reputation among stakeholders.	We ensure waste management through our waste to wealth approach, and we also recycle our plastic waste under EPR. We regularly review and update our waste management policies and procedures to ensure they align with current best practices and regulatory requirements.	Positive: It can help to reduce the cost of waste disposal and transportation, as effective waste management practices can lead to a reduction in the amount of waste generated. This can result in lower costs associated with waste disposal and transport. Additionally, proper waste management can lead to increased efficiency in the use of raw materials, as waste can be recycled or reused in production processes. This can lead to cost savings associated with the purchase of new raw materials. Finally, proper waste management practices can help to minimize the risk of legal and reputational damage associated with improper disposal of waste, which can have significant financial implications.
9	Climate Risk	Risk	The risk associated with climate change for Dwarikesh Sugar can be significant. Climate change can impact the availability and quality of sugarcane, which is the primary raw material for sugar production. Changes in temperature, rainfall patterns, and extreme weather events can reduce crop yields and quality, affecting the Company's revenue and profitability. Additionally, climate change can increase the frequency and intensity of natural disasters, such as floods and droughts, which can disrupt operations, damage infrastructure and equipment, and increase production costs. Furthermore, climate change can lead to changes in regulatory and market conditions, affecting the demand and price of sugar and other products.	We do not have any mitigation measures to tackle climate change related risk. However, we make sure that our production process is not hampered, and timely production and delivery of products is ensured.	Negative: The financial implication of climate risk is substantial. It may have a negative financial impact. As our raw material is an agricultural product, it could be impacted due to severe change in the climatic conditions which could directly impact Company's economic performance. Failure to adapt to these changing conditions can result in reputational damage, financial losses, and market share decline.
10	Energy & Emissions	Opportunity	By investing in renewable energy and reducing emissions, Dwarikesh Sugar can reduce its operational costs, improve its environmental impact, and potentially benefit from incentives and carbon credits. Additionally, the Company's commitment to sustainability can enhance its brand reputation and potentially attract environmentally conscious customers and investors.	We have implemented various measures to reduce our greenhouse gas emissions, such as increasing the use of renewable energy sources like bagasse and investing in energy-efficient equipment. Additionally, we have also explored the possibility of generating revenue by selling excess energy back to the grid. Through these efforts, we aim to not only minimize our environmental impact but also create value for our stakeholders.	Positive: These initiatives not only help us to mitigate the risks associated with climate change but also have a positive impact on our financial performance by reducing our energy costs. It may have a positive financial implication in the longer term.



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES



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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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**	<ol style="list-style-type: none"> 1. Insider Trading Code of Conduct - P1: https://www.dwarikesh.com/pdf/2022/Insider%20Trading%20Code%20of%20Conduct.pdf 2. Composition of Various Committees - P1, P9, P2: https://www.dwarikesh.com/Composition%20of%20Board%20and%20Various%20Committees.pdf 3. Dividend Distribution Policy - P1: https://www.dwarikesh.com/pdf/2022/Dividend-Distribution-Policy.pdf 4. Policy on Corporate Environment - P3, P6: https://www.dwarikesh.com/pdf/2021/Corporate-Environment-Policy-Copy-signed.pdf 5. Policy on Determination of Materiality of Events - P1: https://www.dwarikesh.com/pdf/2018/Policy-on-Determination-of-Materiality-of-Events.pdf 6. Policy on Directors' Appointment and Remuneration - P3, P8: https://www.dwarikesh.com/pdf/2018/Policy-on-Directors-Appointment-and-Remuneration.pdf 7. Policy on Material Subsidiaries - P4: https://www.dwarikesh.com/pdf/2018/Policy-on-Material-Subsidiaries.pdf 8. Policy on Preservation of Documents - P7: https://www.dwarikesh.com/pdf/2018/Policy-on-Preservation-of-Documents.pdf 9. Related Party Transactions Policy - P1, P4: https://www.dwarikesh.com/pdf/2018/Related-Party-Transactions-Policy-1.pdf 10. Terms of Appointments of Independent Directors- P1: https://www.dwarikesh.com/pdf/2022/Terms-of-Appointments-of-Independent-Directors.pdf 11. Whistle Blower Policy - P1, P3, P4, P5: https://www.dwarikesh.com/pdf/2018/Whistle-Blower-Policy.pdf 12. Archival Policy - P4, P7: add the following link after P7: https://www.dwarikesh.com/pdf/2018/Archival-Policy.pdf 13. Familiarization Programme for Independent Directors - P1: https://www.dwarikesh.com/Familiarisation%20Programme%20for%20Independent%20Directors%20(amended%2020.03.2023).pdf 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes,								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No,								
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									
Principle 2									
Principle 3									
Principle 4									
Principle 5									
Principle 6									
Principle 7									
Principle 8									
Principle 9									



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<p>We are committed towards the ESG factors as given below,</p> <p>Environmental: We have started accounting our Scope 1&2 emissions from this year onwards and will be using this as a baseline to reduce our emissions in a phased manner and we plan to initiate the understanding of our Scope 3 emissions using a similar approach. We also aim to further reduce our ground water consumption in due course.</p> <p>Social: As a responsible corporate citizen, Dwarikesh Sugar is committed to engaging with local communities and promoting social and economic development. To fulfil this commitment, we have set targets to enhance our engagement with the communities where we operate and address their concerns in business decision making by setting up a robust mechanism. We aim to work closely with local stakeholders to create sustainable development opportunities that benefit both the community and our business.</p> <p>We also aim to increase the percentage of employees and workers who receive regular training and development opportunities, and also expand our efforts to provide training and development and awareness programs to our value chain partners, including suppliers and farmers.</p> <p>Governance: At Dwarikesh, we are committed to upholding ethical and sustainable business practices and are committed to take a re-look at our current policies to ensure these policies serve as a guide for all our business activities, with a structure of transparently and regular monitoring and reporting on our progress.</p>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<p>In this report, we have provided an overview of our current performance across various indicators related to business responsibility and sustainability. While we have disclosed our current performance, we recognize the need for continued improvement in these areas. As such, we are committed to setting specific goals and targets to guide our efforts towards achieving a more sustainable and responsible business model.</p> <p>Since this is our first Business Responsibility and Sustainability report, we are in the process of setting specific goals and targets. We plan to begin sharing our progress towards these goals in next year's report</p>								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) –	<p>At Dwarikesh Sugar Industries Limited, we strive towards protecting the environment and strengthening our values as we progress towards becoming a responsible sugar and energy Company in India. Apart from sugar, we also produce ethanol and industrial alcohol which are used as biofuels and contribute to our transformation into an energy Company.</p> <p>We focus on consuming less and manufacturing effectively with minimal impact on the environment by adhering to environmental regulations and standards as mandated by law. We ensure sustainable sugar and energy production while creating value for farmers and community, along with sustaining a business ecosystem.</p> <p>Our approach to sustainability is characterized by our efforts on water conservation, energy use reduction, resource efficiency, waste minimization, impacting lives of local communities and conducting business responsibly. We are committed to enhancing our sustainability performance through a prioritization of the 12 material topics, which includes our ethanol and industrial alcohol production, categorized under the pillars of sustainable production, environmental conservation, and empowerment of the local communities.</p> <p>We recognize that sustainability is integral to our long-term success and are committed to continuous improvement. By focusing on these key areas, we aim to drive meaningful progress and positive impact. We will continue to monitor and report on our progress, and to engage with our stakeholders to ensure that we are meeting their expectations and contributing to a sustainable future.</p>								
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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ policies	Shri B. J. Maheshwari (Managing Director and Company Secretary-and-Chief Compliance Officer) Tel: 022 22042945 email: bjmaheshwari@dwarikesh.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes. We have formulated “ESG Committee”, which oversees matters related to sustainability. It is responsible for providing direction to the management on formulation of ESG initiatives and monitoring the Company’s progress and performance on its long-term ESG commitments and targets.								

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								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Performance against the above policies and follow up action is carried out for each principle.								
Performance against above policies and follow up action	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) The board committee reviews the performance against the policies on a quarterly basis.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee Review is carried out by the board committees and if required by the Board of Directors at their meetings also.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) The board committee reviews the policies on a quarterly basis.								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No, we haven’t conducted any independent assessments or evaluations by any external organizations. The Board committees examine how these policies are implemented.								

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

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



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



Dwarikesh Sugar Industries Limited (DSIL) recognizes that ethical behavior in all operations, functions and processes is the cornerstone of our businesses which guides our economic, social, and environmental responsibilities. At DSIL, we believe in nurturing our relations with the stakeholders by promoting ethical practices and transparent business conduct. Trust lies at the core of all our relations, be it with employees, customers, vendors and suppliers, farmers, or shareholders. We are continuously working to maximize the stakeholder value by creating a business framework of fairness, responsibility, and accountability.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	10	Impact of Covid-19 1. Impact of Covid-19 on Financial & Operational Performance of the Company 2. Financial Results and Performance Internal, Risk & Health Management 1. Internal Audit Plans 2. Internal financial controls and Risk Management Systems 3. Employee Health & Safety measures Legal and Regulatory Compliance 1. Compliances with various applicable laws 2. Discussion on various Amendments in statutory laws applicable to the Company 3. Relaxation provided by Statutory Authorities due to Covid-19	100%
Key Managerial Personnel	10	Impact of Covid-19 1. Impact of Covid-19 on Financial & Operational Performance of the Company 2. Financial Results and Performance Internal, Risk & Health Management 1. Internal Audit Plans 2. Internal financial controls and Risk Management Systems 3. Employee Health & Safety measures Legal and Regulatory Compliance 1. Compliances with various applicable laws 2. Discussion on various Amendments in statutory laws applicable to the Company 3. Relaxation provided by Statutory Authorities due to Covid-19	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	15	Food safety training: <ol style="list-style-type: none"> 1. Advance Manufacturing + COVID19 Guidelines 2. TACCP (Threat Assessment and Critical Control Point) and VACCP (Vulnerability Assessment and Critical Control Point) in a food environment. 3. Healthy Food Consumption: A Smart Approach 4. What is Food Fraud 5. Approach to Food Fraud Mitigation 6. TACCP/VACCP Guideline 	100%
Workers	15	Food safety training: <ol style="list-style-type: none"> 1. Advance Manufacturing + COVID19 Guidelines 2. TACCP (Threat Assessment and Critical Control Point) and VACCP (Vulnerability Assessment and Critical Control Point) in a food environment. 3. Healthy Food Consumption: A Smart Approach 4. What is Food Fraud 5. Approach to Food Fraud Mitigation 6. TACCP/VACCP Guideline 	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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary*					
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/judicial institutions	Amount (In Million)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	District Magistrate	0.02	Notice was issued under the Sugarcane Act as on inspection, Sugarcane weighment was found in excess. Our reply to the said Notice was rejected and the security amount was forfeited by the District Magistrate.	No
Penalty/ Fine	Principle 1	State Excise Department	0.05	penalty on low recovery of molasses	No
Penalty/ Fine	Principle 1	State Excise Department	0.05	penalty on low recovery of molasses	No
Compounding fee	Principle 1	Cane Inspector	0.038	Compounding fee was deposited as some minor irregularities were found at Cane centers by the Weighment Inspector.	No
Compounding fee	Principle 1	State Excise Department	0.2	Shortage of Molasses Storage	No
Compounding fee	Principle 1	State Excise Department	0.05	Shortage of Molasses Storage	No



Non-Moentary*					
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In Million)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	Non-Monetary fines & penalties are not applicable to Dwarikesh Sugar Industries Limited as no cases were reported regarding the same.				

*These cases pertain to and are a part of our daily business operation with minor penalties. Hence, these have not been uploaded on the website.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable, as we have not preferred any appeal for any of our monetary cases mentioned above.	

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.

Though DSIL does not have a specific anti-corruption and anti-bribery policy. However, our operations are governed as per the Code of Business Conduct and Ethics & Whistle Blower Policy which is available on our website.

Web link to our code of conduct: https://www.dwarikesh.com/pdf/2018/Code_of_Conduct_for_Senior_Management_and_Director.pdf?abc=1

Weblink to our Whistle Blower Policy: <https://www.dwarikesh.com/pdf/2018/Whistle-Blower-Policy.pdf>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Not Applicable as no disciplinary actions have been taken against our Directors/KMPs/ employees/workers for FY 21-22 and FY 22-23.	
KMPs		
Employees		
Workers		

6. Details of complaints about conflict of interest:

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	There were no cases received related to conflict of interest of directors in both the financial years 2022-23 and 2021-22.			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	There were no cases received related to conflict of interest of KMPs in both the financial years 2022-23 and 2021-22.			

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.

Since there were no complaints regarding conflict of interests of Directors/KMP, no corrective actions were required to be taken in the current year.

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
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We conduct seminars and awareness programs to educate the farmers about the latest techniques to improve the yield per hectare. Further, we provide inputs for better agri-practices, and provide them with fertilizers and pesticides at subsidized prices. Additionally, we have been assisting farmers with crop assessment through the use of satellite data.

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.

The Company has internal control systems and policies in place to manage conflict of interest involving members of the board. We also have a code of conduct for senior management and directors in place to manage conflict of interests among them which can be accessed through https://www.dwarikesh.com/pdf/2018/Code_of_Conduct_for_Senior_Management_and_Director.pdf?abc=1

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



We at Dwarikesh Sugar Industries Limited, believe that sustainable production and consumption are inextricably linked, and that they both contribute to improving the quality of life and protecting and preserving the earth's natural resources. In the manufacturing of our products, we prioritize safety and resource efficiency.



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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	We do not have a separate department categorized as R&D. Our research and development activities are embedded within our Capex expenditure as mentioned below.
Capex	INR 97.02 million	INR 3.16 million	<ol style="list-style-type: none"> 1. We have implemented the zero liquid discharge (ZLD) process within DSIL to ensure that no industrial effluents are released into the environment. It is accomplished by first recycling wastewater, followed by recovery and reuse for industrial purposes. 2. We have installed a Condensate polishing unit (CPU) in the distillery for treating and removal of trace dissolved minerals and suspended matter to remove all soluble impurities and protect the high-pressure boilers.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, we have procedures for sustainable sourcing as we engage in procuring the basic raw material-Sugarcane from the local farmers/Nearby farmers, supporting their individual livelihoods.

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

Yes, 100% of inputs were sourced sustainably as we procure all our raw materials from the farmers, who deliver the material on their tractor trolleys at the main gate of the plant. We arrange the pickup for the remaining sugarcane at the centres which are closer to the farmer's village to facilitate the offloading of sugarcane. Once the offloading of raw material is done from these centres, we arrange for the transportation of sugar cane to the plant by our own transportation.

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.

Sugar is the primary product of the Company. The primary cane crushing process produces molasses, which is used to make ethanol. Bagasse and discarded wash, two byproducts of the sugar production operations, are employed as fuels to produce clean energy.

Incineration facilities create boiler ash, an essential soil fertilizer that is high in organic carbon and potash. To further improve the soil's ability to store water and turn rich potash into an agricultural input, we have started giving farmers free boiler ash. The organization disposes the boiler ash in an eco-friendly manner by bio-composting and making manure, which is then combined with press mud. A considerable amount of waste generated through our production is recycled effectively and we ensure minimal environmental damage.

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, as a registered brand owner, DSIL is covered by Extended Producer Responsibility and the Company adheres to the Plastic Waste Management Rules, 2016 as it generates category II plastic waste which is recycled responsibly by third party recyclers. As of 31st March 2023, the Company has recycled 100% of plastic waste amounting to 863.90 MT.

According to the guidelines we generate category II plastic packaging waste which is recycled responsibly by third party.

Leadership Indicators

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

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 weblink.
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No, DSIL provides the highest quality sugar produced in India while incorporating sustainable practices throughout the production and distribution cycles. However, no Life Cycle Assessment is carried out for our products. We ensure that all our operations and activities follow the national and regional regulations to keep our environmental and social impact at a minimum level.

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
DSIL is dedicated towards providing highest quality sugar produced in India using industry best practices and following a sustainable model of production and distribution. However, no Life Cycle Assessment is carried out for our products.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Bagasse	This is not applicable as we do not recycle or reuse any of the input materials.	
Molasses	Our production processes and products at Dwarikesh are designed in a manner and are of such nature that minimizes the need for recycling, reusing or safe disposal of our products and packaging. Our focus is on creating sustainable products that are safe to use and dispose of and have a minimal environmental impact.	

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

We recycle our plastic packaging waste and hazardous waste as per CBCB guidelines and we do not produce E-waste as all the E waste for example: Printer, at the end of life is sold in the buyback schemes offered by the hardware companies.

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	-	863.9 MT	-	-	375 MT*	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	0.6 MT	-	-	-	-

**As per the Government regulations, in the previous year it was mandatory for the Company to recycle 30% of the total waste generated. Hence, the number is less as compared to the number reported in the current year. For FY 2022-23, the government has made it mandatory to recycle 100% of the waste generated. All the waste generated in the current year is recycled completely through authorized third-party vendors.*



5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Yes, we reclaim our product in cases where the moisture content of sugar is questioned, and we replace the product with the help of our sales team.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Sugar	The percentage is nil for the current year.

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



Diversity and inclusion are critical to an organization's success, and we at DSIL support all policies and practices that promote equity, dignity, and well-being. We strive to provide a positive work environment for all employees involved in our business operations as well as all value chain partners.

Essential Indicators

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

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	465	-	-	370	79.5%	-	-	-	-	-	-
Female	15	-	-	5	30%	15	100%	-	-	-	-
Total	480	-	-	375	78.1%	15	100%	-	-	-	-
Other Than Permanent Employees											
Male	Nil										
Female	Nil										
Total	Nil										

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

Category	% Of employees covered by										
	Total (A)	Health insurance		* Accident insurance		*** Maternity benefits		** Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent employees											
Male	924	924	100%	924	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	924	924	100%	924	100%	-	-	-	-	-	-
Other Than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*Accident insurance is only provided to workers and employees operating heavy machinery and who are exposed to risks related to work.

** There are no benefits as paternity leaves

***None amongst the workforce took maternity leave during the financial year 2022-23.

2. Details of retirement benefits.

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	NA	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	Yes
ESI	Employee State Insurance (ESI) is not applicable for our employees and workers because we are a seasonal industry					

* Gratuity is a terminal benefit which is paid the Company to the employee and the same is over and above the CTC as contractually agreed.

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.

Our offices are accessible to differently abled visitors and employees. To ensure smooth movement for persons with disabilities we have built ramps and inculcated the Company owned means of transport for the mobility of such personnel within our organization and we are focused on improving the facilities as and when the need arises. While our plants and factories do not currently have provisions for differently abled employees and visitors, we are committed to improving our facilities and making them more inclusive as and when the need arises. We believe in creating a welcoming and accessible environment for all members of our community and will continue to explore ways to ensure that everyone can participate fully in our operations.

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.

At DSIL, we are committed to ensuring equal opportunities for all individuals, regardless of their background or identity. Although we have not yet created a formal equal opportunity policy, we have integrated this principle into our Code of Conduct as part of our commitment to creating a diverse and inclusive workplace. You can find a link to our Code of Conduct below.

Web link to our code of conduct: https://www.dwarikesh.com/pdf/2018/Code_of_Conduct_for_Senior_Management_and_Director.pdf?abc=1



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, as in the current financial year none of the personnel have taken parental leave.			
Female				
Total				

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

	(If yes, then give details of the mechanism in brief)
Permanent Workers	<p>The Grievance Redressal Forum has been established in order to provide the best forum for open discussion and to settle all workplace related grievances at the local level with the involvement of labour representatives and the management. The major goal is to create the best working circumstances, a positive workplace culture, and to help our employees form a relationship of trust with their employer.</p> <p>The forum's members gather whenever a complaint is raised or made by an individual. Additionally, it gives the employee the freedom to express their opinion or ideas.</p> <p>We have set up three boxes near our time office in each unit and Cane Department for the farmers out of which 2 are for Suggestions and one of them is a Grievance box set up near the time office.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	480	205	42.7%	464	195	42%
Male	465	205	44%	450	195	43%
Female	15	-	-	14	-	-
Total Permanent Workers	924	750	81.1%	901	770	85%
Male	924	750	81.1%	901	770	85%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers on:

Category Benefits	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation**		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	465	224	48.17%	29	4.73%	457	123	27%	-	-
Female	15	3*	20%	-	-	15	-	-	-	-
Total	480	227	47.29%	29	4.73%	472	123	26%	-	-
Workers										
Male	923	923	100%	-	-	942	405	43%	-	-
Female	1	1	100%	-	-	-	-	-	-	-
Total	924	924	100%	-	-	942	405	43%	-	-

*Training given only to female employees at Dwarikesh Nagar unit on health and safety measures

**Trainings in skill upgradation include certified masterclass for expertise on POSH, Certificate Masterclass on Effective HR Audit by CII, Training Program on Managing High Performance Teams & Conflict through Transactional Analysis, Masterclass on GST, Modelling of Indian sugar industry in diversification era.

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

Category*	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	465	465	100%	457	457	100%
Female	15	15	100%	15	15	100%
Total	480	480	100%	472	472	100%
Workers						
Male	923	923	100%	942	942	100%
Female	1	1	100%	-	-	100%
Total	924	924	100%	942	942	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, what is the coverage of such a system?

Yes, we have an occupational health and safety management system which ensures safety of our employees working in plants and are engaged in hazardous activities

We have displayed signboards and precaution signs in the plant to warn against hazardous areas and other risk related zones and we have also made it mandatory for all personnel to wear a helmet before entering the premises as it is crucial for individual safety.

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

To identify work related hazards and protect our employees safe, we conduct on-site visits to the plants to identify any hazards that exist, and we fill out work permits before beginning the work.

We also provide our employees with safety gear like helmets, gloves, and Personal Protective Equipment (PPE) to ensure that they are protected and safe as they work in hazardous areas.



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

Yes, we provide training to our workers who are engaged in management of hazardous operations in order to ensure that they are aware of the hazards and thereby minimize the hazard related risks for them.

The management conducts periodic plant and safety inspections, coupled with audits to enhance process effectiveness and compliance.

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

The Company has created medical hospitals in two manufacturing units. We also have another medical facility, The Narbada Medical Centre, which is accessible to all the workers and employees. The center operates all 7 days and has emergency and first aid facility along with general OPD and ambulance facility for patients

We also conduct various health awareness camps annually wherein doctors specializing in various fields are invited for medical diagnosis and treatment for all:

1. Annual Vision test is conducted for the employees in collaboration with the CL Gupta Institute, Muradabad
2. We also conduct vaccination camp for the children of employees.
3. We collaborate with Max Hospital and Metro Hospital regularly to organize a heart, lung, and Orthopedic camp.
4. Dental & oral hygiene camp is also organized
5. Physiotherapy camp is organized
6. Yoga camps are organized regularly
7. Blood Donation camp is organized regularly, and participation is voluntary
8. Vaccination camp for Hepatitis-B, Typhoid, Covid is being organized on a regular basis
9. Immunization of children is being organized under universal immunization program introduced by the government
10. Frequent medical checkup of Employees is also taken care of especially those who are working in sensitive areas like Bio-composting site, Distillery plant, Hazardous prone stations, and employees in the sugar plant

As of December 2022, we have treated and diagnosed 9,923 patients including our employees and workers.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0*	0*
	Workers	-	-
Total recordable work-related injuries	Employees	2	-
	Workers	5	11
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

**Total lost Time Injury Frequency Rate (LTIFR) is negligible.*

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

In order to ensure a safe and healthy workplace, we have constituted a Works Committee to resolve problems at the grassroots level with joint participation of the workmen and the management.

The members of the works committee meet before and after the crushing season to review the previous year working progress and provide new suggestions about the safety of workplace and what measures should be taken to ensure the workers are safe and have access to a hygienic workplace.

Additionally, we hold quarterly meetings of the safety committee where suggestions are made regarding how to ensure a safe and healthy workplace, concerns regarding current suggestions are addressed, and new suggestions are discussed.

We also conduct periodic plant safety inspections, coupled with audits to enhance process effectiveness and compliance and as a part of our responsibility towards our employees and workers we have instilled a behavioral safety program across manufacturing facilities to ensure safety and security of the unit concerned.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety			We have not received any complaints on working conditions and health and safety in both FY 2022-23 and FY 2021-22. However, we do have processes and systems in place to address complaints and grievances of our employees and workers. These include Grievance Redressal Forum and Works Committee. Under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redress) Act, we have also established an Internal Complaints Committee at all our offices and units, which is chaired by Ms. Priyanka G. Morarka. The committee has not received any complaints in both FY 2022-23 and FY 2021-22.			

14. Assessments for the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	We make sure that all rules are followed, and precautions are taken to make the workplace safe and healthy for our employees. As and when required measures like infrastructure improvement, cleanliness drives are taken up at all units & offices.
Working Conditions	

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

We have a Works Committee in place in order to address any safety related incidents and we also carry out safety audits in order to ensure assessment of the workplace in terms of health and safety practices and working conditions.



Leadership Indicators

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

Yes, we provide Mediclaim Policy as recommended by UP Sugar Mills Association (UPSMA) to our wage workers, senior and junior executive grade workers to cover them for critical illness.

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

We make every attempt to uphold transparency and trust across operations, most of our value chain partners are farmers, and we don't have a procedure or policy in place to verify their statutory dues. The organization's cane management practices also follow government regulations and are coordinated with cane centers. They also include regular scheduling, smooth inventory management, timely procurement, and rapid payment. Additionally, in order to make it practical for farmers, we introduced the e-Mitra app, which allows users to track payments and increase systematic confidence.

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	None of the employees were affected due to work related injuries.		Rehabilitation and resettlement is not applicable as there were no affected employees or workers.	
Workers				

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, we provide transition assistance programs to our workers and employees to ensure continued employability and management of career endings due to retirement.

5. Details on assessment of value chain partners:

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety conditions	No assessment has been carried out for any of the value chain partners for health and safety and working conditions, however we are mindful that all rules and regulations are followed to avoid any health-related risks and make it a safe workplace for all.
Working conditions	

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.

Since we do not carry out any assessment for our value chain partners, corrective actions are not applicable regarding the same.

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



Beyond shareholders and investors, a variety of stakeholders make up the eco-system in which our businesses operate, and as a result, our actions have an impact on the environment, communities, and natural resources. We make sure that the interests of all parties, especially those who might be weak or marginalized, are safeguarded. We also recognize that it is our duty to maximize the beneficial effects of our operations, products, and practices on all our stakeholders while minimizing and mitigating their negative effects.

Essential Indicators

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

In order to establish a fruitful and open partnership, we engage with our stakeholders to forge enduring bonds built on trust and a desire to collaborate. We define our stakeholders to be persons, organizations or groups which have a substantial influence on and are significantly affected by the way in which we do business. With a variety of channels, such as meetings, CSR reports, Annual Sustainability Reports and Press Releases etc., we regularly engage with stakeholders through an active sharing of relevant information, and we ensure a two-way communication with all our stakeholders to ensure effective business growth.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	No	Community meetings	As required	Improving infrastructure, bringing Quality education within reach, providing relief to the needy
Farmers	No	E-Mitra app, IVR calling, messages	As required	Training on agricultural practices, distribution of pesticides at subsidized prices, Provision of Soil testing etc.
Employees	No	Notice Board, WhatsApp, Verbal communication	As required	Training and Development, General Discussions, and briefings.
Community health centers (CHC)	No	Phone/WhatsApp /Face to Face meeting	As required	Current vaccination, Investigation and health care
Technology Vendors	No	Email	As required	System upgradation/ routine check up
Customers	No	Face to face	As required	Redressal of grievances
Regulators	No	As per the necessary means	As required	Compliance check

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.

We constantly work towards addressing the concerns that are most important to our stakeholders and our business in this rapidly changing environment. Understanding these challenges is something we always strive to achieve since doing so enables us to define our strategic priorities and communicate with our stakeholders about the topics that matter most to them. Additionally, we interact with various stakeholder groups to learn about their opinions and worries on the important issues that have been highlighted. It aids in the definition of these tangible elements and the construction of a roadmap for long-term value. Additionally, the material components are selected and shortlisted through this assessment.



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, stakeholder consultation is crucial to the Company’s operations as it is committed towards addressing and safeguarding the interests and concerns of its stakeholders regarding the identification of the key issues which are material to their business. We ensure the same by investing in environmentally friendly processes and technologies that help us in mitigating and minimizing any negative impact. For its key stakeholder, the farmers, we have made efforts to address their concerns by improving their standard of living through our CSR initiatives and obtaining cane at fair and better prices.

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

Farmers are one of the most important stakeholders for our business and we ensure that we maintain cordial relationships with them and ensure that their grievances and issues are addressed effectively. We have taken several initiatives to address concerns of our primary vendors, the farmers:

1. Seminar and awareness programs to educate the farmers of the latest techniques to improve the yield per hectare.
2. Free and subsidized distribution of pesticides and fertilizers
3. Crop assessment with the help of satellite data.
4. Fiscal assistance in the form of sponsoring function for distribution of credit cards to farmers under the aegis of banks
5. Installation of deep submersible pumps for facilitating irrigation.
6. Prompt payment to farmers for sugarcane supplies.
7. Provision of good quality agrochemicals at subsidized rates through the Kisan Sewa Kendras of our sugar mills.
8. Tie-up with various banks for arranging loans at attractive interest rates.

Our unique way of promoting and nurturing farmer relations and evolving progressive partnerships with our other vendors and customers has helped us in multiple ways. It has helped us build a reputation for credibility, integrity, loyalty, and goodwill. And together, these values have helped drive our success story...a story of excellence that spans the entire gamut of our business.

Principle 5: Businesses should respect and promote human rights



Human rights are intrinsic freedoms that every person has the right to exercise individually or collectively, without hindrance. The group, joint venture, suppliers, and everyone else with whom we operate are all subject to the values outlined in our code and rules, which include respect for the human rights and dignity of all stakeholders. The Company intends to deepen skill development, strengthen behavioral and inter-personal capabilities, and define career paths deeper for individual and organizational clarity.

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:

The senior management at DSIL participated in an online workshop programme on sexual harassment at work (Prevention, Prohibition, and Redressal)- POSH, which was conducted by the International Business Intelligence (IBI).

The training program focused on providing understanding on the importance of the law, introduction to the concept of sexual harassment and related terms through case studies, videos, real life examples and grievance redressal mechanism for addressing any harassment issues.

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	480	29	4.73%	457	-	-
Other than permanent	-	-	-	15	-	-
Total employees	480	29	4.73%	457	-	-
Workers						
Permanent	924	-	-	942	-	-
Other than permanent	1,563	-	-	1,394	-	-
Total workers	2,487	-	-	2,336	-	-

*Due to COVID-19, no trainings were held in the financial year 2021-22.

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum wage		More than Minimum wage		Total (D)	Equal to Minimum wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	%		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	465	-	-	465	100%	422	-	-	422	100%
Female	15	-	-	15	100%	15	-	-	15	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	923	-	-	923	100%	942	-	-	942	100%
Female	1	-	-	1	100%	-	-	-	-	-
Other than permanent										
Male	1,563	1,137	72%	426	28%	1,393	1,103	79%	290	21%
Female	-	-	-	-	-	1	-	-	1	100%



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

(₹ in lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	439.12	1	-
Key Managerial Personnel	1	49.91	-	-
Employees other than BoD and KMP	434	35.48	15	24.56
Workers	327	3.71	-	-

Note:

- The median remuneration herein above is derived as a simple average annual salary of the remuneration paid to the lowest & highest paid employees in each group
- Remuneration figures of all the employees include salary, taxable allowances, Bonus, Ex-gratia, Leave encashment, commission & value of perquisites as per Income tax rules.
- Sitting fees paid to Independent Directors are not considered in the above table.
- The above table does not include seasonal employees as they are employed for part of the year only

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)

Our HR department handles all issues related to human rights including complaints and grievances. Our code of conduct and Whistle Blower Policy are well defined when it comes to protecting the rights of our stakeholders and we are committed towards the same. For safety of women at workplace, we have also set up an Internal Complaints Committee at all of our units and offices under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act led by Ms. Priyanka G. Morarka. No complaints have been received by the committee in the current or previous year.

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

The Grievance Redressal Forum has been established in order to provide an opportunity for open discussion and to settle all workplace-related grievances at the local level with the involvement of labour representatives and the management.

The aim is to create the best working circumstances, a positive workplace culture, and to help our employees form a relationship of trust with their employer. Further, we also have an Internal Complaints committee which focusses on addressing issues pertaining to sexual harassment and ensuring safety at the workplace.

Whistle Blower policy is also established as a forum to ensure transparency and ethical business conduct wherein all employees and management can voice their concerns.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labor						
Forced Labor/Involuntary Labor						
Wages						
Other human rights related issues						

No complaints were received regarding any of these human rights related issues in both FY 2022-23 and FY 2021-22.

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

There were no cases reported on sexual harassment and discrimination, however if any such situation arises, the complainant can submit a complaint to his or her Company supervisor and they can also submit a complaint to the Internal Complaints Committee which investigates the matter with utmost priority and provides a satisfying resolution to the complainant.

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

Yes, the principles and guidelines stated in our Code of Conduct highlight the importance of the various human rights aspects and ensures that those principles are adhered to by all the stakeholders to ensure respect towards human rights. All the matters related to human rights are addressed effectively by the concerned departments.

9. Assessments of the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	We do not conduct any assessment regarding these issues, however with proactive vigilance, we make sure that child labor is not practiced, and any other type of harassment is avoided. Our code of conduct also mentions harassment free workplace.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	

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

No such cases yet, but in case of any situation which arises we do have processes and policies to address concerns related to human rights, however in case of any unforeseen situation we will ensure that appropriate corrective action is taken.

Leadership Indicators

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

We have various dedicated committees’ setup in our organization which oversees the incidents related to different matters.

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

We do not conduct due diligence regarding human rights issues; however, we are responsible for the protection of all our stakeholders who are required to follow the code of conduct of DSIL.

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, our offices are designed to ensure accessibility to differently abled visitors

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	We do not assess our value chain partners for any of these issues, but we make sure that they adhere to our policies and code of conduct.
Discrimination at workplace	
Child labor	
Forced/involuntary labor	
Wages	
Others – please specify	



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

No concerns have been reported in the current reporting cycle. Hence, no corrective actions were required

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



We believe, the well-being of society and sustained economic progress depends on environmental stewardship. In order to promote national self-reliance and environmental integrity, we anticipate moving from the production of lifestyle-focused goods to a resource with a higher throughput. We also aim to leave the shadow of cyclicalities behind and achieve corporate sustainability.

Essential Indicators

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (Bagasse + Slop + Corporate offices)	GJ	5,32,880.26	4,93,949.81
Total fuel consumption (B) (Diesel)	GJ	67.54	78.40
Energy consumption through other sources (C)	GJ	-	-
Total energy consumption (A+B+C)	GJ	5,32,947.8	4,94,028.21
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	GJ/INR	0.00002	0.00002

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

No assessment/evaluation/assurance has been carried out by an external agency

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, we have not identified any sites as designated consumers as Perform, Achieve, Trade (PAT) scheme of Government of India is not applicable for DSIL.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters/year)		
(i) Surface water:	-	-
(ii) Groundwater	12,43,064	8,77,487
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12,43,064	8,77,487 *
Total volume of water consumption (in kilolitres)	12,43,064	8,77,487
Water intensity per rupee of turnover (liter/rupee)	0.059	0.041

* Dwarikesh Dham manufacturing unit has taken steps towards value addition by installing a distillery. This initiative resulted in an increase in water withdrawal in FY22-23, since it requires a specific amount of water to function effectively.

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

No, there are no assessments currently being done by any third party. However, an assessment is carried out at an internal level. It's as per meters installed at source. Meters are sealed and certified by meteorological department of state.

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

Yes, we have installed a CPU plant in our distillery along with a MEE slope fired boiler, making it a Zero Liquid Discharge facility at Dwarikesh Nagar and Dwarikesh Dham.

- We have implemented zero liquid discharge (ZLD) process within DSIL to ensure that no industrial effluents are released into the environment. It is accomplished by first recycling wastewater, followed by recovery and reuse for industrial purposes.
- We have installed a Condensate polishing unit (CPU) in the distillery for treating and removal of trace dissolved minerals and suspended matter to remove all soluble impurities and protect the high-pressure boilers.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
1. Sugar Unit, Dwarikesh Nagar			
NOx	Mg/nm ³	7.1	8.1
SOx	Mg/nm ³	3.2	4.6
Particulate Matter (PM)	Mg/nm ³	73.26	111.96
Others- Carbon Mono oxide (CO)	Mg/nm ³	0.20	0.16
2. Sugar Unit, Dwarikesh Dham			
NOx	Mg/nm ³	-	-
SOx	Mg/nm ³	-	-
Particulate Matter (PM)	Mg/nm ³	54.2	64.9
Others- Carbon Mono oxide (CO)	Mg/nm ³	0.16	0.15
3. Sugar unit, Dwarikesh Puram			
NOx	Mg/nm ³	-	-
SOx	Mg/nm ³	-	-
Particulate Matter (PM)**	Mg/nm ³	73.9	86.1
Others- Carbon Mono oxide (CO)	Mg/nm ³	0.18	0.16



Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
4. Distillery unit, Dwarikesh Nagar			
NOx	Mg/nm ³	69.7	67.6
SOx	Mg/nm ³	32.6	30.5
Particulate Matter (PM)	Mg/nm ³	45.8	37.6
Others- Carbon Mono oxide (CO)	Mg/nm ³	0.21	0.20
5. Distillery unit, Dwarikesh Dham			
NOx	Mg/nm ³	84.6	-
SOx	Mg/nm ³	52.4	-
Particulate Matter (PM)	Mg/nm ³	46.1	-
Others- Carbon Mono oxide (CO)	Mg/nm ³	0.22	-

Note: There are no Persistent Organic Pollutants (POP), Volatile organic pollutants (VOC) and Hazardous Air Pollutants (HAP) emitted.

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, the above-mentioned numbers are the results of evaluation carried by Enviro-Tech Services.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 Emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ eq/Mwh	11.07	12.85
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)	tCO ₂ eq/Mwh	96.20	72.48
Total Scope 1 and Scope 2 emissions	tCO ₂ eq/Mwh	107.27	85.33
Total Scope 1 and Scope 2 emissions per rupee of turnover	(tCO ₂ eq/Mwh/ Rupee)	0.0005	0.0005

*Scope 1 Emissions are from Dwarikesh Nagar, Dwarikesh Dham, Dwarikesh Puram which depicts the extent of greenhouse gas emissions that are emitted through the Company owned assets.

**Scope 2 Emissions are from our corporate offices at various locations in Delhi, Maharashtra, and Uttar Pradesh which captures the greenhouse gas emissions through purchased electricity.

As part of our commitment to sustainability, we are pleased to report that our overall scope 1 and 2 emissions amount to 107.28 tco₂eq (grid electricity for offices and diesel consumed in DG sets). We are also proud to highlight the success of our CO₂ scrubber installation, which has mitigated 5167.61 tco₂eq of CO₂ emissions (which is accounting to 48 times of our total emissions), exceeding our expectations and reducing our carbon footprint significantly.

By installing the CO₂ scrubber, we could capture the carbon emissions from our fermentation process and convert them into liquid Co₂ which would otherwise have been accounted for in scope 1 emissions, accounting for the Co₂ emissions through our fermentation process during the manufacturing of ethanol. We strive towards becoming a net zero organization through our continued efforts in this aspect.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency

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

We have not initiated any project. However, we are mindful of our operations and have been fulfilling the regulations and have taken several initiatives to reduce and control our stack emissions in each reporting cycle.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	863.9	375.0
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)-oil and grease	0.6	1.3
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	864.5	376.3

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Category of waste		
(i) Recycled	864.5	376.3
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	864.5	376.3

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

Category of waste		
(i) Incineration	-	1.3
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	1.3

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

To advance research and development, boiler ash, which is regarded as waste, is utilized. Mineral concentration was confirmed to be high. The Company advocates the use of ash in farms based on further research on the test results. By increasing soil porosity, this procedure has made it possible for the soil to hold more water. Farmers have been waiting outside plants for the boiler ash because of the efficient results. Considering this, here is how we turned trash into wealth.

Furthermore, by installing efficient treatment plants, we have made sure that water coming out of our factories is clean and pollution-free. Discharged effluent after treatment is clear and adequately meets the stipulated norms by the pollution control authorities.



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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance is being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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No, we do not have offices/plants located in any of the ecologically sensitive areas

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent External agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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We are conscious of our environmental actions and our sugar manufacturing operations. However, we do not conduct EIA for our projects.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
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Yes, we are following all applicable environmental laws, regulations, and guidelines in India

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources (In Gigajoules)		
Total electricity consumption (A) (Bagasse + Slop)	5,31,769.98	4,93,055.02
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	5,31,769.98	4,93,055.02
From non-renewable sources (In Gigajoules)		
Total electricity consumption (D) (Corporate offices)	432.91	326.2
Total fuel consumption (E) (Diesel)	67.54	78.40
Energy consumption through other sources (F)	-	-
Total energy consumed from	500.45	404.24

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	-
- With treatment – discharge after secondary & tertiary treatment*	5,74,469	5,68,121
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	5,74,469	5,68,121

*The total water discharged is for Sugar units only.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

3. 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:

The Company has operations in 3 locations,

- Dwarikesh Nagar- Bundki Village, Bijnor District, Uttar Pradesh 246762
Extremely fertile, well irrigated land, dozen kms. away from the banks of river Ganga.
- Dwarikesh Puram- Bahadurpur village, Dhampur Tehsil, Bijnor District, Uttar Pradesh
Fertile and well-nourished land, with river Ganga flowing just a few kilometers away
- Dwarikesh Dham- Faridpur Tehsil, Bareilly district, Uttar Pradesh
Low lying region with fertile alluvial soil, on the banks of river Ganga.
 - Name of the area:** we do not have operations in water stressed areas
 - Nature of operations:** Sugar Manufacturing
 - Water withdrawal, consumption, and discharge in the following format:**



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(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		Since we do not have operations in water stressed areas, water discharge is not applicable
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		Since we do not have operations in water stressed areas, water discharge is not applicable
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		Since we do not have operations in water stressed areas, water discharge is not applicable
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		Since we do not have operations in water stressed areas, water discharge is not applicable
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		Since we do not have operations in water stressed areas, water discharge is not applicable
- With treatment – please specify level of treatment		

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

At present, we do not calculate the scope 3 emissions.

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent		

We are not accounting our Scope 3 emissions as yet. Going forward, we are aiming to identify the various avenues of our Scope 3 emissions in due course.

*Scope 3 emissions pertains to the greenhouse gas emissions through our supply chain activities.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Since we do not have any operations in ecologically sensitive areas as mentioned above in essential indicator question 10, assessment of direct and indirect impact of our operations on biodiversity is not applicable to us.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Use of released emissions to operate distillery unit	<p>DSIL used the bagasse emissions that were emitted to run its distillery unit. We made an investment in cutting-edge bag filter technology to treat boiler fuel gas. It met all requirements defined by MOEF.</p> <p>To reduce ambient air pollution caused by suspended particulate matter, we added an electro-static precipitator, wet scrubbers, and bag filters (benchmark below 150 PPM and target below 100 PPM).</p> <p>To reduce ambient air pollution caused by suspended particulate matter, we added an electro-static precipitator, wet scrubbers, and bag filters (benchmark below 150 PPM and target below 100 PPM). We also installed sewage treatment facilities in all of our units (equalization tank, sewage tank and an aeration tank, among others) and also held regular lectures to inform staff about environmental policies during the off-crushing season.</p> <p>Annual Report: https://www.dwarikesh.com/Annual%20Report%202021-22%20(1).pdf</p>	Environmental innovation, employee awareness building, reduced emissions, and sustainable technology adoption
2.	Effluent Management	<p>The Company made investments in cutting-edge technologies for effluents treatment and air quality preservation during the commissioning of all our distillery plants.</p> <p>Continuous distillation under vacuum was introduced to the zero effluent treatment unit to reduce spent wash to 8 kl per kl of alcohol production. The spent wash was concentrated in a multi-effect evaporator, and the generated slop was supplied to the boiler as fuel.</p> <p>Annual Report: https://www.dwarikesh.com/Annual%20Report%202021-22%20(1).pdf</p>	Zero Liquid Discharge, environmentally responsible organization



S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3.	Renewable Energy Initiative	<p>DSIL invested in advanced equipment and technology to conserve electricity and use it judiciously. As a long-term hedge, the organization has generated proprietary renewable (co-generated) power. During the period between 2021-22, the DSIL consumed 1,418 lakh units within its system and sold 1,595 lakh units to the state electricity grid.</p> <p>DSIL also switched from using incandescent lights to LEDs in order to save more energy. In order to promote the use of green energy, the Company also installed solar energy panels in R. R. Morarka Public School.</p> <p>Annual Report: https://www.dwarikesh.com/Annual%20Report%202021-22%20(1).pdf</p> <p>We also provide Solar energy equipment such as solar powered Geysers and electric lights for workers and villages in the neighboring districts. This is to advance the initiative towards Akshya Urja (Renewable energy) program of Government of India</p>	Energy Conservation and sustainable operations
4.	Sulphate removal from Spray Pond and cooling Tower water overflow	<p>In Sugar units, for creating vacuum, cold water is required. Since sugar syrup is clarified by SO₂ gas, some sulphates dissolves in this water. During discharge of surplus water from these spray ponds/ cooling towers, it creates environmental concerns. DSIL evolved a technology to treat this water to remove the sulphates effectively.</p>	The water discharged is as per the CPCB norms, with no negative environmental impacts.

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

There is a Disaster Management plan and onsite emergency plan for each unit of the Company. The plan aims to contain the incident, reduce casualties, and prevent further injuries, implement migratory measures, conduct a swift and efficient relief and rescue operation without needless delay, hasten the return of normalcy, and ensure that every member of the emergency operation, including the response team and employees, is aware of their respective responsibilities in an emergency. Additionally, each unit has a manufacturing license and all other necessary approvals for commercial operation.

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

Currently we are not monitoring or assessing our value chain partners. However, we try to ensure that the value chain partners are adhering to the environment and social rules and regulations of the state, and they also are following our code of conduct. We provide press mud to be used as biofertilizer to reduce the dependence on chemical fertilizer which helps in enhancing the soil health.

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

None of our value chain partners were assessed for environmental impacts, since we do not conduct any assessment for our value chain partners.

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



We at DSIL conduct our business within certain national and international legal and policy frameworks, which guide our development and provide several desired constraints. We have implemented and are continually working to strengthen our corporate governance practices to fulfil the demands of our stakeholders and our societal commitments. In order to do this, we uphold high ethical standards, make sensible business decisions, employ cautious financial management strategies, are professional in our decision-making, and strictly adhere to legal regulations while operating our business.

Essential Indicators

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

We are affiliated with 3 trade and industry chambers including Federation of Indian Chambers of Commerce & Industry (FICCI), Indian Sugar Mills Association (ISMA) and UP Sugar Mill Association (UPSMA)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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 Indian Chambers of Commerce & Industry (FICCI)	National
2.	Indian Sugar Mills Association (ISMA)	National
3.	UP Sugar Mill Association (UPSMA)	State

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
No corrective action has been carried out for anti-competitive conduct since we do not have any cases pertaining to the same		



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 the public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quarterly / Others – please specify)	Web Link, if available
At DSIL, we do not engage in public policy advocacy					

Principle 8: Businesses should promote inclusive growth and equitable development



As a responsible corporate citizen, DSIL believes in empowering the local communities through socio-economic development and our Corporate Social Responsibility (CSR) plays a significant role in helping us achieve our goal and strengthening our commitment towards society.

We have a formal CSR policy in place which have been implemented under the guidance of a focused committee and senior management and through this policy we have ensured development of communities through various initiatives focusing on education and infrastructure development, skill development, women empowerment, health, and well-being.

As a step towards providing quality education, we have made efforts towards infrastructure development through the construction of R.R Morarka Public School and Shree Radheshyam R. Morarka Govt. College along with scholarship programs for the students.

Through the Mahila Vikas initiative, we have set up 222 self-help groups (SHGs) for women as a step towards enhancing their livelihoods and have also provided various skill development trainings to the women which will provide them an opportunity to explore opportunities in which they can support their families.

We constantly work towards enhancing the lives of the communities and creating a positive impact on society.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Weblink
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Not applicable, as there were no projects that required SIA as per law in the current year.

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)
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We do not have any projects that require rehabilitation and resettlement (R&R) as per law in the current year

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

Yes, we do have a redressal mechanism in place for the communities that allow us to exist. However, no complaints were received in either the current or previous year.

Furthermore, the Company has a goal of empowering the underprivileged and weaker sections of society through socio-economic development initiatives.

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

The Company procures sugarcane from thousands of farmers from the neighboring area of the sugar mills. We are interacting with them through SMS & other communication for updating them with various information for updating their knowledge. We make model fields & educate the farmers to learn the best farming practices. We provide seeds to the farmers for planting sugarcane. We provide pesticides to farmers at competitive rates to fight against diseases.

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers (Farmers)*	100%	100%
Sourced directly from within the district and neighboring districts*	100%	100%

**All the sugarcane is procured from MSME/Small producers(farmers) within the district and neighboring districts.*

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
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Since we do not conduct social impact assessment, no corrective actions to mitigate the negative impacts of the same have been taken

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)
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None of our CSR projects falls under the aspirational districts



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

We do not have a preferential procurement policy, however sugar manufacturing being a major agricultural activity, farmers are the key vendors from whom we procure sugarcane.

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

We procure 100% of cane from farmers.

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

100% of our procurement are from local farmers from within the districts or neighboring districts

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
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We do not engage in intellectual property based on traditional knowledge

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

Name of authority	Brief of the Case	Corrective action taken
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Corrective action is not applicable since we do not engage in any intellectual property activities

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.	Scholarships to the needy and Meritorious students	DSIL identified meritorious students through scholarships, encouraging them to sustain their studies, remunerating them for education expenses that prevented them from dropping out. 1,000 girls benefitted from this project	100%
2.	Construction of Shree Radheshyam R. Morarka College building	4,900 students are provided education under this initiative where we aided the construction of the college building	Two Post Graduate Colleges were constructed for everyone, with the aim to ensure community education
3.	Education and livelihood to orphan children	DSIL adopted 10 students during the year and provided education, livelihood and training on entrepreneurship skills	100%
4	Mahila Vikas (Women empowerment initiative)	We contributed to the development of 200 rural self-help groups near the factories to support women with their livelihood.	100%
5	Micro-enterprise development training	At DSIL, we gave women training in micro-enterprise development, pickle and disposable plate production, beauty school, tailoring, dairy, and goat farming. Around 150 women were trained in goat husbandry, 180 in producing agarbatti, 150+ in tailoring, and 90 in bag and paper craft , giving them the skills, they require to sustain their families.	100%
6	Cataract operation	In association with Sahai Eye Hospital and Research Center (Jaipur), we organized a free camp for cataract surgeries and 2,208 villagers had a successful cataract operation	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
7	Kisan Club	With the help of the Agriculture Ministry and other allied State and Central Government ministries, we provided services to five Kisan clubs and their 580 members.	100%
8.	Mega Divyang Camp	Mega composite camp was organized for distribution of assistive aid and devices to the disabled people, creating an impact on 256 people with disability	100%
9.	Blood Donation Camp	Team members of respective units and farmers participated in the blood donation camp organized by NDMC and a total of 256 people across the DSIL group donated blood	The blood donation camp was open to all the employees and the community and hence categorization of beneficiaries is not applicable
10.	Annual Multispecialty Medical camp	A team of specialized doctors were a part of the camp for the treatment of various diseases and 700+ patients were diagnosed and provided medications	Medical camps are organized for the well-being of the community.
11.	Inauguration of the Radheyshyam Morarka Shatabdi Bhavan and announcement of scholarships	Radheyshyam Morarka Shatabdi Bhavan was inaugurated on his 100 th Birth Anniversary, worth of ₹4 Crores . Shri Radheyshyam Morarka Smriti Samman & Annual Scholarship for ₹5,100/- was also announced for the students who performed exceptionally in various streams in college. 9 girls were adopted under the Beti Bachao Beti Padoo scheme and were provided with school essential, transportation facilities and a monthly pocket money of ₹2,400/-	Students performing exceptionally were provided scholarships based on merit and categorization of beneficiaries is not applicable
12.	Maintenance of Kasurba Vidhyalay	Repair & maintenance carried out at Kasturba Gandhi School, Faridpur (a government School)	It is a contribution towards our commitment for Girl education
15.	Provision of Solar energy equipment	Provided Solar Geysers and electric lights for workers and villages	An initiative towards Akshya Urja (Renewable energy) program of Government of India
16.	Donation of School Bus	Donated CNG School Bus to Radhyshyam Morarka Saraswati Vidhya Mandir Meerut a residential School, and a CBSE School for weaker section giving education to children who were engaged in rag picking and adopted by school	An initiative to uplift and educate marginal society kids and also ensuring reducing carbon emission in transporting students to school.
17.	Provision of Safe drinking water at schools	We have provided equipment to access safe drinking water at our educational facilities for children	This initiative helps in easy access to safe and healthy drinking water for children in our schools.

Weblink to CSR policies- <https://www.dwarikesh.com/pdf/2021/Policy-on-Corporate-Social-Responsibility.pdf>

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





At Dwarikesh, we are committed to providing our consumers with goods and services that are not only safe to use but also create value for them. We strongly believe in the freedom of choice for consumers and strive to offer competitively priced products that are easy to use and dispose of in an environmentally friendly manner. Our ultimate vision is to be a shining example of a virtuous and ethical corporate citizen, dedicated to the well-being of our consumers and the planet.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

We believe in investing in people and processes to foster an outperformance culture and increase value through optimal resource integration. We currently have vendor relationships with over 1.54 lakh farmers and are committed to addressing issues raised by our value chain partners through one-on-one counselling with immediate and satisfactory resolutions.

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

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

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

We generally do not receive complaints with respect to the parameters mentioned, as we ensure & maintain ethics, transparency and accountability in all our business operations

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy			No complaints were received			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						

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

	Number	Reasons for recall
Voluntary recalls	No instances of product recalls were recorded	No product recalls were received in terms of safety of our product
Forced recalls		

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

No, although we don't currently have a formal cybersecurity framework or policy in place, we prioritize the security of our internal systems and hardware. Our servers are restricted to internal use only and protected by a firewall, and we take steps such as regular software updates to ensure their continued security. Additionally, we have adopted SAAS services to further enhance our cybersecurity measures. Any issues related to cybersecurity and data privacy are promptly addressed through corrective actions, and we have installed firewalls and two servers, including one external server in Delhi, to further secure our operations.

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 consumers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

We are proud to state that we have had no instances related to cyber security, data privacy, product recalls or regulatory actions, and therefore no corrective actions were required. Our team remains vigilant in ensuring that our systems, products and services adhere to the highest standards of quality and security, and we continue to work towards ensuring that our stakeholders have complete trust in our operations.

Leadership Indicators

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

Our website can be accessed for product-related details. Here is the weblink to our - Products: <https://www.dwarikesh.com/index.html>

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

In order to provide comprehensive information to our valued consumers, we have included our website address on our sugar packaging. This enables our consumers to access any information they may require about our product. Furthermore, we are always available to answer any queries through our email at sales.dn@dwarikesh.com.

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

We have established robust mechanisms to monitor and manage any potential risks of disruption or discontinuation of our essential services. In case of any such risk, we inform our customers through various channels, including our website and direct communication. This helps us to ensure that our customers are well informed and can take the necessary steps to mitigate any potential impact. Additionally, we continuously review and update our contingency plans to ensure that we are always prepared to manage any unexpected disruptions.

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, we follow BIS regulations for the product packaging and information to be contained in the product packaging.

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)

No, at this time, we have not conducted any surveys to gather feedback on consumer satisfaction regarding our major products. However, we do regularly engage with our customers to understand their preferences and feedback on our products.

6. Provide the following information relating to data breaches:

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

We have not received any reports of data breaches since our system is cloud-based and limited to our premises only.

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

There are no instances of data breach in the present year.

Concluding remarks:

At Dwarikesh Sugar, we believe that sustainable and responsible business practices are crucial for the long-term growth and success of our business, while also contributing to the welfare and development of the society and environment we operate in. We are committed to ensuring ethical, transparent, and socially responsible operations across all our business functions. Our efforts towards mitigating various material issues such as climate change, waste management, and labour practices, while tapping into opportunities such as research and development, energy, and emissions management, have helped us create a positive impact on the society and environment we operate in. We remain committed to driving sustainable and responsible business practices and contributing to the development of the communities we serve.