

10th, July 2023

Listing Department
National Stock Exchange of India Limited
Exchange Plaza,
Plot No. C/1, G. Block,
Bandra- Kurla Complex,
Bandra East, Mumbai-400 051

The Department of Corporate Services-
Listing
BSE Ltd.
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400 001

Symbol- DHANUKA

Scrip Code: 507717

Subject: Business Responsibility and Sustainability Reporting

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2022- 23, which also forms part of the Integrated Annual Report for FY 2022-23, submitted to the Exchanges dated July 10, 2023.

This is for your information and record.

Thanking you,
Yours Faithfully
For Dhanuka Agritech Limited

jitin
sadana

Digitally signed
by jitin sadana
Date: 2023.07.10
15:36:15 +05'30'

Jitin Sadana
Company Secretary and Compliance Officer
FCS-7612

Encl: a/a



Annexure 'D'

Annexure – A

**Business Responsibility and Sustainability Reporting by listed entities
SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021**

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L24219DL1985PLC020126
2	Name of the Listed Entity	M/s. Dhanuka Agritech Limited
3	Year of incorporation	13-02-1985
4	Registered office address	82, Abhinash Mansion, 1st Floor, Joshi Road, Karol Bagh, New Delhi -110 005
5	Corporate address	Global Gateway Towers, MG Road, Near Gurudronacharya Metro Station, Gurgaon- 122002
6	E-mail	investors@dhanuka.com
7	Telephone	91-124-4345000
8	Website	www.dhanuka.com
9	Financial year for which reporting is being done	31st March, 2023
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. The National Stock Exchange of India Ltd. (NSE)
11	Paid-up Capital	Rs. 9,11,56,648
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Jitin Sadana, Company Secretary & Compliance Officer, investors@dhanuka.com , 91-124-4345000
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 report is prepared on the standalone basis

II. Products / Services

14	Details of business activities (accounting for 90% of the turnover):			
	Sl.No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	83.06
	2	Trade	Wholesale Trading	16.94
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
	Sl.No	Product / Service	NIC Code	% of total Turnover contributed
	1	Agro Chemicals	20211	100

III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:			
	Location	Number of plants	Number of offices	Total
	National	3	8	11
	International	Nil	Nil	Nil



17	Market Served by the entity:	
a.	Number of locations	
	Locations	Number
	National (No. of States)	PAN basis
	International (No. of Countries)	3
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	0.97%
C.	A brief on type of customers	Dhanuka Agritech Limited is one of India's leading agrochemical Companies and was listed by Forbes Magazine as "200 Best under Billion Companies in the Asia Pacific". We are listed with the BSE Ltd and the National Stock Exchange of India Ltd. The 3 manufacturing units with 39 warehouses and a network of 8 branch offices across the Indian geography caters to 6500 Distributors & around 75,000 Dealers. Supported by a strong R&D division and a robust distribution network helps Dhanuka to reach out to approximately 10 million Indian farmers with its products and services.

IV. Employees

18	Details as at the end of Financial Year:									
a.	Employees and workers (including differently abled):									
	Sl.No	Particulars	Total (A)	Male		Female				
				No.(B)	% (B/A)	No. C	% (C/A)			
	Employees									
	1	Permanent (D)	1041	990	95%	51	5%			
	2	Other than Permanent (E)	16	13	81%	3	19%			
	3	Total employees (D+E)	1057	1003	95%	54	5%			
b.	Differently abled Employees and workers:									
	Sl.No	Particulars	Total (A)	Male		Female				
				No.(B)	% (B/A)	No. C	% (C/A)			
	Differently Abled Employees									
	1	Permanent (D)	NA	NA		NA				
	2	Other than Permanent (E)	NA	NA		NA				
	3	Total differently abled employees (D+E)	NA	NA		NA				
19	Participation/Inclusion/Representation of women:									
	Total (A)	No. and percentage of Females								
		No. (B)	% (B / A)							
	Board of Directors	13	1	8%						
	Key Management Personnel*	2	0	0%						
	*KMPs (excluding Directors)									
20	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
		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	29.5%	42.4%	29.9%	23.1%	24.1%	23.1%	21.2%	9.7%	20.8%



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

21	(a)	Name of holding / subsidiary / associate companies / joint ventures			
	Sl.No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	1	M/s. Dhanuka Agri-Solutions Pvt. Ltd. incorporated in Bangladesh	Wholly Owned Subsidiary	Under Liquidation	No
	2	M/s. Dhanuka Chemicals Pvt Ltd. Incorporated in India	Wholly Owned Subsidiary	100	No

VI. CSR Details

22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in Crore.)	1700.22
	(iii) Net worth (Crore.)	1061.31

VII. Transparency and Disclosure Compliances

23	Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	Communities	NO	0	0	-	0	0	-
	Investors (other than shareholders) *	NA	NA	NA	-	NA	NA	-
	Shareholders	YES	1	0	-	0	0	-
	Employees and workers	YES	0	0	-	6	0	-
	Customers	YES	0	0	-	0	0	-
	Value Chain Partners including Customers	Yes	178	5	-	123	0	-
	* Details of Investors (including Bond Holders) /Shareholder are covered) :- The Company has only Equity Shareholders.							



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						
Sl. 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	Ensuring Food Supply	Risk and Opportunity	<p>Risk: Human population is expected to grow to 9.71 billion by 2050. Ensuring food security for 9 billion+ people is no mean feat.</p> <p>Opportunity: Our approach to ensuring food security involves higher yield, safer food.</p>	The philosophy of the Company is to tie up with innovators, especially Japanese Companies, and launch new products which are safe for use when use within permissible limit, Environmental friendly and have lesser residues for the benefit of the Indian farming community. For instance, our range of biologiq products have been designed to incorporate social and economic concerns. Environmental considerations get incorporated into each proposal through hazard analysis and what-if analysis. We work with the farmers closely to improve the yield and enhance productivity, all our efforts are directed towards their enrichment.	Positive	
2	Board diversity and independence	Opportunity	<p>Opportunity: The company's efforts towards Board diversity and development directly conveys its resolute commitment towards the inclusion of women at the Board and at the company level.</p>		<p>Positive: A strong and diverse Board highlights the Company's efforts towards creating a strong leadership and work environment in addition to creating a positive approach toward company's development and better results.</p>	
3	Water Management	Risk and Opportunity	<p>Risk: Water has been identified as a key material issue under environmental risk. The environmental risks are addressed to emphasize the Company's climate consciousness and its contribution</p>	In order to address concern of Global Warning, Dhanuka Agritech Limited, developed campaign focused on motivating the people for saving minimum 1 (one) litre water daily. The engaging content urged to give back water to farmers for a better tomorrow, was well received by Dhanuka's social	<p>Positive: The Company's focus on strengthening climate and ESG specific initiatives boost long-term value-creation and enables the company to effectively respond to rising stakeholder demands.</p>	



			<p>toward developing mitigation action plans against climate change.</p> <p>Opportunity: Comprehensive water management plans in alignment with the company's environment conservation strategy will highlight the Company's commitment to improving environment water preservation and its contribution towards climate change.</p>	<p>media followers. Many such campaigns saw positive reach in social media platform and created niche for Dhanuka in digital media. Dhanuka leadership also coined a slogan of "Gaon ka paani, gaon mein aur Khet ka pani, khet mein" to create awareness about water conservation.</p>	<p>Negative: Lack of robust initiatives and action plans to contribute to ESG awareness and climate change could adversely impact business operations.</p>
4	Business Ethics	Risk	<p>Risk: ESG compliance risk is linked to non-adherence with the standards and guidelines of all regulatory agencies, focusing on crop care and ensuring minimal negative impact of the products on crops.</p>	<p>The Company is committed to grow in a socially and environmentally responsible way, while meeting the interests of its major stakeholders.</p> <p>In compliance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, Whistle Blower Policy has been implemented as a mechanism for employees, suppliers, contractors etc to report concerns about unethical behavior or actual or suspected fraud of all kinds, including alleged fraud by or against the Company, abuse of authority, whether made by a named complainant or anonymously.</p> <p>· The Policy is a step towards better Corporate Governance and is available on the Company's website.</p>	<p>Positive: Compliance with relevant regulatory requirements pertaining to the ESG domain reflects the Company's commitment towards responsible business practices.</p> <p>Negative: Non-compliance with ESG and regulatory requirements, may affect the Company's image and impact its business continuity in the long term.</p>
5	Transparency, Accountability & Reporting				



6	Sustainable Products	Risk	<p>Risk: Due to the high vulnerability of product quality and safety issues for the Agrochemical sector, addressing risks relevant to product responsibility is critically important. The risk analysis and consecutive mitigation action plans are linked with the standards and guidelines of all regulatory agencies, focusing on responsible pesticide, fungicide, and insecticide, proprietary, and other core governance standards.</p>	<p>Dhanuka's multiple products are in the category of having social or environmental concerns, risks and/or opportunities.</p> <ul style="list-style-type: none"> a. Suelo: Soil Health Enhancer b. MYCORE: Bio Fertilizer c. PGR's Plant growth regulators for healthy crops d. BiologiQ: Insecticide, fungicide and plant nutrition products that is sustainable, environmental friendly and safe for use. <p>We educate, emphasize and encourage our farmers to use modern agriculture practices for enhancing production by resulting saving in energy and water of the initiatives are;</p> <ul style="list-style-type: none"> -Soil Testing: at our R&D facility in Palwal, Haryana. -Crop Insurance: Our Company is publicizing highlights of Pradhan Mantri Fasal Beema Yojna (PMFBY) in our Monthly advisory for the farmers and our field staff has the necessary brief of opening their meetings-field visits, trainings, on-farm demonstrations etc. -Improved Seeds and Seed Treatment: Dhanuka Group is providing machines for seed treatment at the farmer's door-step, conducting on-farm demonstrations by the Krishi Vigyan Kendras (KVK), developed a jingle (Har Beej ko Suraksha Ka Teeka, Jaise Har Bache Ko Polio Ka Teeka) which was adopted by the Govt. of India as a part of its campaign. <p>Judicious use of Pesticides: Our Company advocates safe and judicious use of pesticides and following the recommended dose and application methods.</p> <p>Trainings and demonstrations are regularly organized to upgrade skills in handling spray pumps, selection of appropriate nozzle, safe storage of pesticides, disposal of containers after use, precautions for the person handling pesticides.</p>	<p>Positive: Compliance of products on the aspects of quality and safety from all relevant regulatory requirements, highlights the Company's commitment as well as integrity towards crop safety.</p> <p>Negative: Identification of major issues from the aspects of product safety and quality may lead to penalties and warnings from relevant regulatory authorities. Further, it may have an adverse impact on the brand image and value.</p>
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Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

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	https://www.dhanuka.com/corporate-governance/key-policies								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015, ISO14001:2015, ISO 45001: 2018 National Guidelines on Responsible Business Conduct (NGRBC)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has identified material ESG issues which will help Dhanuka in setting targets and measures. Dhanuka strives to become a sustainable organization and in the process of developing or setting targets for its business.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Dhanuka is committed to enhancing Sustainability practices in a formal manner by adopting the guidelines defined under NGRBC and will work on developing targets and measuring performance against them.								



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)	The narrative of Indian agriculture is also continuously changing, with increasing digitalization, technology, and research. Farmers can now use simple tools to receive timely updates and relevant information. From soil issues, climate, weather prediction, and sustainable irrigation to supply chain gaps, better yield, and higher incomes, today's technology can address most of the farmer's challenges. Dhanuka has adopted a comprehensive approach to improve its triple bottom line (i.e., People, Planet and Profit) performance by integrating sustainability considerations in its business practices, decision-making, operations, and products. Dhanuka understands that the inclusion of sustainable practices is critical for surviving and thriving in the long run and therefore Dhanuka is diligently looking at adopting business products, procedures, processes, risks, and operations that reflect its long-standing view. invested in innovation and future growth through new molecules and technology-enabled operations which drive forward Dhanuka's transformation and sustainability commitment. The Company strives to actively contribute to the social and economic development of the communities in which it operates. The Company believes in making sustained efforts towards promoting education and health care, eradicating hunger, poverty, and malnutrition, conservation of water, and deployment of water for agriculture and human use. The thrust is on training and educating farmers and dealers and transferring technology to improve food production. The Company's CSR efforts have been to conserve "Gaon ka paani, gaon mein aur khet ka paani, khet mein" and will continue its CSR activities in this direction. This comprehensive approach showcases our leadership position in the industry as a sustainable Company.																		
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Dhanuka is responsible for the implementation and oversight of the Business Responsibility policy(ies)																		
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.	No																		
10	Details of Review of NGRBCs by the Company:																			
	Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee																		
		Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																		
	Performance against above policies and follow up action	<table border="1" style="width:100%; text-align:center;"> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
P1	P2	P3	P4	P5	P6	P7	P8	P9												
P1	P2	P3	P4	P5	P6	P7	P8	P9												
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	<p>The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the MD & CFO to the Board of Directors</p> <p>Quarterly</p>																		



		P1	P2	P3	P4	P5	P6	P7	P8	P9
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	Yes, the policies are independently assessed and evaluated by CareEdge Advisory.								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	All Principles are covered by the Policies								
	a. The entity does not consider the Principles material to its business (Yes/No)									
	b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	d. It is planned to be done in the next financial year (Yes/No)									
	e. Any other reason (please specify)									

Annexure – A

Business Responsibility and Sustainability Reporting by listed entities

SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

1 Percentage coverage by training and awareness programmes on any of the Principles during the financial year:				
	Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
	Board of Directors	1	An induction and familiarisation session is arranged for every independent Director on his/her appointment to the Board of Directors. The induction session, amongst others, includes an overview of the Company, its Charter, the industry in which it operates, its business strategies. On an ongoing basis, Dhanuka's Board conducts meetings and updates regarding ESG, the Code of Conduct for the Prevention of Insider Trading, the Code of Conduct for Directors and Senior Management, Corporate Governance, Risk Management, changes in the regulatory environment as applicable. Further, Independent Directors meet separately without the attendance of non-independent Directors to review the performance of non-independent Directors, and Board as a whole, and the performance of the Chairman of the Board.	100
	Key Managerial Personnel	1	Dhanuka's Code of Conduct serves to guide our actions, which are governed by integrity, honesty, fair dealing, and compliance with all applicable laws. The mandatory training on the Code of Conduct is designed to provide a framework against which conduct and behavior can be measured. It covers in detail the expected code as but is not limited to the equal opportunity, data and people privacy, conflict of interest, insider trading, bribery, improper payment, compliances, human rights, safe and secure work environment, POSH, etc.	100



Employees	1	We strive to provide our employees with an inclusive workplace that helps them grow professionally and personally. Dhanuka believes in promoting employee well-being and providing a supportive environment to all employees and guidelines on employee health and safety. At Dhanuka, we have developed multiple training modules to cater to each function's and individual's training needs. Such training/awareness programs are on an array of topics, such as Prevention of Sexual Harassment, Skill Upgradation, etc.	(For POSH) 80*		
2 Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):					
Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	NA	NA
Settlement	Nil	Nil	Nil	NA	NA
Compounding fee	Nil	Nil	Nil	NA	NA
Non- Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil	Nil	NA	NA	
Punishment	Nil	Nil	NA	NA	
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					
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.			The company upholds a strong stance against unethical practices, such as bribery or kickbacks, and actively discourages associates and all other stakeholders from engaging in such activities. We maintain a zero-tolerance approach towards bribery and corruption, and are dedicated to conducting our business relationships professionally, fairly, and with utmost integrity, regardless of the cooperation involved. To effectively combat bribery, we have established robust guidelines and implemented stringent control measures. The consequences of engaging in malpractices are clearly defined, and associates are encouraged to promptly report any instances of misconduct that may have been overlooked. Our corporate governance practices are firmly built upon principles of honesty and integrity, ensuring compliance with all legal and regulatory obligations. Anti-corruption and bribery principles are reinforced through various channels, including the inclusion of specific terms in the employees' Appointment Letter upon joining the company. Additionally, the Code of Conduct, which outlines our ethical standards, is readily accessible to all employees through the HRMS portal. We also provide a Whistle Blower mechanism for reporting any concerns or wrongdoing. https://www.dhanuka.com/corporate-governance/key-policies		



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	Nil		Nil		
	KMPs	Nil		Nil		
	Employees	Nil		Nil		
	Workers	Nil		Nil		
6	Details of complaints with regard to 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		Nil		Nil	Nil
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs		Nil		Nil	Nil
7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.		Not Applicable			

Leadership Indicators

1	Awareness programmes conducted for value chain partners on any of the Principles during the financial year:		
	Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
	1445	Product awareness Schemes	100 %
<p>We educate, emphasize and encourage our farmers to use Modern Agriculture Practices for enhancing yields. We also educate them on how they can save energy and water during farming. Some of our initiatives are listed;</p> <ul style="list-style-type: none"> - Soil Testing: at our R&D facility in Palwal, Haryana - Crop Insurance: Our Company is publicizing highlights of Pradhan Mantri Fasal Beema Yojna (PMFBY) in our Monthly advisory for the farmers and our field staff has the necessary brief of opening their meetings, field visits, trainings, on-farm demonstrations etc. - Improved Seeds and Seed Treatment: Dhanuka Group is providing machines for seed treatment at the farmer's door-step, conducting on-farm demonstrations by the Krishi Vigyan Kendras (KVK), developed a jingle (Har Beej ko Suraksha Ka Teeka, Jaise Har Bache Ko Polio Ka Teeka) which was adopted by the Govt. of India as a part of its campaign. - Rainwater Harvesting and Reuse: We are always concerned about water scarcity and advise the farmer to creating small pond on their land. We have also constructed 4 check-dams in Rajasthan. - Judicious Use of Pesticides: Our Company advocates safe and judicious use of pesticides and following the recommended dose and application methods. Trainings and demonstrations are regularly organized to upgrade skills in handling spray pumps, selection of appropriate nozzle, safe storage of pesticides, disposal of containers after use, precautions for the person handling pesticides. - Liaison with Research Institute: We are in constant touch with farmers across the country and educating the farmers about different sources of advanced technology and linking them with SAUs, ICAR Institutes, and KVKs etc. 			



2	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same	Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes the shareholding interest. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflicts of interest involving the Directors/KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department for monitoring and tracking transaction(s) entered by the Company with such parties. Additionally, the Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.
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Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1	Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively		
	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
	R & D	NIL	-
	Capex	NIL	-
2	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, the company is undertaking all the initiatives to source raw materials sustainably and the Company encourages local sourcing enabling the reduction in costs and environmental footprint of the transportation services.	
	b. If yes, what percentage of inputs were sourced sustainably?	100%	
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)	Since the product is directly supplied to retailers, distributors, and end customers, the Company has limited scope for reclaiming it at the end of its life cycle. The company, however, has systems in place to recycle plastics (including packaging), e-waste, and hazardous waste in a safe manner. For the disposal of such waste, the Company contracts with authorized recyclers and files return with the appropriate statutory bodies. As a result, the amount of waste that leaves the Company is reduced.	
	(b) E-waste		
	(c) Hazardous waste		
	(d) other waste.		



4	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	The company is registered under EPR and received a certificate from CPCB for both BO (Brand owner) & Importer categories. Dhanuka has already submitted a plan to CPCB during the phase of online application. Here we have hired CPCB approved EcoEx (recycler) Platform for collecting and disposing of different categories of plastic. PIBOs can be rest ensured that their Plastic Waste EPR Targets will be duly fulfilled by our accredited Processors spread across the geography of the Indian Continent
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Leadership Indicators

1	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?						
	NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.	
	Nil. The company has not conducted LCA.						
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				
	NA						
3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).						
	Indicate input material	Recycled or re-used input material to total material					
		FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year				
	Nil						
4	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:						
		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)	Nil	Nil	Nil	Nil	Nil	Nil
	E-waste	Nil	Nil	Nil	Nil	Nil	Nil
	Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
	Other waste	Nil	Nil	Nil	Nil	Nil	Nil
5	Reclaimed products and their packaging materials (as percentage of products sold) for each product category						
	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category					
	Crop Care	0.006					

Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1	A	Details of measures for the well-being of employees:											
		Category	% of employees covered by										
			Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
			Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent employees													
		Male	974	974	100%	974	100%	NA	NA	NA	NA	NA	NA
		Female	51	51	100%	51	100%	51	100%	NA	NA	NA	NA
		Total	1025	1025	100%	1025	100%	51	100%	NA	NA	NA	NA
1	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 workers													
		Male	16	16	100%	NA	NA	NA	NA	NA	NA	NA	NA
		Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
		Total	16	16	100%	NA	NA	NA	NA	NA	NA	NA	NA
2	Details of retirement benefits, for Current FY and Previous Financial Year.												
	Benefits	FY 2022-23						FY 2021-22					
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)			No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)				
	PF	99.71%	NA	Y				99.7%	NA	Y			
	Gratuity	100%	NA	Y				100%	NA	Y			
ESI	8.03%	NA	Y				8.00%	NA	Y				



3	Accessibility of workplaces	
	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard	Yes, As a principle the Company along with its subsidiaries through its Equal Employment Opportunity policy prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Person with Disabilities Act, 2016, and Transgender persons (Protection of Rights) Act 2019. The corporate office and sites of Dhanuka have ramps for easy movement of differently-abled people and wheelchair-accessible restrooms are available.
4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	Yes, Dhanuka Agritech Limited has adopted an Equal employment opportunity and non-discrimination policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016, and provides a framework that is committed to the empowerment of persons with disabilities.
5	Return to work and Retention rates of permanent employees and workers that took parental leave.	
	Gender	Permanent employees
		Return to work rate Retention rate
	Male	15 100%
	Female	3 80%
	Total	18 90%
6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.	
		Yes/No (If Yes, then give details of the mechanism in brief)
	Permanent Employees	<p>Yes, Dhanuka has established mechanisms to receive and redress. These mechanisms includes the Sahyog committee, which provides a confidential platform for employees to raise concerns. Employees can submit their grievances through letters or emails, ensuring anonymity and protection against retaliation.</p> <p>In addition to the Sahyog committee, Dhanuka has implemented a comprehensive Whistle-blower mechanism and Prevention of Sexual Harassment at Workplace (POSH) policy. The Whistle-blower mechanism allows employees to report any concerns or grievances, including instances of sexual harassment. The company takes these reports seriously and follows a stringent process outlined in the POSH policy to address them promptly and effectively.</p> <p>The grievance mechanism at Dhanuka is designed to ensure that all employees and workers have a safe and confidential avenue to raise their concerns, regardless of their category. It demonstrates the company's commitment to addressing grievances and maintaining a supportive work environment for all.</p>



7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:										
	Category		FY 2022-23				FY 2021-22				
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)		% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)		% (D / C)		
	Total Permanent Employees		Dhanuka's employees are currently not part of any employee association								
	Male										
	Female										
	Total Permanent Workers										
	Male										
	Female										
8	Details of training given to employees and workers:										
	Category	FY 2022-23				FY 2021-22					
		Total (A)	On Health and safety measures		On Skill upgradation	Total (D)	On Health and safety measures		On Skill upgradation		
			No. (B)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)	
Employees											
	Male	990	925	93%	550	56%	945	-	-	500	53%
	Female	51	15	29%	NA	NA	28	-	-	-	-
	Total	1041	940	90%	550	56%	973	-	-	500	53%
9	Details of performance and career development reviews of employees and worker:										
	Category		FY 2022-23				FY 2021-22				
		Total (A)	No.(B)		% (B/A)	Total (C)	No.(D)		% (D/C)		
Employees											
	Male	974	974		100.00%	945	945		100.00%		
	Female	51	51		100.00%	28	28		100.00%		
	Total	1025	1025		100.00%	973	973		100.00%		
10	Health and safety management system:										
	a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?			Yes, Dhanuka's manufacturing sites and all locations have Occupational Health and Safety management system in place, in accordance with the guidelines provided by ISO 45001: 2018, OHSAS 18001 standards, and the legal requirements such as the Factories Act, Environment Protection Act, among others.						
	b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?			Dhanuka is committed to providing a safe and healthy workplace by minimizing the risk of accidents, injury, and exposure to health risks and it complies with applicable laws and regulations with respect to safety at the workplace. Dhanuka has taken an initiative to frame a comprehensive policy with respect to health and safety management system such as Process Hazard Analysis, Pre start-up safety review, Plant safety audit, Job safety analysis, Work Permit system, What if study, Work place monitoring, Noise monitoring, Illumination monitoring. Various facilities are available at Dhanuka manufacturing sites and Corporate Offices and its subsidiaries corporate offices premises such as proper ventilation, hygiene & sanitation, yearly safety audit, emergency exits, first aid box, etc						
	c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)			Yes. Work related Hazards are being identified and addressed through a daily plant round and cross functional Behaviour and Safety Observation rounds						



d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, Dhanuka has insured its employees under group term insurance, health insurance and accidental insurance policies				
11	Details of safety related incidents, in the following format:					
	Safety Incident/Number	Category	FY 2022-23	FY 2021-22		
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil		
		Workers	Nil	Nil		
	Total recordable work-related injuries	Employees	Nil	Nil		
		Workers	Nil	Nil		
	No. of fatalities	Employees	Nil	Nil		
		Workers	Nil	Nil		
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil		
		Workers	Nil	Nil		
12	Describe the measures taken by the entity to ensure a safe and healthy work place.	For dust-free areas - we have installed adequate nos of duct collector systems at different plant locations. All moving articles are covered with zero-access safety guards. All electrical equipment & machinery are connected with double earthing. All the earth pits are monitored as per scheduled. Various safety information is displayed at different plant locations. We have suitable PPE facilities to safeguard our employees and workers.				
13	Number of Complaints on the following made by employees and workers:					
		FY 2022-23			FY 2021-22	
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year
	Working Conditions	Nil	Nil	Nil	Nil	Nil
	Health & Safety	Nil	Nil	Nil	Nil	Nil
14	Assessments for the year:					
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)				
	Health and safety practices	Safety audit as per IS 14489 -2018 has been conducted by external govt. approved agency on MAY-2021.				
	Working Conditions	Safety audit as per IS 14489 -2018 has been conducted by external govt. approved agency on MAY-2021.				
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.	No corrective actions pertaining to above mentioned parameters was necessitated by Dhanuka during the year under review				

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).	<p>Yes, In Dhanuka, we prioritize the well-being of our employees and their families. To ensure their financial security, we have implemented a comprehensive Group Term Life Insurance Policy. This policy is designed to provide crucial support to the legal dependents of our permanent employees in the unfortunate event of their death while in service.</p> <p>Through our Group Term Life Insurance Policy, we have established a dedicated scheme to extend financial assistance to the bereaved families. This initiative aims to alleviate the financial burden that may arise due to the loss of a loved one and offers a sense of security during such challenging times.</p> <p>By proactively addressing the needs of our employees and their families, we demonstrate our commitment to their overall welfare. The Group Term Life Insurance Policy serves as a testament to our dedication to creating a supportive and caring work environment, where we prioritize the long-term financial stability of our employees and their dependents.</p>
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2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.	<p>To ensure that statutory dues are deducted and deposited by our value chain partners, the Company implements the following measures:</p> <p>Compliance Monitoring: We closely monitor and track the compliance related to statutory dues by our contractors who supply third-party resources. This includes verifying that all necessary deductions and deposits are made in accordance with applicable laws and regulations.</p> <p>Regular Checks: As part of our routine invoice processing checks, we specifically review and validate the deduction and deposit of statutory dues by our value chain partners. This allows us to identify any discrepancies or non-compliance promptly.</p> <p>Contractual Obligations: Our contracts with value chain partners explicitly outline their responsibility to deduct and deposit statutory dues. We ensure that these contractual obligations are well-defined and communicated effectively to all parties involved.</p> <p>Transparency and Documentation: We maintain a transparent and organized system for recording and documenting the deduction and deposit of statutory dues. This includes proper documentation of invoices, receipts, and other relevant financial records.</p> <p>Audits and Internal Controls: We conduct regular audits and implement robust internal controls to verify the accuracy and completeness of statutory dues deductions and deposits. This helps us identify and rectify any potential issues or irregularities promptly.</p> <p>Collaboration and Communication: We maintain open lines of communication with our value chain partners, providing guidance and support regarding the correct deduction and deposit of statutory dues. This collaborative approach ensures that everyone involved is well-informed and aligned with regulatory requirements.</p> <p>By implementing these measures, the Company strives to ensure that statutory dues are deducted and deposited appropriately by our value chain partners, thereby upholding our commitment to compliance and legal obligations.</p>																				
3	Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:	<table border="1"> <thead> <tr> <th data-bbox="612 1157 975 1276"></th> <th colspan="2" data-bbox="612 1157 975 1213">Total no. of affected employees/ workers</th> <th colspan="2" data-bbox="612 1157 1436 1276">No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</th> </tr> <tr> <th data-bbox="612 1283 975 1318"></th> <th data-bbox="612 1283 762 1318">FY 2022-23</th> <th data-bbox="767 1283 975 1318">FY 2021-22</th> <th data-bbox="979 1283 1182 1318">FY 2022-23</th> <th data-bbox="1187 1283 1436 1318">FY 2021-22</th> </tr> </thead> <tbody> <tr> <td data-bbox="612 1325 975 1360">Employees</td> <td data-bbox="612 1325 762 1360">Nil</td> <td data-bbox="767 1325 975 1360">Nil</td> <td data-bbox="979 1325 1182 1360">Nil</td> <td data-bbox="1187 1325 1436 1360">Nil</td> </tr> <tr> <td data-bbox="612 1367 975 1392">Workers</td> <td data-bbox="612 1367 762 1392">Nil</td> <td data-bbox="767 1367 975 1392">Nil</td> <td data-bbox="979 1367 1182 1392">Nil</td> <td data-bbox="1187 1367 1436 1392">Nil</td> </tr> </tbody> </table>		Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment			FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22	Employees	Nil	Nil	Nil	Nil	Workers	Nil	Nil	Nil	Nil
	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment																			
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22																		
Employees	Nil	Nil	Nil	Nil																		
Workers	Nil	Nil	Nil	Nil																		
4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)	Yes, the company provides the skill training time to time which enable the employees to pursue employment post retirement or termination.																				
5	Details on assessment of value chain partners:	<table border="1"> <thead> <tr> <th data-bbox="612 1625 975 1696"></th> <th data-bbox="612 1625 1436 1696">% of value chain partners (by value of business done with such partners) that were assessed</th> </tr> </thead> <tbody> <tr> <td data-bbox="612 1703 975 1738">Health and safety practices</td> <td data-bbox="612 1703 1436 1738">- (For Employees 100%)</td> </tr> <tr> <td data-bbox="612 1745 975 1780">Working Conditions</td> <td data-bbox="612 1745 1436 1780">- (For Employees 100%)</td> </tr> </tbody> </table> <p>Note: The Code of Conduct of the company expects the value chain partners to adhere to health & safety guidelines and provide good working conditions for all of its employees.</p>		% of value chain partners (by value of business done with such partners) that were assessed	Health and safety practices	- (For Employees 100%)	Working Conditions	- (For Employees 100%)														
	% of value chain partners (by value of business done with such partners) that were assessed																					
Health and safety practices	- (For Employees 100%)																					
Working Conditions	- (For Employees 100%)																					
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.	-																				



Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1	Describe the processes for identifying key stakeholder groups of the entity	Individual or group concerned or interested in or impacted by the activities of the businesses and vice-versa or adds value to the business chain, now or in the future are identified as key stakeholder by the Company. Based on this the key stakeholders identified by the Company are its customers, investors, government, shareholders, regulators, value chain partners, and employees. Dhanuka understands the impact of its policies, decisions, products & services, and associated operations on the stakeholders. In line with its policies, practices, and processes, Dhanuka engages with its stakeholders and strives to resolve differences with them in a just, fair, equitable, and consistent manner and if warranted takes corrective measures. The Company also engages with relevant stakeholders for enhancing sustainable and responsible business practices.			
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
1	Shareholders & Investors	No	Annual General Meeting, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual reports, quarterly results, media releases and Company's website	Ongoing	Share price movement, dividends, profitability and financial stability, climate change risks, cyber risks and growth prospects etc.
2	Employees	No	Our communication channels with employees include regular town hall meetings for updates and feedback, goal setting and performance reviews, wellness initiatives like yoga sessions, access to mental health counsellors via phone, email announcements, websites for policies and announcements, poster campaigns, a quarterly publication called "Manthan," and feedback surveys. These channels enable effective communication, engagement, and support within our organization. Leaders address employees in town hall meetings, discussing company progress and strategies. Goal setting and performance reviews allow employees to discuss their performance and receive feedback. Wellness initiatives, such as yoga sessions, promote employee well-being. Mental health counselors are available for confidential consultations. Email announcements and websites disseminate important information. Poster campaigns and "Manthan" highlight messages and updates. Feedback surveys gather employee opinions and suggestions. These channels foster open dialogue, engagement, and a supportive work environment.	Ongoing	These aim to create a sense of involvement and commitment. Key topics and concerns commonly raised during engagement include Business Updates, Values, Policies, Culture, People on the Move, engagement events and employee well-being.



3	Customers	No	Website, helpdesk, field visits, surveys, face-to-face meetings, whatsapp, farmer feedbacks.	Ongoing	Farmer are our key customers. They form a vital part of the Company's stakeholder engagement group to ensure quality products and services. The key areas of interest for customers are: New products and scheme awareness.
4	Suppliers/Value Chain Partners	No	Vendor meets, Sales team meet, Conferences, virtual connects over – ZOOM, emails, whatsapp	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ISO and OHSAS standards, collaboration and digitalisation opportunities
5	Government	No	Advocacy meetings with local/state/ national government and ministries, seminars, media releases, conferences, membership in local enterprise partnership	Ongoing	Helps and guides in terms of connecting with Govt. Schemes in the same area for increased effectiveness, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement

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.
	The Company's response on Process: At Dhanuka, the stakeholder engagement mechanism is a key driving force towards strengthening and diversifying the stakeholder relationship, which further facilitates the identification of key material issues impacting the Company's growth. The stakeholder engagement and materiality assessment exercise conducted in FY2022-23 led to the prioritization of material issues, mapping of the risks relevant to each material topic, and development of consequent risk mitigation steps. The primary outcome of the stakeholder engagement exercise resulted in the identification and prioritization of material issues relevant to environmental, social, governance, and economic aspects. The identified material issues were presented to the highest governing member and the Board for their feedback and guidance on strategizing the sustainable growth model of the Company. As part of the Company's efforts to continually engage with internal and external stakeholder groups for the identification of key material issues impacting them, the stakeholder engagement exercise undergoes periodic review.
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, Dhanuka has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and revise policies as needed.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. For more information please refer to our CSR Page at https://www.dhanuka.com/csr

Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:											
	Category	FY 2022-23					FY 2021-22					
		Total (A)	No. of employees / workers covered (B)		% (B / A)	Total (C)	No. of employees / workers covered (D)		% (D / C)			
	Employees	Any employee who works for Dhanuka Agritech Limited must adhere to the commitment of integrity and ensure mutual respect, privacy, equal opportunities and non-discrimination, health, safety and environment, and sexual harassment. Our commitment to employees' rights are enshrined in the Code of Conduct and Whistle-Blower Policy which sets out what employees can reasonably expect from the company (Employee Rights) and the responsibilities and qualities that are expected from them while performing their duties (Employee Responsibilities). It also lays down the principles of equal opportunity and non-discrimination, anti-corruption and bribery, prohibition of forced and child labour, transparency, and a safe healthful, and harassment-free workplace, amongst others. Dhanuka runs ESG awareness programs for its employees to create awareness of ESG initiatives (including human rights) for its employees through the use of social media.										
	Permanent											
	Other than permanent											
	Total Employees											
2	Details of minimum wages paid to employees and workers, in the following format:											
	Category	FY 2022-23					FY 2021-22					
		Total (A)	Equal to Minimum Wage		More than minimum Wage	Total (D)	Equal to Minimum Wage		More than minimum Wage			
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)	
	Employees											
		Permanent	1041	0	0	1041	100%	978	0	0	978	100%
		Male	990	0	0	990	100%	950	0	0%	950	100%
		Female	51	0	0	51	100%	28	0	0%	28	100%
3	Details of remuneration/salary/wages, in the following format:											
			Male		Female							
			Number		Median remuneration/ salary/ wages of respective category		Number		Median remuneration/ salary/ wages of respective category			
		Board of Directors (BoD)	6		11353857		NA		NA			
		Key Managerial Personnel	2		8623272		NA		NA			
		Employees other than BoD and KMP	1206		827682		47		902057			



4	Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)	The Company has formulated a Grievance Redressal mechanism which states that the employees can address their complaints or grievances to the Human Resources department or to the Senior Management. There shall be no retaliation or reprisal taken against any employee or associate who raises concerns. A committee may be formed or delegated to investigate the reported issues. The Committee will be responsible for evaluating the reported issues and ensuring that they are addressed and rectified. In collaboration with Senior Management, the Committee may also recommend a suitable resolution.					
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	We have established internal mechanisms to redress grievances related to human rights issues. Employees can report complaints to HR or Senior Management. A committee investigates and takes appropriate actions to address and rectify the concerns. We have a strict policy against retaliation. Our aim is to create a safe environment for employees to voice grievances. These mechanisms demonstrate our commitment to addressing human rights issues promptly and transparently.					
6	Number of Complaints on the following made by employees and workers:						
		FY 2022-23			FY 2021-22		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment		Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace		Nil	Nil	Nil	Nil	Nil	Nil
Child Labour		Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour		Nil	Nil	Nil	Nil	Nil	Nil
Wages		Nil	Nil	Nil	Nil	Nil	Nil
Other Human rights related issues		Nil	Nil	Nil	Nil	Nil	Nil
7	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	To prevent adverse consequences to the complainant in discrimination and harassment cases, we have established mechanisms in line with our POSH Policy. These mechanisms ensure that individuals who report such incidents are protected from unfair treatment. We condemn all forms of discrimination, harassment, and unfair practices, and we provide complete protection to complainants. This includes safeguards against retaliation, threats, and any obstruction of their duties, including the ability to make further disclosures. Our goal is to create a safe and supportive environment for all employees.					
8	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	No					
9	Assessments for the year:		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)				
Child labour		100%					
Forced/involuntary labour							
Sexual harassment							
Discrimination at workplace							
Wages							
Others – please specify							
10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Not Applicable					



Leadership Indicators

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	Not applicable.
2	Details of the scope and coverage of any Human rights due-diligence conducted.	No Due-Diligence conducted in the current financial year
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, most of the locations are accessible to differently abled persons
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	Nil
	Discrimination at workplace	
	Child Labour	
	Forced Labour/Involuntary Labour	
	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.	Not Applicable

Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
	Parameter	FY 2022-23	FY 2021-22
	Total electricity consumption (A)(GJ)	5962.31	6259.23
	Total fuel consumption (B)(GJ)	600	347
	Energy consumption through other sources (GJ)(Solar)	853	1037
	Total energy consumption (A+B+C)(GJ)	7415.31	7643.23
	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.43	0.51
	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 external assessment has been done	
2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	No	

3	Provide details of the following disclosures related to water, in the following format:			
	Parameter		FY 2022-23	FY 2021-22
	Water withdrawal by source (in kilolitres)			
	(i) Surface water		0	0
	(ii) Groundwater		20619	13497
	(iii) Third party water (tanker)		293.24	251
	(iv) Seawater / desalinated water		Not Applicable	Not Applicable
	(v) Water from municipal corporation		18621	10248
	(vi) Others		Not Applicable	Not Applicable
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		39533.24	23996
	Total volume of water consumption (in kilolitres)		39533.24	23996
	Water intensity per rupee of turnover (Water consumed / turnover)		2.32	2
	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 external assessment has been done		
4	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.		ZLD with capacity of 50 kl/day mechanism is implemented from the m/o June 2022 on Keswana site.	
5	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	Please specify unit	FY 2022-23	FY 2021-22
	NOx	mg/Nm ^{^3}	1606	1609
	Sox	mg/Nm ^{^4}	130	361
	Particulate matter (PM)	mg/Nm ^{^5}	410	896
	Persistent organic pollutants (POP)	NA	NA	NA
	Volatile organic compounds (VOC)	NA	NA	NA
	Hazardous air pollutants (HAP)	NA	NA	NA
	Others – please specify	NA	NA	NA
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No external assessment has been done		
6	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	Unit	FY 2022-23	FY 2021-22
	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2071	34
	Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1308.40	1374
	Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.19	0.09
	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 external assessment has been done		



7	<p>Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.</p> <p>The company is committed to preserving the environment through investing in green and alternative choices. The company has adopted renewable energy, is dedicated to reducing its GHG emissions, and is actively advocating to inculcate sustainability in the core strategic framework of a business. Dhanuka Agritech Limited has been committed to have a mechanism to recycle products and waste. In this direction, Keshwana unit has planned to install all equipment which are beneficial for environment. As declared as ZERO discharge facility, we have installed Effluent treatment plant (ETP) for treatment of industrial effluent, Sewage treatment plant (STP) for domestic effluent. All the water generated from the plant comes to either ETP or STP. After treatment, the treated water is reused in gardening. For monitoring the water quantities, we have installed Flow meter for actual quantities. We have installed Rain harvesting system. All the rain water through storm water drainage comes to Rain harvesting pits. NO rain water goes to outside drain as wastage. By collecting water in rain harvesting pits, the ground water level is maintained. Water for initial rain is treated in ETP. We have installed scrubbers for removal of contaminants from the air coming from the plant. The water is washed by the water and the water is recycled and then goes to ETP for treatment.</p>	
8	Provide details related to waste management by the entity, in the following format:	
Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	NA	NA
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)(MT)	27236	21085
Total (A+B + C + D + E + F + G + H)	27236	21085
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	23398	
(ii) Re-used	-	
(iii) Other recovery operations	-	
Total	23398	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	3838	
(ii) Landfilling	-	
(iii) Other disposal operations	-	
Total	3838	
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 external assessment has been done	



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	Dhanuka Agritech Limited has been committed to having a mechanism to recycle products and waste. In this direction, the Keshwana unit has planned to install all equipment that is beneficial for the environment. As declared as ZERO discharge the facility, we have installed an Effluent treatment plant (ETP) for the treatment of industrial effluent, Sewage treatment plant (STP) for domestic effluent. All the water generated from the plant comes from either ETP or STP. After treatment, the treated water is reused in gardening. For monitoring the water quantities, we have installed a Flow meter for actual quantities. We have installed a Rain harvesting system. All the rainwater through stormwater drainage comes to Rain harvesting pits. NO rainwater goes to the outside drain as waste. By collecting water in rain harvesting pits, the groundwater level is maintained. Water for initial rain is treated in ETP. We have installed scrubbers for the removal of contaminants from the air coming from the plant. The water is washed by the water and the water is recycled and then goes to ETP for treatment. We have installed scrubbers for the removal of contaminants from the air coming from the plant. The water is washed by the water and the water is recycled and then goes to ETP for treatment. The Company is ISO 9001:2015-certified across all locations. The Company's Keshwana, Sanand & Udampur units are certified with ISO: 9001:2015 and ISO 14001:2015 and OHSAS 45001:2018. Dhanuka's R&D Centre is certified by the Ministry of Science and Technology, Government of India and NABL Certification from National Accreditation Board for Laboratories as a certified research Lab.			
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:				
Sl.No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any		
Not Applicable					
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
No EIA project was undertaken during the current FY.					
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:				
Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any	
Dhanuka is complying with all the environmental norms hence not applicable					



Leadership Indicators

1	Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:		
	Parameter	FY 2022-23	FY 2021-22
	From renewable sources		
	Total electricity consumption (A)	Electricity consumption from Solar: 236938 units (kWhr)	Electricity consumption from Solar: 288121 units (kWhr)
	Total fuel consumption (B)	-	-
	Energy consumption through other sources (C)	-	-
	Total energy consumed from renewable sources (A+B+C)	236938	288121
	From Non-renewable sources		
	Total electricity consumption (D) (GJ)	5962.31	6259.23
	Total fuel consumption (E) (GJ)	600	347
	Energy consumption through other sources (F)(GJ)	-	-
	Total energy consumed from non renewable sources (D+E+F)(GJ)	6562.31	6606.23
	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 external assessment has been done	
2	Provide the following details related to water discharged:		
	Parameter	FY 2022-23	FY 2021-22
	(i) To Surface Water	0	0
	---No treatment	0	0
	---With treatment – please specify level of treatment	0	0
	(ii) To Groundwater	0	0
	---No treatment	0	0
	---With treatment – please specify level of treatment	0	0
	(iii) To Seawater	0	0
	---No treatment	0	0
	---With treatment – please specify level of treatment	0	0
	(iv) Sent to third-parties		
	---No treatment	14.34	7.7
	---With treatment – please specify level of treatment	0	0
	(v) Others	0	0
	---No treatment	0	0
	---With treatment – please specify level of treatment	0	0
	Total Water discharged (in kilolitres)	14.34	7.7



Note: For the Udhampur site, currently we are not tracking the data but the company is establishing the process to measure the water discharge and will report in coming years

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 external assessment has been done

3	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):	
	For each facility / plant located in areas of water stress, provide the following information:	
	(i) Name of the area	1. Sanand 2. Udhampur 3. Keshwana
	(ii) Nature of operations	Crop Care
	(iii) Water withdrawal, consumption and discharge in the following format:	Water withdrawal, consumption and discharge

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(I) Surface water	0	0
(ii) Groundwater	20619	13497
(iii) Third party water	293.24	251
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Water from municipal corporation	18621	10248
Total volume of water withdrawal (in kilolitres)	39533.24	23996
Total volume of water consumption (in kilolitres)	39533.24	23996
Water intensity per rupee of turnover (Water consumed / turnover)	2.32	2
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
---No treatment	14.34	7.7
---With treatment – please specify level of treatment	0	0
(v) Others	0	0
---No treatment	0	0
---With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	14.34	7.7



Note: For the Udhampur site, currently we are not tracking the data but the company is establishing the process to measure the water discharge and will report in coming years

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 external assessment has been done	
4	Please provide details of total Scope 3 emissions & its intensity, in the following format:		
	Parameter	Unit	FY 2022-23
	Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Scope-3 emissions are not considered in Dhanuka's emission calculations presently. We are in the process of doing the same in the coming year
	Total Scope 3 emissions per rupee of turnover		
	Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	Not Applicable	
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.	In all areas of its activities, Dhanuka is dedicated to regulatory environmental compliance and ethical conduct, and since the Company operates in industrial areas/estates, its influence on biodiversity is very modest.	
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:		
	Sl. NO	Initiative undertaken	Outcome of the initiative
		Details of the initiative (Web-link, if any, may be provided along-with summary)	
	The Company is ISO 9001:2015-certified across all locations. The Company's Keshwana, Sanand & Udhampur units are certified with ISO: 9001:2015 and ISO 14001:2015 and OHSAS 45001:2018. Dhanuka's R&D Centre is certified by the Ministry of Science and Technology, Government of India and NABL Certification from National Accreditation Board for Laboratories as a certified research Lab.		
7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	Yes, the Company recognizes the importance of business continuity in its business and has put in place policies to ensure mission-critical operations continue in the event of an interruption	
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	No significant adverse impact has been observed from the value chain, pertaining to environment. As an adaptation measure, we assess the critical vendors based on ESG parameters and have implemented vendor engagement programs to improve their capabilities, wherever required.	
9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Nil	



Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

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

Essential Indicators

1	a.	Number of affiliations with trade and industry chambers/ associations. (As below)		
	b.	List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.		
		Sl.No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
		1	Keshwana Industrial Association	Regional
		2	Udaipur Chamber of Commerce & Industry	Regional
		3	Agro Chem Federation of India	National
		4	Federation of Indian Chambers of Commerce & Industry	National
		5	Crop Life India	National
2	Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.			
	Name of authority		Brief of the case	Corrective action taken
	Nil			

Leadership Indicators

1	Details of public policy positions advocated by the entity:					
		Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
	1	Water Management	Directly and Through Industry bodies	-	-	-
2	Farmers Training and initiatives for improving the income of the farmers	Directly and Through Industry bodies	-	-	-	



Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.					
	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	A report on each project and its impact on society are taken internally and is reviewed from time to time. The internal teams ensure the implementation of the projects undertaken.					
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:					
	Sl.No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
	NA					
3	Describe the mechanisms to receive and redress grievances of the community.		Dhanuka is in Agri-business and trying to enrich the lives of the Farmers. Dhanuka has appointed around 500 Dhanuka Doctors who are in constant touch with the Farmers through field visits, telephonic and email communications. The Company has a dedicated team of employees to drive and monitor CSR activities for the betterment of the Community.			
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
	Parameter			FY 2022-23	FY 2021-22	
	Directly sourced from MSMEs/ small producers			The company procures approx. 10% of the raw material from MSMEs/small producers and suppliers from neighbouring districts.		
	Sourced directly from within the district and neighbouring districts					

Leadership Indicators

1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):					
	Details of negative social impact identified			Corrective action taken		
	Not Applicable					
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:					
	Sl.No	State	Aspirational District		Amount spent (In INR Lacs)	
	Please refer to the Annexure E of the Director's Report					
3	(a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)			No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized/ vulnerable groups.	
	(b)	From which marginalized /vulnerable groups do you procure?			Not applicable.	
	(c)	What percentage of total procurement (by value) does it constitute?			Not applicable.	



4	Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:			
	Sl.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Basis of calculating benefit share
	The Company has 2 Patents and more than 250 Trademarks registered. Company is using these Trademarks and Patent in its Business Activities.			
5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.			
	Name of authority	Brief of the Case	Corrective action taken	
	Not applicable			
6	Details of beneficiaries of CSR Projects:			
	Sl.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	Please refer to the Annexure E of the Director's Report			

Annexure – A

Business Responsibility and Sustainability Reporting by listed entities SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

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

Essential Indicators

1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.		The Company's uncompromising commitment to providing world-class products and services to customers is supported by its concern for the safety of its customers. A well-established system is in place for dealing with customer feedback and complaints. Customers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms, etc.				
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:		As a percentage to total turnover				
	Environmental and social parameters relevant to the product		NA				
	Safe and responsible usage		100%				
	Recycling and/or safe disposal		NA				
3	Number of consumer complaints in respect of the following:						
		FY 2022-23		Remarks	FY 2021-22		Remarks
		Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
	Advertising	Nil	Nil	Nil	Nil	Nil	Nil
	Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
	Delivery of Products	Nil	Nil	Nil	Nil	Nil	Nil
	Quality of Products	87	5	-	43	-	-
	Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
	Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
	Other	91	-	Nil	80	-	Nil



4	Details of instances of product recalls on account of safety issues:	
		Number
	Voluntary recalls	Nil
	Forced recalls	Nil
5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Yes, the Company has Cyber Security Policy and the Company Maintains it internally.
6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services	For FY 2022-23, there were no complaints received for issues pertaining to the delivery of essential services, advertising, action taken by regulatory authorities on the safety of products /services

Leadership Indicators

1	Channels / Platforms where information on products and services of the entity can be accessed (provide web link, if available).	The Company's website provides detailed information on the products sold region-wise. - Website - https://www.dhanuka.com/products
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	The Company conducts meetings with the consumers including farmers on field days whereby they are educated about the correct dosage, time of application as well as correct methods to use the Company's products. Further, product leaflets are also provided in various languages with each package.
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services	NA
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. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)	Yes, we are already displaying the information on the product label as per norms. Yes we have carried out consumer surveys through various projects given to Universities were found of high satisfaction.
5	Provide the following information relating to data breaches:	
	a.	Number of instances of data breaches along-with impact
	b.	Percentage of data breaches involving personally identifiable information of customers