

10th, July 2024

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 2023- 24, which also forms part of the Integrated Annual Report for FY 2023-24, submitted to the Stock Exchanges dated July 10, 2024.

This is for your information and record.

Thanking you,
Yours Faithfully
For Dhanuka Agritech Limited

JITIN
SADANA

Digitally signed
by JITIN SADANA
Date: 2024.07.10
17:36:58 +05'30'

Jitin Sadana
Company Secretary and Compliance Officer
FCS-7612

Encl: a/a



Annexure-D

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES				
I. Details of the Listed Entity				
S. 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, 2024		
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		
14	Name of assurance Provider	Not Applicable		
15	Type of assurance obtained	Not Applicable		
II. Products/Services				
16	Details of business activities (accounting for 90% of the turnover)			
	S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	1	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	83.62%
	2	Trading	Wholesale Trading	16.38%
17	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):			
	S. No.	Product/Service	NIC Code	% of total Turnover contributed
	1	Agrochemicals	20211	100%
III. Operations				
18	Number of locations where plants and/or operations/offices of the entity are situated:			
	Location	Number of Plants	Number of offices	Total
	National	4	9	13
	International	0	0	0



19	Markets Served by the entity							
	a.	Number of locations						
		Locations	Number					
		National (No. of States)	Pan India					
International (No. of countries)		9*						
* International markets served by the company are Bangladesh, UAE, Iran, Senegal, Algeria, Egypt, Saudi Arabia, Iraq and Vietnam.								
b.	What is the contribution of exports as a percentage of the total turnover of the entity?		1.62%					
c.	A brief on type of customers		The Company serves various customers including farmers, retailers, and distributors through its domestic business. The company is aggressively exploring international markets after the commissioning of its Plant situated in Dahej Plant, Gujarat.					
IV. Employees								
20	Details as at the end of the Financial Year:							
	a.	Employees and workers (including differently abled):						
		S. No.	Particulars	Total (A)	Male		Female	
					No. (B)	% (B / A)	No. (C)	% (C / A)
		Employees						
		1.	Permanent (D)	1096	1056	96%	40	4%
		2.	Other than Permanent (E)	7	7	100%	0	0%
		3.	Total employees (D + E)	1103	1063	96%	40	4%
		Workers						
		4.	Permanent (F)	40	40	100%	0	0%
		5.	Other than Permanent (G)	0	0	0%	0	0%
		6.	Total workers (F + G)	40	40	100%	0	0%
		b.	Employees and workers (including differently abled):					
			S. No.	Particulars	Total (A)	Male		Female
	No. (B)					% (B / A)	No. (C)	% (C / A)
	Differently abled employees							
	1.		Permanent (D)	0	0	0%	0	0%
	2.		Other than Permanent (E)	0	0	0%	0	0%
	3.		Total differently abled employees (D + E)	0	0	0%	0	0%
	Differently abled workers							
4.	Permanent (F)		0	0	0%	0	0%	
5.	Other than permanent (G)		0	0	0%	0	0%	
6.	Total differently abled workers (F + G)	0	0	0%	0	0%		
21	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*	3	0		0%				
* Key managerial personnel include Vice Chairman & Managing Director (Board member), Chief Financial Officer and Company Secretary.								

22	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
		FY 2023-24 (Turnover rate in current FY)			FY 2022-23* (Turnover rate in previous FY)			FY 2021-22* (Turnover rate in the year prior to the previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	22.7%	31.0%	23.0%	30.0%	42.4%	30.4%	22.9%	24.1%	22.9%
Permanent Workers	34.5%	NA	34.5%	5.9%	NA	5.9%	27.3%	NA	27.3%	
* In BRSR report for the year ended 31st March 2023, The Company for the purpose of calculation of attrition rate for the year FY2022-23 and FY2021-22 included workers in employee attrition and disclosed blended rate. The Company has recalculated it to bifurcate the attrition rate between employees and workers, as required to be disclosed.										
V. Holding, Subsidiary and Associate Companies (including joint ventures)										
23	Name of holding / subsidiary / associate companies / joint ventures									
	S.No.	Name of the holding / subsidiaries / 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. (DASPL)- Incorporated in Bangladesh	Wholly Owned Subsidiary*	Liquidated	No					
	2	M/s. Dhanuka Chemicals Pvt Ltd. (DCPL) - Incorporated in India	Wholly Owned Subsidiary#	100%	No					
* DASPL was liquidated wef. 10th August 2023 # The Board of Directors of Dhanuka Agritech Limited passed a resolution on 7 th November, 2023 to Strike-off the name of the company from Registrar of Companies.										
VI. CSR Details										
24	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)				Yes				
	(ii)	Turnover (in Rs.)				₹ 17585439367.24				
	(iii)	Net worth (in Rs.)				₹ 12558758143.25				
VII. Transparency and Disclosures Compliances										
25	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)				
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks		
	Communities	No	0	0	-	0	0	-		
	Investors (other than shareholders)	NA	NA	NA	-	NA	NA	-		
Shareholders	Yes, https://scores.sebi.gov.in/	2	0	-	1	0	-			



	Employees and workers	Yes, https://www.dhanuka.com/contact-us	0	0	-	0	0	-
	Customers	Yes, https://www.dhanuka.com/contact-us	0	0	-	0	0	-
	Value Chain Partners (Including customers)	Yes, https://www.dhanuka.com/contact-us	142	0	-	178	5	-
26	Overview of the entity's material responsible business conduct issues							
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:								
S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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 & Opportunity	<p>Risk: The world's population is expected to grow to 9.71 billion by 2050. Meeting the food security needs of over 9 billion people will be a substantial challenge.</p> <p>Opportunity: Our approach to tackling this challenge involves enhancing crop yields and ensuring the production of safer food, thereby securing food resources for the expanding population.</p>	The Company's philosophy is to collaborate with innovators, particularly Japanese companies, to introduce new products that are safe for use within permissible limits, environmentally friendly, and have minimal residues, benefiting the Indian farming community. Environmental considerations are integrated into every proposal through hazard analysis and what-if analysis. We work closely with farmers to improve yield and enhance productivity, directing all our efforts toward their enrichment.	Positive			
2	Sustainable Products	Risk	The Agrochemical sector faces significant risks related to product quality and safety, making it imperative to prioritize responsibilities associated with product integrity. Comprehensive risk analysis and subsequent mitigation strategies adhere closely to the stringent standards and guidelines set forth by regulatory bodies. This approach specifically emphasizes responsible usage of pesticides, fungicides, insecticides, and other proprietary products, ensuring alignment with core governance standards.	<p>Dhanuka Group's diverse product portfolio addresses both social and environmental concerns while presenting opportunities for sustainable agriculture. Products like Suelo, MYCORe, PGR's, and BiologiQ are designed to enhance soil health, promote bio-fertilization, regulate plant growth, and provide sustainable insecticide, fungicide, and plant nutrition solutions. These offerings underscore Dhanuka's commitment to ecological responsibility and farmer empowerment.</p> <p>Through extensive outreach efforts, Dhanuka educates farmers nationwide on modern agricultural practices, fostering partnerships with SAUs, ICAR Institutes, and KVKs. This initiative enhances productivity while conserving energy and water</p>	<p>Positive: Ensuring compliance with all relevant regulatory standards regarding product quality and safety underscores the Company's steadfast dedication and integrity in safeguarding crop health.</p> <p>Negative: Failure to address significant issues related to product safety and quality may result in penalties and warnings issued by regulatory authorities. Additionally, such</p>			

				<p>resources. Seed treatment machines delivered directly to farmers' doorsteps and on-farm demonstrations further illustrate Dhanuka's hands-on approach to improving agricultural techniques.</p> <p>At its R&D facility in Palwal, Haryana, Dhanuka conducts advanced soil testing to tailor agricultural recommendations to specific soil conditions.</p> <p>Advocating for responsible pesticide use, the company emphasizes safe application methods and provides training to enhance operational skills and safety measures.</p> <p>Dhanuka actively addresses water scarcity by promoting pond creation and check-dam construction in Rajasthan, bolstering water conservation efforts and supporting sustainable farming practices.</p> <p>Additionally, the company educates farmers about crop insurance through regular advisories and integrates these insights into various field engagements.</p>	<p>lapses could potentially tarnish the company's brand reputation and diminish its market value.</p>
3	Waste Management	Opportunity	<p>The production and use of agrochemicals generate hazardous waste. It is crucial to prioritize reducing waste generation, recycling, and reusing waste.</p>	-	Positive
4	Water Use & Management	Risk & Opportunity	<p>Risk: Water has been identified as a critical material issue under environmental risk. Addressing these environmental risks underscores the Company's climate consciousness and its role in developing mitigation action plans against climate change.</p> <p>Opportunity: Implementing comprehensive water management plans aligned with the Company's environmental conservation strategy will highlight our commitment to water preservation and climate change mitigation. Ensuring access to clean and safe water, a basic human right, aligns with the United Nations Sustainable Development Goal 6, to be achieved by 2030. As a responsible corporate citizen, we ensure that our operations do not negatively</p>	<p>To address concerns about global warming, Dhanuka Agritech Ltd. launched a campaign focused on encouraging people to save at least one liter of water daily. The engaging content, which emphasized returning water to farmers for a better future, was well-received by Dhanuka's social media followers. This and similar campaigns achieved significant reach on social media platforms, establishing a strong digital presence for Dhanuka.</p> <p>Additionally, Dhanuka's leadership coined the slogan "Gaon ka paani, gaon mein aur Khet ka pani, khet mein" to raise awareness about water conservation.</p>	<p>Positive: The Company's focus on enhancing climate and ESG-specific initiatives boosts long-term value creation and enables an effective response to increasing stakeholder demands.</p> <p>Negative: The absence of robust initiatives and action plans to promote ESG awareness and address climate change could negatively affect business operations.</p>



			impact water quality or supply for any part of the ecosystem and society.		
5	Agriculture Innovation & Productivity	Opportunity	We are actively pursuing innovative solutions that benefit farmers, consumers, and the environment. Our focus remains on developing sustainable and differentiated products to effectively meet dynamic market needs with a commitment to sustainability.		Positive
6	Local Communities	Opportunity	Understanding the local communities where we operate is crucial to us. These communities play a vital role in our business growth, making it essential for us to grasp their concerns and provide support accordingly.		Positive
7	Board diversity and independence	Opportunity	The company's initiatives aimed at enhancing board diversity and development demonstrate its strong commitment to including women both at the board level and throughout the organization.		Positive: A robust and diverse board underscores the Company's commitment to fostering strong leadership and a supportive work environment, contributing positively to the Company's development and achieving better results.
8	Business Ethics	Risk	The risk associated with ESG compliance stems from potential non-adherence to regulatory standards and guidelines, particularly concerning crop care and minimizing adverse product impacts on crops.	The Company is dedicated to sustainable growth, prioritizing social and environmental responsibility while addressing the interests of its key stakeholders. In accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we have implemented a Whistle-blower Policy. This policy serves as a mechanism for employees, suppliers, contractors, and others to report concerns related to unethical behaviour or suspected fraud, whether involving the Company or abuse of authority, either anonymously or by a named complainant. This initiative enhances corporate governance practices and is accessible on the Company's website.	Positive: Compliance with relevant regulatory requirements pertaining to the GSE domain reflects the Company's commitment towards responsible business practices. Negative: Non-compliance with ESG and regulatory requirements, may affect the Company's image and impact its business continuity in the long term.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES											
This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.											
Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes											
1	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	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, Trustea) 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 significant ESG issues that will assist Dhanuka in establishing goals and metrics. Dhanuka is actively pursuing its goal of becoming a sustainable organization and is currently in the process of defining targets for its business operations.								
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 formalizing its efforts to enhance sustainability practices by adhering to the guidelines set forth in NGRBC and is actively work on developing targets and assessing its 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. Farming is sensitive to short-term and long-term climate changes. 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 is working on these issues and spreading information amongst farmers. Dhanuka is regularly encouraging good agricultural practices such as the use of modern technologies, optimum use of fertilizers and green manure according to soil test reports for better soil health, crop insurance, use of hybrid seeds, judicious use of agrochemicals, saving water in agriculture through the use of drip irrigation and sprinkler irrigation technique etc. Dhanuka is also educating farmers not to burn crop residue in field. 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 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 for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee
		Frequency (Annually/Half yearly/ Quarterly/ Any other – please specify)
		P1 P2 P3 P4 P5 P6 P7 P8 P9 P1 P2 P3 P4 P5 P6 P7 P8 P9
a.	Performance against above policies and follow up action	As a standard procedure, the Board periodically reviews the Company's Business Responsibility policies as needed. This assessment includes evaluating the effectiveness of the policies and making necessary adjustments to both policies and procedures.
b.	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with relevant regulations, and the Managing Director (MD) and Chief Financial Officer (CFO) issue a Statutory Compliance Certificate to the Board of Directors regarding applicable laws.
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.	Assurance has been carried out (Yes/No) : No Name of external agency: Not applicable
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	
	Questions	P1 P2 P3 P4 P5 P6 P7 P8 P9
	The entity does not consider the principles material to its business (Yes/No)	All Principles are covered by the Policies
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
	It is planned to be done in the next financial year (Yes/No)	

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	The Board holds regular meetings to provide updates on Environmental, Social, and Governance (ESG) matters, the Code of Conduct for the Prevention of Insider Trading, the Code of Conduct for Directors and Senior Management, Corporate Governance, Risk Management, and relevant regulatory changes. Each independent Director appointed to the Board participates in an induction and familiarization session. This session includes an introduction to the Company, its Charter, the industry landscape, and its business strategies. Moreover, Independent Directors hold separate meetings without non-independent Directors to evaluate the performance of non-independent Directors, the overall Board, and the Chairman of the Board.	100%
	Key Managerial Personnel	6	Dhanuka's Code of Conduct is the cornerstone of our operations, founded on principles of integrity, honesty, fairness, and strict adherence to all relevant laws. It addresses a broad spectrum of topics, including equal opportunity, data and privacy protection, conflicts of interest, insider trading, bribery, improper payments, compliance, human rights, ensuring a safe and secure work environment, and the Prevention of Sexual Harassment (POSH), among others. The required training on the Code offers a comprehensive framework for assessing conduct and behaviour, ensuring that all actions align with our ethical standards.	67%
	Employees other than BoD and KMPs	1	At Dhanuka, we prioritize the development, growth, and well-being of our employees by providing a supportive environment and adhering to health and safety guidelines issued by various regulatory authorities. We are dedicated to cultivating an inclusive workplace that supports both the professional and personal development of our employees. To meet the diverse training needs across various roles and individuals, we have created an extensive array of training modules. These programs cover numerous topics, including Leadership Development Programs, Team Building Exercises, Skill development courses and the Prevention of Sexual Harassment, among others.	100%
Workers	400	The company has implemented several measures to ensure the well-being and safety of its workers: Fire Safety: Ensuring fire prevention measures are in place, including fire extinguishers and evacuation plans. Use of PPE (Personal Protective Equipment): Providing and mandating the use of appropriate PPE to protect workers from hazards. Shop Floor Management: Organizing and managing shop floor activities to maintain a safe working environment. Emergency Evacuation: Establishing procedures for safely evacuating personnel during emergencies. New Worker Induction on Shop Floor: Providing comprehensive safety training to new workers before they start working. Unsafe Act & Condition Reporting: Encouraging workers to report any unsafe acts or conditions to promptly address potential hazards.	100%	
2	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on an 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.		<p>The company is deeply committed to ethical conduct, firmly opposing practices such as bribery or kickbacks and actively discouraging employees and stakeholders from engaging in such behaviour. We maintain a strict zero-tolerance policy against bribery and corruption, dedicated to upholding our business relationships with professionalism, fairness, and ethical integrity. To effectively combat bribery, we have implemented comprehensive guidelines and stringent control measures. We have clearly defined consequences for misconduct and encourage employees to promptly report any wrongdoing. Our corporate governance practices are anchored in principles of honesty and integrity, ensuring full compliance with legal and regulatory requirements. Anti-corruption and bribery principles are reinforced through various channels, including explicit terms outlined in employees' Appointment Letters upon joining the company. Additionally, our Code of Conduct, which outlines our ethical standards, is readily accessible to all employees through the HRMS portal. Furthermore, we provide a Whistleblower mechanism for reporting any concerns or instances of misconduct.</p> <p>https://www.dhanuka.com/corporate-governance/key-policies</p>			
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 2023-24		FY 2022-23		
		(Current Financial Year)		(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 2023-24		FY 2022-23		
		(Current Financial Year)		(Previous Financial Year)		
		Number	Remarks	Number	Remarks	
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-	
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-	

7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	Not Applicable		
8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:			
		FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	
	Number of days of accounts payables	50.89	57.34	
9	Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:			
	Parameter	Metrics		
			FY 2023-24 (Current Financial Year)	
			FY 2022-23 (Previous Financial Year)	
	Concentration of Purchases	a. Purchases from trading houses as % of total purchases	94.23%	94.29%
		b. Number of trading houses where purchases are made from	183	168
		c. Purchases from top 10 trading houses as % of total purchases	47.78%	50.58%
	Concentration of Sales	a. Sales to dealers / distributors as % of total sales	93.22%	92.20%
		b. Number of dealers / distributors to whom sales are made	6370	6359
		c. Sales to top 10 dealers / distributors as % of total sales to dealers/distributors	3.18%	3.16%
	Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.07%	0.23%
		b. Sales (Sales to related parties / Total Sales)	Nil	Nil
		c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	60%	100%
		d. Investments (Investments in related parties / Total Investments made)	Nil	Nil
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	
	99500*	Product awareness Scheme	100	
	<p>We educate, emphasize, and encourage our farmers to adopt modern agricultural practices to enhance their yields. Additionally, we provide guidance on saving energy and water in their farming processes. Some of our key initiatives include: - Engaging and Educating Farmers Nationwide: We maintain constant communication with Farmers across the country, educating them about various advanced technologies and connecting them with State Agricultural Universities (SAUs), ICAR Institutes, and Krishi Vigyan Kendras (KVKs), among others.</p> <p>Seed Treatment and Awareness: Dhanuka Group brings seed treatment machines directly to farmers' doorsteps and conducts on-farm demonstrations in collaboration with Krishi Vigyan Kendras (KVK). We have also developed a jingle, "Har Beej ko Suraksha Ka Teeka, Jaise Har Bache Ko Polio Ka Teeka," which has been adopted by the Government of India as part of its campaign.</p> <p>Comprehensive Soil Testing: At our R&D facility in Palwal, Haryana, we conduct thorough soil testing to ensure optimal agricultural practices. Our advanced soil analysis techniques provide detailed insights into soil health, nutrient levels, and composition. This enables us to offer precise recommendations to farmers, tailored to their specific soil conditions, thereby enhancing crop yields and sustainability.</p>			



	<p>Promoting Responsible Pesticide Use: Our company champions the safe and responsible use of pesticides, emphasizing adherence to recommended dosages and application methods. We regularly organize training sessions and demonstrations to enhance skills in operating spray pumps, selecting the appropriate nozzles, safely storing pesticides, disposing of containers properly after use, and taking necessary precautions for those handling pesticides.</p> <p>Addressing Water Scarcity: We are deeply concerned about water scarcity and advise farmers to create small ponds on their land for water conservation. Additionally, we have constructed check-dams in Rajasthan to improve water availability and support sustainable farming practices.</p> <p>Promoting crop insurance: our company actively promotes the key features of the Pradhan Mantri Fasal Bima Yojana (PMFBY) through our monthly advisory for farmers. Additionally, our field staff is well-prepared to incorporate this information during their meetings, field visits, training sessions, and on-farm demonstrations.</p>
	* Includes farmers, distributors and retailers
2	<p>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.</p> <p>Yes, every Director of the Company annually discloses any concerns or interests they have in the Company or other entities, including any changes, which encompass shareholding interests. Additionally, Directors annually declare under the Code of Conduct that they will always act in the Company's best interests and ensure that any other business or personal associations do not conflict with the Company's operations or their role. During Board meetings, Directors abstain from participating in items where they have a concern or interest. To identify and monitor conflicts of interest involving the Directors and Key Managerial Personnel (KMPs), 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 to monitor and track transactions entered into by the Company with these parties. Additionally, the Senior Management affirms annually that they have not engaged in any material financial and commercial transactions that could potentially conflict with the Company's interests.</p>

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.			
		FY 24 - Current Financial Year	FY 23 - Previous Financial Year	Details of improvements in environmental and social impacts
	R&D	10%	Nil	—
	Capex	32%	Nil	<p>Solar Power Generating System: Our investment in solar power generating systems has led to a substantial reduction in our carbon footprint, contributing to cleaner energy use.</p> <p>Effluent Treatment Plant (ETP): The ETP ensures that wastewater is treated effectively before being discharged, reducing pollution and protecting local water bodies.</p> <p>Sewage Treatment Plant (STP): The STP helps in treating sewage to make it safe for disposal or reuse, thereby improving sanitation and community health.</p> <p>Multi Effect Evaporator (MEE): The MEE helps in reducing waste by evaporating and recovering valuable resources, promoting a more sustainable production process.</p>

2.	<p>Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?</p> <p>Entity has procedures (Yes/No): Yes, Dhanuka is actively pursuing initiatives to ensure sustainable sourcing of raw materials. By promoting local sourcing, we not only reduce costs but also minimize the environmental footprint associated with transportation services. Our factories, strategically located in industrial areas away from urban centers, enable us to support local vendors by procuring materials from them. Sustainability remains our highest priority in all procurement decisions. Yes, Dhanuka is actively pursuing initiatives to ensure sustainable sourcing of raw materials. By promoting local sourcing, we not only reduce costs but also minimize the environmental footprint associated with transportation services. Our factories, strategically located in industrial areas away from urban centers, enable us to support local vendors by procuring materials from them. Sustainability remains our highest priority in all procurement decisions.</p> <p>Percentage of inputs: 100%.</p>																																			
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life																																				
	<p>Process Description</p> <p>(a) Plastics (including packaging) (b) E-waste (c) Hazardous waste (d) Other waste</p> <p>Given that our products are distributed directly to retailers, distributors, and end consumers, the company faces limited opportunities for reclaiming them at the end of their life cycles. Nevertheless, we have established robust systems for recycling various materials, including plastics (including packaging), e-waste, and hazardous substances, ensuring their safe disposal through authorized recyclers and compliance with regulatory requirements. This proactive approach minimizes the waste exiting our facilities.</p>																																			
4.	<p>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.</p> <p>Extended Producer Responsibility (EPR) applicable (Yes/No): Yes Describe: The company is compliant with Extended Producer Responsibility (EPR) regulations and holds certifications from the Central Pollution Control Board (CPCB) for both Brand Owner (BO) and Importer categories. Dhanuka has submitted a comprehensive plan to CPCB as part of the online application process. We collaborate with EcoEx, a CPCB-approved platform, for the collection and environmentally sound disposal of various types of plastics. Partners and Importers can be assured that our accredited processors across India will effectively meet their Plastic Waste EPR Targets.</p>																																			
Leadership Indicators																																				
1.	<p>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?</p> <table border="1" data-bbox="191 1123 1452 1281"> <thead> <tr> <th data-bbox="191 1123 446 1281">NIC Code</th> <th data-bbox="446 1123 558 1281">Name of Product / Service</th> <th data-bbox="558 1123 734 1281">% of total Turnover contributed</th> <th data-bbox="734 1123 917 1281">Boundary for which the Life Cycle Perspective / Assessment was conducted</th> <th data-bbox="917 1123 1093 1281">Whether conducted by independent external agency (Yes/No)</th> <th data-bbox="1093 1123 1268 1281">Results communicated in public domain (Yes/No)</th> <th data-bbox="1268 1123 1452 1281">If results communicated in public domain, provide the web-link</th> </tr> </thead> <tbody> <tr> <td colspan="7" data-bbox="191 1281 1452 1354">At present, the company has not yet conducted a Life Cycle Assessment (LCA) for its products. However, as part of ongoing initiatives to reduce our carbon footprint, we are actively pursuing LCA evaluations to gain insights into the environmental impacts of our products throughout their life cycles.</td> </tr> </tbody> </table>	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 results communicated in public domain, provide the web-link	At present, the company has not yet conducted a Life Cycle Assessment (LCA) for its products. However, as part of ongoing initiatives to reduce our carbon footprint, we are actively pursuing LCA evaluations to gain insights into the environmental impacts of our products throughout their life cycles.																											
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2.	<p>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.</p> <table border="1" data-bbox="191 1438 1452 1480"> <thead> <tr> <th data-bbox="191 1438 614 1480">Name of Product/Service</th> <th data-bbox="614 1438 1029 1480">Description of the Risk/Concern</th> <th data-bbox="1029 1438 1452 1480">Action Taken</th> </tr> </thead> <tbody> <tr> <td data-bbox="191 1480 614 1501">NA</td> <td data-bbox="614 1480 1029 1501">NA</td> <td data-bbox="1029 1480 1452 1501">NA</td> </tr> </tbody> </table>	Name of Product/Service	Description of the Risk/Concern	Action Taken	NA	NA	NA																													
Name of Product/Service	Description of the Risk/Concern	Action Taken																																		
NA	NA	NA																																		
3.	<p>Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).</p> <table border="1" data-bbox="191 1543 1452 1617"> <thead> <tr> <th data-bbox="191 1543 614 1575" rowspan="2">Indicate Input Material</th> <th colspan="2" data-bbox="614 1543 1452 1575">Recycled or re-used input material to total material</th> </tr> <tr> <th data-bbox="614 1575 1029 1606">FY 24 - Current Financial Year</th> <th data-bbox="1029 1575 1452 1606">FY 23 - Previous Financial Year</th> </tr> </thead> <tbody> <tr> <td data-bbox="191 1606 614 1617">NA</td> <td data-bbox="614 1606 1029 1617">0</td> <td data-bbox="1029 1606 1452 1617">0</td> </tr> </tbody> </table>	Indicate Input Material	Recycled or re-used input material to total material		FY 24 - Current Financial Year	FY 23 - Previous Financial Year	NA	0	0																											
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	FY 24 - Current Financial Year	FY 23 - Previous Financial Year																																		
NA	0	0																																		
4.	<p>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:</p> <table border="1" data-bbox="191 1669 1452 1837"> <thead> <tr> <th data-bbox="191 1669 446 1701"></th> <th colspan="3" data-bbox="446 1669 949 1701">FY 24 - Current Financial Year</th> <th colspan="3" data-bbox="949 1669 1452 1701">FY 23 - Previous Financial Year</th> </tr> </thead> <tbody> <tr> <td data-bbox="191 1701 446 1753">Plastics (including packaging)</td> <td data-bbox="446 1701 558 1753">0</td> <td data-bbox="558 1701 670 1753">0</td> <td data-bbox="670 1701 949 1753">0</td> <td data-bbox="949 1701 1061 1753">0</td> <td data-bbox="1061 1701 1173 1753">0</td> <td data-bbox="1173 1701 1452 1753">0</td> </tr> <tr> <td data-bbox="191 1753 446 1785">E-waste</td> <td data-bbox="446 1753 558 1785">0</td> <td data-bbox="558 1753 670 1785">0</td> <td data-bbox="670 1753 949 1785">0</td> <td data-bbox="949 1753 1061 1785">0</td> <td data-bbox="1061 1753 1173 1785">0</td> <td data-bbox="1173 1753 1452 1785">0</td> </tr> <tr> <td data-bbox="191 1785 446 1816">Hazardous Waste</td> <td data-bbox="446 1785 558 1816">0</td> <td data-bbox="558 1785 670 1816">0</td> <td data-bbox="670 1785 949 1816">0</td> <td data-bbox="949 1785 1061 1816">0</td> <td data-bbox="1061 1785 1173 1816">0</td> <td data-bbox="1173 1785 1452 1816">0</td> </tr> <tr> <td data-bbox="191 1816 446 1837">Other Waste</td> <td data-bbox="446 1816 558 1837">0</td> <td data-bbox="558 1816 670 1837">0</td> <td data-bbox="670 1816 949 1837">0</td> <td data-bbox="949 1816 1061 1837">0</td> <td data-bbox="1061 1816 1173 1837">0</td> <td data-bbox="1173 1816 1452 1837">0</td> </tr> </tbody> </table>		FY 24 - Current Financial Year			FY 23 - Previous Financial Year			Plastics (including packaging)	0	0	0	0	0	0	E-waste	0	0	0	0	0	0	Hazardous Waste	0	0	0	0	0	0	Other Waste	0	0	0	0	0	0
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Other Waste	0	0	0	0	0	0																														
5.	<p>Reclaimed products and their packaging materials (as percentage of products sold) for each product category.</p> <table border="1" data-bbox="191 1858 1452 1934"> <thead> <tr> <th data-bbox="191 1858 821 1900">Indicate product category</th> <th data-bbox="821 1858 1452 1900">Reclaimed products and their packaging materials as % of total products sold in respective category</th> </tr> </thead> <tbody> <tr> <td data-bbox="191 1900 821 1934">NA</td> <td data-bbox="821 1900 1452 1934">0</td> </tr> </tbody> </table>	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category	NA	0																															
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NA	0																																			



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	1056	1056	100%	1054	100%	NA	NA	1056	100%	0	0%
		Female	40	40	100%	40	100%	40	100%	NA	NA	0	0%
		Total	1096	1096	100%	1094	100%	40	4%	1056	96%	0	0%
		Other than Permanent employees											
		Male	7	0	0%	0	0%	0	0%	0	0%	0	0%
		Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
		Total	7	0	0%	0	0%	0	0%	0	0%	0	0%
	B	Category	Details of measures for the well-being of workers:										
			% of workers covered by										
		Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities		
			Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
		Permanent workers											
		Male	40	40	100%	40	100%	0	0%	40	100%	0	0%
		Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
		Total	40	40	100%	40	100%	0	0%	40	100%	0	0%
Other than Permanent workers													
Male		0	0	0%	0	0%	0	0%	0	0%	0	0%	
Female		0	0	0%	0	0%	0	0%	0	0%	0	0%	
Total		0	0	0%	0	0%	0	0%	0	0%	0	0%	
C	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:												
				FY 2023-24 (Current Financial Year)				FY 2022-23 (Previous Financial Year)					
	Cost incurred on well-being measures as a % of total revenue of the company			0.77%				0.71%					
2	Details of retirement benefits, for Current FY and Previous Financial Year.												
	Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)								
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)						
	PF	92.5%	40.0%	Y	99.71%	NA	Y						
	Gratuity	92.7%	40.0%	Y	100%	NA	Y						
ESI	7.3%	5.0%	Y	8.03%	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. Website Link: https://www.dhanuka.com/storage/policies/August2023/MCnH8hRc7WjY4OZLmedt.pdf					
5	Return to work and Retention rates of permanent employees and workers that took parental leave.						
	Gender	Permanent employees		Permanent workers			
		Return to work rate	Retention rate	Return to work rate	Retention rate		
	Male	100%	100%	100%	100%		
	Female	100%	33%	100%	100%		
Total	100%	NA	100%	100%			
6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.						
		Yes/No (If yes, then give details of the mechanism in brief)					
	Permanent Workers	Yes, Dhanuka has established mechanisms to receive and redress. These mechanisms include 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.					
	Other than Permanent Workers	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.					
	Permanent Employees	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.					
7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
	Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union(D)	% (D/C)
	Total Permanent Employees	Dhanuka's employees are currently not part of any employee association or Union.					
	Male						
	Female						
	Total Permanent Workers						
	Male						
	Female						



8	Details of training given to employees and workers:										
Category	FY 2023-24 (Current Financial Year)					FY 2022-23 * (Previous Financial Year)					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation		
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)	
Employees											
Male	1056	1056	100%	631	60%	974	909	93%	534	55%	
Female	40	40	100%	9	23%	51	15	29%	0	0%	
Total	1096	1096	100%	640	58%	1025	924	90%	534	52%	
Workers											
Male	40	40	100%	31	78%	16	16	100%	16	100%	
Female	0	0	0%	0	0%	0	0	0%	0	0%	
Total	40	40	100%	31	78%	16	16	100%	16	100%	
* In previous year ended 31st March 2023, the Company included workers in employees for the calculation of training %. The Company has recalculated it to bifurcate it between employees and workers, as required to be disclosed.											
9	Details of performance and career development reviews of employees and worker:										
Category	FY 2023-24 (Current Financial Year)			FY 2022-23* (Previous Financial Year)							
	Total (A)	No. (B)	% (B / A)	Total (c)	No. (D)	% (D / C)					
Employees											
Male	1056	1025	97.06%	974	974	100%					
Female	40	36	90%	51	51	100%					
Total	1096	1061	96.81%	1025	1025	100%					
Workers											
Male	40	39	97.5%	16	16	100%					
Female	0	0	-	-	-	100%					
Total	40	39	97.5%	16	16	100%					
*In previous year ended 31st March 2023, the Company included workers in employees for the calculation of performance and career development reviews of employees and workers. The Company has recalculated it to bifurcate it between employees and workers, as required to be disclosed.											
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, all the manufacturing sites and locations of the Company have an 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 the initiative to frame a comprehensive policy with respect to health and safety management systems such as Process Hazard Analysis, Pre-start-up safety review, Plant safety audit, Job safety analysis, Work Permit system, What if study, Workplace monitoring, Noise monitoring, Illumination monitoring.						
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 by a safety officer.						
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 2023-24	FY 2022-23			
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0			
		Workers	0	0			
	Total recordable work-related injuries	Employees	2	0			
		Workers	28	0			
	No. of fatalities	Employees	0	0			
		Workers	0	0			
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0				
	Workers	0	0				
12	Describe the measures taken by the entity to ensure a safe and healthy workplace.	<p>Company has 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. Company has also installed fall restrictors at its plant to eliminate injuries while loading and unloading of the material and products.</p> <p>Various safety information is displayed at different plant locations. We have suitable PPE facilities to safeguard our employees and workers.</p>					
13	Number of Complaints on the following made by employees and workers:						
		FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
	Working Conditions	Nil	NA	-	Nil	NA	-
Health & Safety	Nil	NA	-	Nil	NA	-	
14	Assessments for the year:						
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)					
	Health and safety practices	100%					
	Working Conditions						
	100%						
15	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	At Sanand Plant one incident was reported where material from the primary filled tank overflowed into the secondary tank due to the force of gravity. The same was addressed promptly by company through installation of the ball valve, which helps in controlling the backflow of material.					
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, the Company prioritize the well-being of our employees as well as their families. To ensure their financial security, Company has 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>					
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 the value chain partners of the Company, 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</p>					



		<p>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 specially 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
	Employees	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 conducts trainings on career development, skill development, personal goals and development at regular intervals which enable the employees to pursue career related and personal goals post-retirement or termination.			
5	Details on assessment of value chain partners:				
		% of value chain partners (by value of business done with such partners) that were assessed			
	Health and safety practices	- (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.	-			

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders					
Essential Indicators					
1	Describe the processes for identifying key stakeholder groups of the entity.	The Company identifies individuals or groups impacted by its activities and recognizes their significance in adding value to its business chain, both presently and in the future. Accordingly, key stakeholders identified by the Company include customers, investors, government entities, shareholders, regulators, value chain partners, and employees. Dhanuka acknowledges the impact of its policies, decisions, products, services, and operations on these stakeholders. Aligned with its policies, practices, and procedures, Dhanuka actively engages with its stakeholders to address differences in a just, fair, equitable, and consistent manner, and implements corrective actions when necessary. The Company also collaborates with relevant stakeholders to enhance 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 encompass a variety of methods to ensure effective engagement and support. These include regular town hall meetings for updates and feedback, goal setting and performance reviews, wellness initiatives like yoga sessions, and access to mental health counsellors via phone. Additionally, we use email announcements, websites for policies and announcements, poster campaigns, a quarterly publication called "Manthan," and feedback surveys. Town hall meetings allow leaders to address employees, discussing company progress and strategies. Goal setting and performance reviews provide opportunities for employees to discuss their performance and receive feedback. Wellness initiatives, such as yoga sessions, promote employee well-being, and mental health counsellors are available for confidential consultations. Email announcements and websites disseminate important information, while poster campaigns and "Manthan" highlight key messages and updates. Feedback surveys gather employee opinions and suggestions. These diverse communication channels foster open dialogue, engagement, and a supportive work environment within our organization.	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 feedback. Company is also actively pursuing campaigns on digital marketing channels to raise awareness across regions.	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 (Chairman club meetings and Gold club meetings), 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	Governments	No	Advocacy meetings with local/state/ national government and ministries, seminars, media releases, conferences, membership in local enterprise partnership. One such example is collaboration with Indian Council of Agricultural Research (ICAR) to empower farmers by integrating technologies.	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	<p>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.</p> <p>The Company's Approach to Stakeholder Engagement: At Dhanuka, our stakeholder engagement mechanism serves as a crucial driver in enhancing and diversifying relationships with stakeholders. This approach facilitates the identification of key material issues that significantly impact the Company's growth. In the fiscal year 2023-24, our stakeholder engagement and materiality assessment exercise prioritized these issues, mapped associated risks, and developed corresponding risk mitigation strategies. The primary outcome of this exercise was the identification and prioritization of material issues spanning environmental, social, governance, and economic aspects. These issues were presented to senior leadership and the Board for feedback and guidance in formulating the Company's sustainable growth strategies. To ensure ongoing relevance and effectiveness, the stakeholder engagement process undergoes periodic reviews. This reflects our commitment to continuously engage with internal and external stakeholders, addressing key material issues that affect them.</p>
2	<p>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.</p> <p>Yes, Dhanuka consistently engages proactively with its key stakeholders, enabling effective development of its ESG strategies and transparent reporting of outcomes. To comply with current regulations and respond to stakeholder interactions, the Company conducts periodic assessments to review and adjust policies as necessary.</p>
3	<p>Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.</p> <p>For more information, please refer to our CSR Page at https://www.dhanuka.com/csr</p>

PRINCIPLE 5 Businesses should respect and promote human rights											
Essential Indicators											
1	Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:										
	Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)						
		Total (A)	No. employee's workers covered (B)	% (B/A)	Total (C)	No. employee's workers covered (D)	% (D/C)				
	Employees										
	Permanent	1096	1096	100%	1025	1025	100%				
	Other than permanent	7	7	100%	0	0	0%				
	Total Employees	1103	1103	100%	1025	1025	100%				
	Workers										
	Permanent	40	40	100%	16	16	100%				
	Other than permanent	0	0	0%	0	0	0%				
	Total Employees	40	40	100%	16	16	100%				
2	Details of minimum wages paid to employees and workers, in the following format:										
	Category	FY 2023-24 (Current Financial Year)				FY 2022-23 (Previous Financial Year)					
		Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
			No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees										
	Permanent	1,096	-	-	1,093	99.73%	1,025	-	-	1,025	100%
	Male	1,056	-	-	1,053	99.72%	974	-	-	974	100%
	Female	40	-	-	40	100%	51	-	-	51	100%
	Other than permanent	7	-	-	7	100%	-	-	-	-	-
	Male	7	-	-	7	100%	-	-	-	-	-
	Female	-	-	-	-	-	-	-	-	-	-
	Workers										
	Permanent	40	-	-	40	100%	16	-	-	16	100%
	Male	40	-	-	40	100%	16	-	-	16	100%
	Female	-	-	-	-	-	-	-	-	-	-
	Other than permanent	-	-	-	-	-	-	-	-	-	-
	Male	-	-	-	-	-	-	-	-	-	-
	Female	-	-	-	-	-	-	-	-	-	-
3	Details of remuneration/salary/wages, in the following format:										
	a		Male			Female					
			Number	Median remuneration/salary/wages of respective category		Number	Median remuneration/salary/wages of respective category				
		Board of Directors (BoD)	4	1,17,39,822		0	-				



	Key Managerial Personnel (KMP)	3	1,47,17,772	0	-	
	Employees other than BoD and KMP	1284	6,42,800	55	7,50,735.0	
	Workers	50	3,84,679	0	-	
	b	Gross wages paid to females as % of total wages paid by the entity, in the following format:				
		FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)		
	Gross wages paid to females as % of total wages	2.61%		2.47%		
4	Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)	Yes				
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	The Company has implemented a Grievance Redressal mechanism where employees can report grievances to HR or Senior Management without fear of retaliation. A committee may be formed or delegated to investigate the reported issues. Subsequently, designated committee investigates and addresses the issues. In collaboration with the senior management, the committee recommends a suitable resolution.				
6	Number of Complaints on the following made by employees and workers:					
		FY 2023-24 (Current Financial Year)			FY 2022-23(Previous Financial Year)	
		Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year Remarks
	Sexual Harassment	Nil	Nil	-	Nil	Nil -
	Discrimination at workplace	Nil	Nil	-	Nil	Nil -
	Child Labour	Nil	Nil	-	Nil	Nil -
	Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil -
	Wages	Nil	Nil	-	Nil	Nil -
	Other human rights related issues	Nil	Nil	-	Nil	Nil -
7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:					
		FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)	
	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0			0	
	Complaints on POSH as a % of female employees / workers	NA			NA	
	Complaints on POSH upheld	NA			NA	
8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	<p>The Company condemn all forms of discrimination, harassment, and unfair practices, and provide complete protection to complainants.</p> <p>To prevent adverse consequences to the complainant in discrimination and harassment cases, the Company has established mechanisms in line with its POSH Policy. These mechanisms ensure that individuals who report such incidents are protected from unfair treatment.</p> <p>The company also has whistle blower policy in place which ensures that no unfair treatment is done with the Whistleblower by virtue of his/her having reported a Protected Disclosure under the policy.</p>				
9	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	No				

10	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	100%
	Sexual harassment	100%
	Discrimination at workplace	100%
	Wages	100%
11	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.	The Company operates in the employee/worker friendly manner. Based on internal assessments, no practice detrimental to the well-being of the employees was identified. Therefore, there was no requirement for the corrective action, hence, no corrective action is underway.
Leadership Indicators		
1	Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.	Not applicable as the Company has not received any human rights grievance/complaint.
2	Details of the scope and coverage of any Human rights due-diligence conducted.	The Company has not conducted any Human rights due diligence during the FY 2023-24.
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, the corporate office and sites of the Company have ramps for easy movement of differently abled people and wheelchair-accessible restrooms are available.
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	During the FY 2023-24, the Company has not performed any assessment of value chain partners with respect to the following points.
	Discrimination at workplace	
	Child Labour	
	Forced Labour/Involuntary Labour	
Wages		
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

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:		
		FY 24 Current Financial Year	FY 23 Previous Financial Year
From renewable sources (in Gigajoules)			
	Total electricity consumption (A)	1057.23	853
	Total fuel consumption (B)	0	0
	Energy consumption through other sources (C)	0	0
	Total energy consumed from renewable sources (A+B+C)	1057.23	853
From non-renewable sources (in Gigajoules)			
	Total electricity consumption (D)	13023.97	5962.31
	Total fuel consumption (E)	12412.88	600
	Energy consumption through other sources (F)		
	Total energy consumed from non-renewable sources (D+E+F)	25436.85	6562.31
	Total energy consumed (A+B+C+D+E+F)	26494.08	7415.31
	Energy intensity per rupee of turnover (Total energy consumed (G.J) / Revenue from operations)	0.0000015066	0.0000004361



	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP)**	0.000009646	0.00003447
	Energy intensity in terms of physical output (GJ/MT of production)	0.7049809988	0.2376395734
	Energy intensity (optional) – the relevant metric may be selected by the entity		
	**The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88		
	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out (Yes/No) : No Name of external agency: Not applicable	
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.	Have sites? (Yes/No) : No Targets achieved? (Yes/No) : No In case targets have not been achieved, provide the remedial action taken, if any: Not Applicable	
3.	Provide details of the following disclosures related to water, in the following format:		
	Parameter	FY 24 Current Financial Year	FY 23 Previous Financial Year
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	0	0
	(ii) Groundwater	28991.48	20619
	(iii) Third Party Water	23100	293.24
	(iv) Seawater/desalinated water	0	0
	(v) Others	0	18621
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	52091.48	39533.24
	Total volume of water consumption (in kilolitres)	52091.48	39533.24
	Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) KL/Turnover	0.0000029622	0.0000023252
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00006777	0.00005143
	Water intensity in terms of physical output (KL/MT of Production)	1.386102173	1.266927787
	Water intensity (Optional) – the relevant metric may be selected by the entity		
	Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Has been carried out by an external agency (Yes/No): No Name of external agency: Not Applicable	
4.	Provide the following details related to water discharged:		
	Parameter	FY 24 - Current Financial Year	FY 23 - Previous Financial Year
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) To Surface water	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	(ii) To Groundwater	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	(iii) To Seawater	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-

	(iv) Sent to third-parties	-	14.34
	- No treatment	-	14.34
	- With treatment – please specify level of treatment	-	-
	(v) Others	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	Total water discharged (in kilolitres)	0	14.34
	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out by an external agency (Yes/No) : No Name of external agency: Not Applicable	
5.	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Mechanism implemented?(Yes/No):	<p>Yes, Dhanuka Agritech has implemented a comprehensive mechanism for Zero Liquid Discharge (ZLD) across its facilities. A ZLD system with a capacity of 50 kL/day was installed at our Keshwana site in 2022. This advanced system has since been instrumental in ensuring that no liquid waste is discharged into the environment, aligning with our commitment to sustainable and responsible operations.</p> <p>Additionally, to further support our ZLD objectives, we have integrated Effluent Treatment Plants (ETP) with a capacity of 10 kL/day and Sewage Treatment Plants (STP) with a capacity of 20 kL/day across all four of our facilities. These installations effectively treat all industrial effluents and sewage, ensuring that all wastewater is fully processed and recycled within our operations. This comprehensive approach not only achieves Zero Liquid Discharge but also underscores our dedication to environmental stewardship and sustainable industrial practices.</p>	
6.	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:		
	Parameter	Please specify unit	FY 24 - Current Financial Year
	NOx	µg/m3	932.1
	SOx	µg/m3	402
	Particulate matter (PM) (2.5 / 10)	µg/m3	1975
	Persistent organic pollutants matter (POP)	NA	-
	Volatile organic compounds (VOC)	NA	-
	Hazardous air pollutants (HAP)	NA	-
	Others – please specify	NA	-
	Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out by an external agency(Yes/No) : No Name of external agency: Not Applicable	
7.	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:		
	Parameter	Unit	FY24 - Current Financial Year
	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1175.32
	Total Scope 2 emissions (Break-up of the GHG into CO2,CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2977.43
	Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes of CO2equivalent / Turnover	0.0000002361
	Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent / rupee turnover adjusted for PPP	0.000005401
	Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Emissions / MT production)	Metric tonnes of CO2 equivalent/ MT of production	0.1105004602
	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	
	For estimation of Scope 1 GHG emissions, we have referred 2006 IPCC Guidelines for National Greenhouse Gas Inventories and IPCC		



	Fifth Assessment Report for GWP values. For estimation of scope 2 GHG emissions, the emission factors prescribed as per CO2 Baseline Database for the Indian Power Sector, published by Central Electricity Authority (CEA), Ministry of Power, Government of India, has been considered.																																																							
	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out by an external agency(Yes/No) : No Name of external agency: Not Applicable																																																						
8.	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Have project? (Yes/No): Yes	<p>In FY 23-24, Dhanuka Agritech has intensified its commitment to environmental stewardship by significantly advancing its initiatives to reduce greenhouse gas (GHG) emissions and promote sustainability across its operations. Building upon its strong foundation of eco-friendly practices, Dhanuka Agritech has implemented several new strategies and expanded existing efforts to achieve even greater environmental impact.</p> <p>A key area of progress has been the expansion of renewable energy infrastructure. Dhanuka Agritech has further increased its investment in solar energy, substantially reducing dependency on conventional power sources and thereby lowering carbon emissions associated with its operations. This transition not only aligns with global sustainability goals but also underscores Dhanuka Agritech's leadership in integrating renewable energy into agricultural practices.</p> <p>Moreover, Dhanuka Agritech has enhanced its wastewater management systems to minimize environmental impact. Building on its existing Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP), the company has implemented advanced technologies to ensure comprehensive treatment of industrial and domestic effluents throughout their facilities. The treated water is efficiently reused for gardening and other non-potable purposes, conserving freshwater resources, supporting local ecosystem health, and recharging the groundwater.</p> <p>Furthermore, Dhanuka Agritech has implemented Zero Liquid Discharge (ZLD) units across its facilities, ensuring that all liquid effluents are treated and reused within the production process, leaving no discharge to external water bodies. This initiative underscores their commitment to sustainable water management practices and environmental conservation.</p> <p>Additionally, Dhanuka Agritech has partnered with third-party vendors to responsibly manage non-hazardous waste generated at their facilities. These collaborations ensure that waste materials are recycled efficiently, further reducing environmental footprint and promoting circular economy principles within the company's operations.</p>																																																						
9.	Provide details related to waste management by the entity, in the following format:																																																							
	Parameter	<table border="1"> <thead> <tr> <th>FY 24 Current Financial Year</th> <th>FY 23 Previous Financial Year</th> </tr> </thead> <tbody> <tr> <td colspan="2">Total Waste generated (in metric tonnes)</td> </tr> <tr> <td>Plastic waste (A)</td> <td>247.07</td> <td>-</td> </tr> <tr> <td>E-waste (B)</td> <td>-</td> <td>-</td> </tr> <tr> <td>Bio-medical Waste (C)</td> <td>-</td> <td>-</td> </tr> <tr> <td>Construction and Demolition Waste (D)</td> <td>-</td> <td>-</td> </tr> <tr> <td>Battery Waste (E)</td> <td>-</td> <td>-</td> </tr> <tr> <td>Radioactive Waste (F)</td> <td>-</td> <td>-</td> </tr> <tr> <td>Other Hazardous Waste. Please specify, if any. (G)</td> <td>267.49</td> <td>27236</td> </tr> <tr> <td>Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</td> <td>-</td> <td>-</td> </tr> <tr> <td>Total (A + B + C + D + E + F + G + H)</td> <td>514.56</td> <td>27236</td> </tr> <tr> <td>Waste intensity per rupee of turnover (Total Waste generated/Revenue from operations) MT/Turnover</td> <td>0.0000000293</td> <td>0.0000016019</td> </tr> <tr> <td>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated/Revenue from operations adjusted for PPP)</td> <td>0.00000066</td> <td>0.00003541</td> </tr> <tr> <td>Waste intensity in terms of physical output waste (MT/ MT of Production)</td> <td>0.0136919269</td> <td>0.8728362564</td> </tr> <tr> <td>Waste intensity (optional)-the relevant metric may be selected by the entity</td> <td></td> <td></td> </tr> <tr> <td colspan="2">For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</td> </tr> <tr> <td>Category of waste</td> <td></td> <td></td> </tr> <tr> <td>(i) Recycled</td> <td>249.43</td> <td>23398</td> </tr> <tr> <td>(ii) Re-Used</td> <td>4.05</td> <td>-</td> </tr> </tbody> </table>	FY 24 Current Financial Year	FY 23 Previous Financial Year	Total Waste generated (in metric tonnes)		Plastic waste (A)	247.07	-	E-waste (B)	-	-	Bio-medical Waste (C)	-	-	Construction and Demolition Waste (D)	-	-	Battery Waste (E)	-	-	Radioactive Waste (F)	-	-	Other Hazardous Waste. Please specify, if any. (G)	267.49	27236	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-	Total (A + B + C + D + E + F + G + H)	514.56	27236	Waste intensity per rupee of turnover (Total Waste generated/Revenue from operations) MT/Turnover	0.0000000293	0.0000016019	Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated/Revenue from operations adjusted for PPP)	0.00000066	0.00003541	Waste intensity in terms of physical output waste (MT/ MT of Production)	0.0136919269	0.8728362564	Waste intensity (optional)-the relevant metric may be selected by the entity			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	249.43	23398	(ii) Re-Used	4.05	-
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	(iii) Other recovery operations	0	0
	Total	253.48	23398
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
	(i) Incineration	13.3	3838
	(ii) Landfilling	11.51	-
	(iii) Other disposal operations	11.62	-
	Total	36.43	3838
	Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out by an external agency(Yes/No): No Name of external agency: Not Applicable	
10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	<p>At Dhanuka Agritech, our waste management practices are integral to our commitment to sustainability and environmental responsibility. Across our facilities, including at Keshwana, Sanand, Dahej, and Udhampur units, we have implemented comprehensive strategies aimed at minimizing waste generation and optimizing resource utilization.</p> <p>To reduce the usage of hazardous and toxic chemicals in our products and processes, we have adopted stringent measures. Our approach includes rigorous screening of raw materials to ensure compliance with safety and environmental standards. We actively seek alternative ingredients that are less harmful without compromising product quality or efficacy. This proactive stance is supported by our continuous improvement initiatives and adherence to ISO 9001:2015, ISO 14001:2015, and OHSAS 45001:2018 certifications across all our locations.</p> <p>In managing waste generated from our operations, particularly at our Keshwana unit, we have implemented advanced systems. This includes the installation of an Effluent Treatment Plant (ETP) for industrial effluent and a Sewage Treatment Plant (STP) for domestic effluent. Treated water from these plants is efficiently reused, primarily for gardening purposes, thereby conserving water resources. We closely monitor water consumption through calibrated flow meters to ensure optimal usage.</p> <p>Furthermore, we have implemented rainwater harvesting systems across our facilities to capture and utilize rainwater effectively. This initiative not only helps in maintaining groundwater levels but also reduces dependency on external water sources. The harvested rainwater undergoes initial treatment in our ETP to ensure quality standards are met before reuse.</p> <p>In our commitment to air quality management, we have installed scrubbers that effectively remove contaminants from plant emissions. This proactive approach not only minimizes environmental impact but also ensures a healthier workplace environment for our employees.</p>	
11.	If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/ clearances are required, please specify details in the following format:		
	S. No.	Location of operations/offices	Type of operations
	-	NA	NA
	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.		
	NA		
12.	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:		
	Name and brief details of project	EIA Notification No.	Date
	NA	NA	NA
	Whether conducted by independent external agency (Yes/No)		
	NA		
	Results communicated in public domain (Yes/No)		
	NA		
	Relevant Web link		
	NA		
	No EIA project was undertaken during the current FY		
13.	Is the entity compliant with the applicable environmental law/ regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:	Yes, Dhanuka Agritech is fully compliant with all applicable environmental laws, regulations, and guidelines in India. These include, but are not limited to, the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and the rules thereunder. Our adherence to these regulations reflects our commitment to maintaining high environmental standards and ensuring sustainable operations across all our facilities.	



S. No.	Specify the law/regulation/guidelines which was not complied	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	NA	NA	NA	NA
Leadership Indicators				
1.	Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):			
	(i) Name of the area:	1. Sanand. 2. Udampur. 3. Dahej. 4. Keshwana		
	(ii) Nature of operations:	Agrochemicals manufacturing		
	(iii) Water withdrawal, consumption and discharge in the following format:			
	Parameter	Unit	FY 24 - Current Financial Year	FY 23 - Previous Financial Year
	(i) Surface water	KL	0	0
	(ii) Groundwater	KL	28991.48	20619
	(iii) Third Party Water	KL	23100	293.24
	(iv) Seawater/desalinated water	KL	0	0
	(v) Others	KL	0	18621
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	52091.48	39533.24
	Total volume of water consumption (in kilolitres)	KL	52091.48	39533.24
	Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) KL/Turnover	KL / INR Turnover	0.0000029622	0.0000023252
	Water intensity (Optional) – the relevant metric may be selected by the entity			
	Water discharge by destination and level of treatment (in kilolitres)			
	(i) To Surface water		0	-
	- No treatment		0	-
	- With treatment – please specify level of treatment		0	-
	(ii) To Groundwater		0	-
	- No treatment		0	-
	- With treatment – please specify level of treatment		0	-
	(iii) To Seawater		0	-
	- No treatment		0	-
	- With treatment – please specify level of treatment		0	-
	(iv) Sent to third-parties		0	-
	- No treatment		0	14.43
	- With treatment – please specify level of treatment		0	-
	(v) Others		0	-
	- No treatment		0	-
	- With treatment – please specify level of treatment		0	-
	Total water discharged (in kilolitres)		0	14.43
	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Assurance has been carried out by an external agency(Yes/No): No Name of external agency: Not Applicable		
2.	Please provide details of total Scope 3 emissions & its intensity, in the following format:			
	Parameter	Unit	FY 24-Current Financial Year	FY 23-Previous Financial Year
	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	-	-
	Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ Turnover	-	-

	Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent/MT of production	-	-
	Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Assurance has been carried out by an external agency(Yes/No): No Name of external agency: Not Applicable	
3.	With respect to the ecologically sensitive areas reported at Question 11 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.		Dhanuka Agritech Limited is deeply committed to upholding regulatory environmental compliance and ethical standards across all operational domains. Though our facilities are located in industrial areas, with limited impact on biodiversity, we are dedicated to continually enhancing our practices to minimize environmental footprint and promote biodiversity conservation.	
4.	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:			
	S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
	1	Effluent Treatment Plant (ETP)	Installation of an ETP at each of the manufacturing units for treating industrial effluent. The treated water is reused for gardening purposes.	Conservation of water resources and reduction in industrial effluent discharge.
	2	Sewage Treatment Plant (STP)	Implementation of an STP at the manufacturing units for treating domestic effluent. The treated water is reused for gardening purposes.	Efficient reuse of water and reduction in domestic effluent discharge.
	3	Zero Liquid Discharge (ZLD)	Adoption of ZLD techniques to ensure no liquid waste is discharged from our facilities.	Elimination of liquid waste discharge and maximized water reuse.
	4	Hazardous Waste Co-processing	Converting hazardous waste like Spent Sulphuric Acid, Sodium Sulphate into useful products with partnerships with authorized end users. Disposal of hazardous waste to the cement industry for co-processing (as an alternative fuel/raw material).	Converting hazardous waste like Spent Sulphuric Acid, Sodium Sulphate into useful products with partnerships with authorized end users. Disposal of hazardous waste to the cement industry for co-processing (as an alternative fuel/raw material).
	5	Rainwater Harvesting	Implementation of rainwater harvesting systems across our facilities to capture and utilize rainwater effectively. The harvested rainwater undergoes initial treatment in our ETP before reuse.	Maintenance of groundwater levels and reduced dependency on external water sources.
	6	Air Quality Management	Installation of scrubbers to remove contaminants from plant emissions.	Improved air quality and healthier workplace environment.
	7	Screening and Replacement of Hazardous Chemicals	Rigorous screening of raw materials to ensure compliance with safety and environmental standards. Seeking alternative ingredients that are less harmful without compromising product quality.	Reduction in the usage of hazardous and toxic chemicals, enhancing product safety and environmental compliance.
5.	Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.		<p>Business Continuity Plans (BCP) are essential for ensuring that a company can recover from disruptions in production activities. For manufacturing plants, the specific objectives of BCP include identifying various threats that could interrupt business operations. It involves establishing advanced arrangements and procedures that enable rapid response to emergencies, ensuring the continuous operation of critical business functions. The plan aims to minimize employee injuries, prevent loss of life, and reduce damage and losses. It also focuses on protecting essential facilities, equipment, vital records, and other assets.</p> <p>BCP requires identifying crisis response teams and outlining their specific responsibilities. Effective decision-making processes are crucial to restoring operations promptly. The plan includes identifying alternative actions to mitigate or minimize the effects of the crisis and shorten response times. It quantifies the potential impact of various events in terms of financial loss, time, business disruption, and workforce impact. The goal is to ensure a swift recovery from emergencies and the timely resumption of full-scale manufacturing.</p> <p>Additionally, maintaining the quality of products, protecting the customer base, and preserving the company's brand during emergencies are critical components of the plan.</p>	



6.	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.	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.
7.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	Nil

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				
		8				
	b.	List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to				
		S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)		
		1	CLI: Crop Life India	National		
		2	ACFI: Agro Chem Federation of India	National		
		3	BASAI: Biological Agri Solutions Association of India	National		
		4	FAI: The Fertiliser Association of India	National		
		5	BIPA: Bioagri Input Producers Association	National		
		6	Keshwana Industrial Association	Regional		
7	Dahej Industries Association	Regional				
8	A.I. Sanand Owners Association	Regional				
2	Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.					
	Name of authority	Brief of the case		Corrective action taken		
	Nil					
Leadership Indicators						
1	Details of public policy positions advocated by the entity:					
		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	-	-	-	

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:					
	S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
	Amounts paid to PAFs in the FY (In INR)					
	Not Applicable					
3	Describe the mechanisms to receive and redress grievances of the community.					
	<p>The company is in Agri-business and works closely with farmers community. The Company fosters community collaboration through regular formal and informal sessions, alongside specific program meetings, to ensure active engagement and cooperation. Company runs the following initiatives which helps it to address the grievances/queries of the farming community:</p> <ul style="list-style-type: none"> - Dhanuka Kheti Ki Nayi Takneek: Wherein company through its field force of over 1000 people across the country educates the farmer community about the safe and judicious use of pesticides. - Dhanuka Doctors: Wherein company has trained around 500 employees to deliver the message of modern farming to the Indian farmer at his doorstep and on his farm. These employees remain in constant touch with community through field visits, telephonic and email communications 					
4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:					
	Parameter			FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	
	Directly sourced from MSMEs/ small producers			11.6%	8.8%	
	Directly from within India			80.7%	79.1%	
5	Job creation in smaller towns Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost					
	Location			FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	
	Rural			5.1%	5.4%	
	Semi-Urban			10.0%	7.1%	
	Urban			42.4%	41.4%	
	Metropolitan			42.5%	46.1%	
Leadership Indicators						
1	Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):					
	Details of negative social impact identified			Corrective action taken		
	Not Applicable					
2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:					
	S.No	State	Aspirational District		Amount spent (In INR)	
	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:				
	S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
The Company has 2 Patents and more than 265 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
	Nil				
6	Details of beneficiaries of CSR Projects:				
	S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	
	CSR projects undertaken by the company are focused on reaching out to and helping those in need. In order to create impact at large and reaching out to diverse set of beneficiaries, company has undertaken numerous CSR project ranging from Tree plantation, Anna Seva to construction of schools, donations for buses, etc. Please refer to the Annexure E of the Director's Report.				

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.			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:						
	Parameter			As a percentage to total turnover (%)			
	Environmental and social parameters relevant to the product			-			
	Safe and responsible usage			100%			
	Recycling and/or safe disposal			100%			
3	Number of consumer complaints in respect of the following:						
		FY 2023-24			FY 2022-23		
		Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
	Data privacy	Nil	NA	NA	Nil	NA	NA
	Advertising	Nil	NA	NA	Nil	NA	NA
	Cyber-security	Nil	NA	NA	Nil	NA	NA
	Quality of Products	36	0	-	87	5	-
	Delivery of essential services	Nil	NA	NA	Nil	NA	NA
	Restrictive Trade Practices	Nil	NA	NA	Nil	NA	NA
	Unfair Trade Practices	Nil	NA	NA	Nil	NA	NA
	Other	106	0	-	91	0	-
Total	142	0		178	5		

4	Details of instances of product recalls on account of safety issues:	
	Type	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 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 2023-24, 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
7	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
	c.	Impact, if any, of the data breaches
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.	Not applicable
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)	No