

29<sup>th</sup> July, 2024

<b>National Stock Exchange of India Ltd.</b> Listing Department. Exchange Plaza, C-1, Block- G, Bandra Kurla Complex, Bandra (East) Mumbai-400 051. Fax No. 26598235/8237/8347. <b>Symbol: DELTACORP</b>	<b>BSE Ltd.</b> Corporate Relation Department, Listing Department, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001. Facsimile No. 22723121/22722037/2041 <b>Scrip Code 532848</b>
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Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year 2023-2024.**

In compliance with provisions of Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith a copy of Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-2024.

The BRSR is also available on the website of the Company at <https://deltacorp.in/pdf/business-responsibility-and-sustainability-report/BRRSR-24.pdf>

You are requested to take the same in your record.

Thanking You.

Yours Sincerely,

**For Delta Corp Limited**

**Dilip Vaidya**  
**Company Secretary & Vice President - Secretarial**  
FCS NO.7750  
Encl- As above

**Regd. Office :** 10, Kumar Place, 2408, General Thimayya Road, Pune - 411 001.

Delta House, Hornby Vellard Estate,  
Dr. Annie Besant Road,  
Next to Copper Chimney,  
Worli, Mumbai - 400 018.

Phone : +91 22 6987 4700  
Email : secretarial@deltin.com  
CIN : L65493PN1990PLC058817

# Business Responsibility and Sustainability Report

## STATEMENT FROM THE MANAGING DIRECTOR

### Dear Stakeholders,

This report marks a significant milestone for “Delta Corp” Limited (“Delta Corp”). As we embark on a journey towards greater sustainability, we are happy to share our annual Business Responsibility and Sustainability Report (BRSR) showcasing our sustainability performance for the FY 2023-24.

At Delta Corp, we believe in responsible and sustainable business practices. We strive to create value for all stakeholders while minimizing environmental and social impact. Our core values – integrity, transparency, and respect for human rights – guide our approach to sustainability.

As India’s sole listed casino gaming company, we have expanded our reach in recent years to include online skill-based gaming. Operating across offline gaming, online gaming, and luxury hospitality, we acknowledge the inherent sustainability challenges within these sectors.

To gain a comprehensive understanding of these challenges, we engaged with experts and stakeholders during the reporting period. Their valuable input helped us identify the material issues addressed and further aided in working around the effective management of these topics. This level of transparency allows investors and stakeholders to grasp both the risks and opportunities associated with our business while tracking our progress towards long-term sustainability. As a steward of nature, we have begun assessing our business impacts by conducting Rapid Environmental Impact Assessment (REIA) studies with our M.V. Horseshoe Casino in North Goa being the first business to undergo a REIA during the reporting period.

The past year has seen significant strides in our sustainability journey. Our priorities included establishing a robust governance structure and policies.

We have also taken a stride in Investing in electric vehicles and waste processing units to reduce our operational water and carbon footprints. We see immense potential to integrate sustainability further into our core operations. Given the nature of our business, energy management emerges as a key area for immediate focus. We also recognize responsible marketing as another opportunity and believe stakeholder engagement is vital to our success in this area.

We express our sincere gratitude to our employees, customers, investors, and all stakeholders for their support and engagement. We look forward to a collaborative future, working together to create a more sustainable and responsible business landscape.

Sincerely,

**Ashish Kapadia**

**Managing Director**

**Delta Corp Limited**

**SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1.	Corporate Identity Number (CIN) of the Listed Entity:	L65493PN1990PLC058817
2.	Name of the Listed Entity:	Delta Corp Limited
3.	Year of incorporation:	1990
4.	Registered office address:	10, Kumar Place, 2408, General Thimayya Road, Pune - 411001
5.	Corporate address:	Delta House, Hornby Vellard Estate, Dr. Annie Besant Road, Near Copper Chimney, Worli, Mumbai- 400018
6.	E-mail:	<a href="mailto:secretarial@deltin.com">secretarial@deltin.com</a>
7.	Telephone:	022 69874700
8.	Website:	<a href="http://www.deltacorp.in">www.deltacorp.in</a>
9.	Financial year for which reporting is being done:	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital:	₹ 26,77,71,097
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Dilip Vaidya Company Secretary and Vice President - Secretarial Tel. No. 022 69874700 Email - <a href="mailto:secretarial@deltin.com">secretarial@deltin.com</a>
13.	Reporting boundary: Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of assurance provider:	Not Applicable as the Company does not fall under the purview of Assurance as per SEBI mandate.
15.	Type of assurance obtained:	-

**II. Product/Services**

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Offline Casino Gaming	Delta Corp boasts a comprehensive casino portfolio across offshore and onshore locations.	92
2.	Hospitality	Delta Corp has hotels in Goa and Daman that caters to its customers.	8
<b>Total:</b>			<b>100</b>

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Offline Casino Gaming	9200	79.98
2.	Accommodation Service	5510	5.95
3.	Food & beverage Service	5610	14.07

### III. Operations

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

Location	Number of operations	Number of Offices	Total
National	4	6	10
International	0	0	0

19. Markets served by the entity

- a. Number of locations

Location	Number
National (No. of States)	3
International (No. of Countries)	0

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

3.55%

- c. A brief on types of customers

Delta Corp is a premier provider of gaming and hospitality services, catering to a diverse clientele of domestic and international tourists, as well as business travellers. The company elevates the gaming experience for all guests by providing a vast selection of high-quality casino games and electronic entertainment options. The company's hospitality segment delivers luxury accommodation, fine dining, and captivating entertainment, promising unforgettable moments in lavish settings. Moreover, with its MICE business, Delta Corp serves corporate clients by offering top-notch conference facilities and event management services. Overall, Delta Corp sets the standard for excellence in gaming, hospitality, and corporate events, providing unparalleled experiences to its guests.

**IV. Employees**

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent(D)	2484	1880	76%	604	24%
2.	Other than Permanent (E)	255	243	95%	12	5%
3.	Total employees (D+E)	2739	2123	78%	616	22%
<b>WORKERS</b>						
4.	Permanent(F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F+G)	0	0	0	0	0

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent(D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	0	0	0	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent(F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women:

Location	Total (A)	Number and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14%
Key Management Personnel	3	0	0

\* Key Management Personnel includes Mr. Ashish Kapadia, who is also our Managing Director.

22. Turnover rate for permanent employees and workers:

	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	23%	6%	29%	24%	5%	29%	16%	3%	19%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Delta Pleasure Cruise Company Private Limited (DPCCPL)	Subsidiary	100%	Yes
2.	Deltin Hotels and Resorts Private Limited (DHRPL)	Subsidiary	100%	No
3.	Deltin Amusement Park Private Limited (DAPPL)	Subsidiary	100%	No
4.	Deltatech Gaming Limited (DGL)	Subsidiary	100%	Yes
5.	Deltatech Gaming Services Private Limited (DGSPL) (formerly known as Gaussian Online Skill Gaming Private Limited )	Subsidiary	100%	No
6.	Highstreet Cruises & Entertainment Private Limited (HCEPL)	Subsidiary	100%	Yes
7.	Marvel Resorts Private Limited (MRPL)	Subsidiary	100%	No
8.	Deltin Foundation	Subsidiary	100%	No
9.	Delta Hospitality & Entertainment Mauritius Limited (DHEML)	Subsidiary	100%	No
10.	Delta Offshore Developers Limited (DODL)	Subsidiary	100%	No
11.	Deltin Cruises and Entertainment Private Limited (DCEPL)	Step-Down Subsidiary	100%	No
12.	Delta Hotels Lanka Private Limited (DHLPL)	Step-Down Subsidiary	100%	No
13.	Waterways Shipyard Private Limited (WSPL)	Associate	45%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
- (ii) Turnover (in ₹): 6,35,65,68,030
- (iii) Net worth (in ₹): 24,72,40,69,495

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	8	0	-
Employees and workers	Yes	3	0	-	0	0	-
Customers	Yes	92	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	Yes	0	0	-	0	0	-

The relevant policies related to the above can be found at <https://deltacorp.in/policies.html>

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:

Sr. 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.	Regulatory	Risk	Non-compliance can lead to fines or penalties	Establish robust compliance processes and engage responsibly for policy advocacy	Negative
2.	Customer Health and Safety	Risk	Safety incidents can harm reputation and result in legal action	Implement stringent safety protocols and employee training	Negative
3.	Customer Privacy	Risk	Data breaches can lead to loss of customer trust	Strengthen data protection measures and encryption	Negative
4.	Responsible Marketing and Labelling	Opportunity	Transparent and ethical marketing can enhance brand reputation	Adopt responsible marketing practices	Positive
5.	Energy Management	Opportunity	Efficient energy usage can lead to cost savings	Implement energy-efficient technologies and practices in hotels, casinos and data centres	Positive
6.	Waste and Hazardous Materials Management	Opportunity	Effective waste management can reduce environmental impact	Implement waste reduction and recycling programs	Positive
7.	Product Design	Opportunity	Sustainable product design can attract eco-conscious customers	Incorporate sustainable design principles	Positive
8.	Physical Impacts of Climate Change	Risk	Climate change can lead to supply chain disruptions and property damage	Develop climate resilience strategies and disaster preparedness plans	Negative

## 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
<b>Policy and management processes</b>										
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://deltacorp.in/policies.html								
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	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.	-								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								
<b>Governance, leadership and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements.	Please refer Managing Director's statement given before the Business Responsibility and Sustainability Report.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ashish Kapadia, Managing Director DIN: 02011632								
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. However the senior management at Delta Corp reviews and undertakes decision-making related to sustainability and ESG.								

### 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
	Performance against above policies and follow up action	Director									Annually							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Annually								

### 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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								



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

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

Not Applicable

### SECTION C: PRINCIPAL 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, wherever necessary, which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

#### PRINCIPLE 1: BUSINESS 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	Safety, Impact of the services on stakeholders, Environmental impacts	100%
Key Managerial Personnel	1	Safety, Impact of the services on stakeholders, Environmental impacts	100%
Employees other than BoD and KMPs	64	1) Induction : a) Company Information b) Career Path & Staff Experience about the Company c) HR Procedures d) Hygiene and Grooming, Health Guidelines e) Accommodation f) Basic Fire Fighting , Personal Organisation Safety g) POSH 2) Customer Orientation 3) Grooming and Self Management	35%
Workers	-	-	-

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

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/ Fine	1	Department of Home, Government of Goa	Deltin Royale 30 Cr and Deltin Suites 11 Cr	Delta Corp, along with other casinos operators, (collectively, the "Petitioners") had filed a writ petitions, (the "Writ Petitions") before the High Court of Bombay at Goa (the "Court") against the State of Goa (the "Respondent") challenging the order dated November 25, 2022 issue by the Respondent (the "ImpugnedOrder"), to the extent that the Impugned Order called upon the Petitioners to make a payment of the annual recurring license fees ("ARF") for the periods from April 1, 2020 to October 31, 2020 and May 1, 2021 to September 30, 2021. The High Court dismissed our petition and declined any relief to us and therefore we have filed appeal before the Supreme Court challenging the order of the High Court.	Yes
	1	Directorate General of GST Intelligence, Hyderabad	11,139,61,03,423	Delta Corp has filed a Writ Petition bearing No. 715 of 2023 (the "DCL GoaWP") before the High Court of Bombay at Goa (the "Court") inter alia against the Director General of GST Intelligence, Additional Director General of GST Intelligence, and others (the "Respondents") challenging inter alia the show cause notice dated September 27, 2023 issue by the Respondents to Delta Corp for its Goa operations (the "ImpugnedSCN"), demanding differential Goods and Service Tax (GST) aggregating to about INR 11,139 Crores, along with applicable interest and equivalent penalty. for the period from July 1, 2017 to March 31, 2022	Yes
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA
<b>Non-Monetary</b>					
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Annual Recurring Fees - SLP (C) bearing no. 008369/2023;	Department of Home, Government of Goa
GST demand - WP 715/2023	Directorate General of GST Intelligence, Hyderabad

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. Delta Corp maintains strict Anti-Corruption and Anti-Bribery stipulations as a part of its Code of Conduct to uphold the highest standards of integrity and ethical conduct. This policy prohibits all forms of bribery and corruption, ensuring compliance with legal and regulatory requirements. Employees and associates are encouraged to report any suspected violations through a confidential whistleblower mechanism, with assurances of protection against retaliation. This commitment reinforces Delta Corp's dedication to transparent and responsible business practices. The document can be accessed at <https://deltacorp.in/policies.html>.

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
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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	FY 2022-23
Number of days of accounts payables	34	46

## 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	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	NA	NA
	b. Number of dealers distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	3.46%	3.31%
	b. Sales (Sales to related parties/ Total Sales)	0.87%	0.51%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	86.08%	98.33%
	d. Investments (Investments in related parties/ Total Investments made)	69.02%	62.87%

## PRINCIPLE 2: BUSINESS SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

### Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	Nil	0.02%	-

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
No
  - If yes, what percentage of inputs were sourced sustainably?  
Not Applicable
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
  - Plastics (including packaging)
  - E-waste
  - Hazardous waste and
  - other waste.

Being part of the service sector in the hospitality business, Delta Corp does not engage in production or the manufacturing of any products. However, the entity has processes in place to dispose of the waste and e-waste generated from operations as per industry practise and applicable local regulations.

Plastics (including packaging) and other waste	<ul style="list-style-type: none"> <li>Waste is segregated and kept on designated pontoon which is transported by boat to shore and then picked up by Corporation of City of Panaji (CCP) vehicle.</li> <li>Separate controlled area within the hotel premises for dry waste is maintained to ensure safe disposal practices with minimal environmental impact.</li> </ul>
E-waste	<ul style="list-style-type: none"> <li>The Company disposes off the e-waste through authorised recyclers in line the applicable local regulations.</li> </ul>
Hazardous waste	<ul style="list-style-type: none"> <li>There is an established process for the disposal of electronic waste and hazardous materials, which is managed through vendors authorized by requisite authority.</li> </ul>
Other waste (Organic waste):	<ul style="list-style-type: none"> <li>Organic Waste Composting (OWC): The company operates OWC machines with an average capacity of converting 350-400 organic waste kgs into manure. This manure is used for gardening and distributed to entities like churches, with some also sold to employees. This initiative highlights Delta Corp's commitment to recycling and community support.</li> </ul>

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not applicable as Delta Corp offers gaming and hospitality services

### PRINCIPLE 3: BUSINESS 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)
<b>Permanent employees</b>											
Male	1880	1880	100%	1880	100%	0	0	151	8%	0	0
Female	604	604	100%	604	100%	604	100%	0	0	0	0
Total	2484	2484	100%	2484	100%	604	24%	151	6%	0	0
<b>Other than Permanent employees</b>											
Male	243	243	100%	243	100%	0	0	40	16%	0	0
Female	12	12	100%	12	100%	11	92%	0	0	0	0
Total	255	255	100%	255	100%	11	4%	40	16%	0	0

Delta Corp is deeply committed to the well-being of its employees, recognizing that a healthy and engaged workforce is key to its success. The company organizes various health camps, including Cancer Awareness & Prevention Camps focused on Women's Health, Blood Donation camps, Dental and Eye Checkup camps, Diabetes Awareness camps, and Yoga sessions. To foster engagement, Delta Corp hosts activities like 'Deltin's Got Talent,' sports tournaments, and cultural celebrations for Navratri, Diwali, Eid, and Christmas. Additionally, the company encourages participation in societal and environmental initiatives, such as beach clean-ups and sapling planting on World Environment Day.

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

Category	% of workers covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
	(A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
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
<b>Other than Permanent workers</b>											
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	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.69%	0.45%

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

Category	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99%	0	Y	99%	0	Y
Gratuity	100%	0	Y	100%	0	Y
ESI	62%	0	Y	70%	0	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, Delta Corp prioritizes accessibility across its Indian facilities. Common areas, washrooms, and the Head Office building are designed to be wheelchair-friendly, with ramps and available wheelchairs for jetty and ship access. This commitment extends beyond immediate needs, reflecting the company's dedication to inclusivity.

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.

The company has a code of conduct outlining its stance on equal opportunity, accessible via the following link: <https://deltacorp.in/policies.html>.

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

Category	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	66.66%	100%	0	0
<b>Total</b>	<b>66.66%</b>	<b>100%</b>	<b>0</b>	<b>0</b>

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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

The entity has implemented processes to address conflicts of interest involving members of the Board. The grievances can be informed to the respective authorities within the company through the email ID [wehearyou@deltin.com](mailto:wehearyou@deltin.com). There is also a whistle-blower mail ID to reveal illicit/unsafe activities - [whistle.blower@deltin.com](mailto:whistle.blower@deltin.com). The employees also have the option to either communicate their concerns through a direct one-on-one discussion with HR.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	1880	0	0	1886	0	0
Female	604	0	0	595	0	0
<b>Total Permanent Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	%(C / A)		No. (E)	% (E / D)	No.(F)	%(F / D)
<b>Employees</b>										
Male	2123	570	27%	398	19%	2152	757	35%	150	7%
Female	616	157	25%	190	31%	607	278	46%	25	4%
<b>Total</b>	<b>2739</b>	<b>727</b>	<b>27%</b>	<b>588</b>	<b>21%</b>	<b>2759</b>	<b>1035</b>	<b>38%</b>	<b>175</b>	<b>6%</b>
<b>Workers</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2123	1348	63%	2152	1279	59%
Female	616	345	56%	607	323	53%
<b>Total</b>	<b>2739</b>	<b>1693</b>	<b>62%</b>	<b>2759</b>	<b>1602</b>	<b>58%</b>
<b>Workers</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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 employees are covered under the Safety management code. Furthermore, the Company has also tied up with a third party to ensure complete safety management on its Casino ships.

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

The Company adheres to a robust and comprehensive protocol to identify and mitigate work-related hazards, ensuring the safety and well-being of employees. For routine tasks, a meticulously created checklist systematically identifies potential hazards, proactively addressing safety issues and aligning operations with best practices. For non-routine tasks, a specialized risk assessment process identifies unique risks, ensuring necessary precautions are taken. Established safety procedures cover a wide range of operations, providing clear guidelines and mitigating potential risks. Regular safety inspections identify and address hazards, maintaining high safety standards. These protocols reflect the Company's unwavering commitment to a safe and healthy work environment, enhancing operational efficiency and productivity.

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

Yes



- d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)  
 Yes. Health camps are regularly conducted, and a medical practitioner is on-roll to ensure continuous care. Various initiatives undertaken also include Cancer Awareness & Prevention Camps focused on Women's Health, Blood Donation camps, Dental and Eye Checkup camps, and Diabetes Awareness, Prevention, and Treatment camps. Yoga Camps are also hosted to promote physical fitness and mental well-being.

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	0	0
	Workers	0	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 work place.

Following are the measures taken to ensure a safe and healthy workplace by the entity:

Our company is dedicated to ensuring a safe and healthy workplace, implementing various measures to achieve this goal. Some of the measures taken by the Company are as follows:

- We follow standard processes for fire and safety, including regular boat and fire drills, the installation of fire alarms, fire extinguishers and clearly marked emergency exits.
- Regular risk assessments for both routine and non-routine tasks. These assessments help identify potential risks and allow us to implement mitigation measures accordingly.
- We conduct regular safety inspections to address potential hazards promptly. These inspections cover various aspects such as tripping hazards, unsafe equipment, and ergonomic issues.
- Adhering to safety checklists for different job functions ensures consistent compliance with safety protocols.
- Compliance with Domestic Safety Management code.
- Provision of safety equipment including safety glasses, gloves, and hard hats, is a crucial part of our commitment to employee safety.
- Adequate ventilation systems are in place to maintain good air quality and minimize the risk of respiratory issues.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessment for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Health and safety practices	0
Working Conditions	0

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.

Not Applicable

**PRINCIPLE 4: BUSINESS 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.

Delta Corp recognizes stakeholders as valued partners in its mission for long-term value creation. Effective stakeholder involvement is crucial for achieving the company's strategic goals. Through an integrated and transparent approach, the Company strives to find a harmonious balance between stakeholder requirements, interests, and expectations, as well as those of the business. Delta Corp has identified and categorized its internal and external stakeholders, recognizing their direct and indirect impact on the organization's operations.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Investors	No	<ul style="list-style-type: none"> <li>Annual General Meeting and Annual Report</li> <li>Stock Exchange filings and website updations</li> <li>Investor Calls</li> </ul>	Quarterly/ Annually or as may be required	<ul style="list-style-type: none"> <li>Disclosures on Financial, Operating Performance</li> <li>Significant business decisions /outcomes</li> <li>Quick and satisfactory grievance redressal</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Internal communications</li> <li>Annual appraisal meetings</li> <li>Employee engagement initiatives</li> <li>Email / Letters / WhatsApp</li> <li>One-on-one counselling</li> </ul>	Regular intervals	<ul style="list-style-type: none"> <li>Learning and development</li> <li>Productivity</li> <li>Work life balance</li> <li>Staff Welfare</li> <li>Health and Safety</li> <li>Remuneration and Employee Benefits</li> <li>Corporate Policies</li> </ul>

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Suppliers	No	<ul style="list-style-type: none"> <li>Periodic assessments and feedback</li> <li>Vendor engagements</li> <li>Periodic vendor communications</li> </ul>	Regular intervals	<ul style="list-style-type: none"> <li>Maintaining strong ties with suppliers</li> <li>Fair contract and payment terms</li> <li>Regular exchange of technical know how</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Direct feedback from guests</li> <li>Real-time social media engagement</li> <li>Market research</li> <li>Loyalty programme</li> <li>Digital media communication</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Impactful and delightful experience</li> <li>Gamer first philosophy with real-money gaming opportunity</li> <li>Protecting customer's privacy</li> <li>Understanding and fulfilment of customer's needs</li> <li>Best-in-class and state of art services</li> </ul>
Governmental Bodies/ Regulatory Authorities	No	<ul style="list-style-type: none"> <li>Representation through trade bodies</li> <li>Strategic representation and meetings with government agencies</li> <li>Compliance to corporate, environmental, social and other regulations</li> </ul>	Quarterly/ Half-yearly/ Annually or as may be required	<ul style="list-style-type: none"> <li>Obtaining licenses, permissions and clarifications</li> <li>Corporate governance framework</li> <li>Prudent business practices</li> </ul>
Bankers	No	<ul style="list-style-type: none"> <li>Meetings</li> <li>Ongoing communication and relationship</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>Crucial for supply chain management</li> <li>Positive relationship to increase efficiency</li> </ul>
Communities	No	<ul style="list-style-type: none"> <li>CSR initiatives directly or through implementing agencies with special emphasis on education and sports</li> </ul>	Regular intervals	<ul style="list-style-type: none"> <li>Social and economic empowerment</li> </ul>

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2484	0	0	2481	0	0
Other than permanent	255	0	0	278	0	0
<b>Total Employees</b>	<b>2739</b>	<b>0</b>	<b>0</b>	<b>2759</b>	<b>0</b>	<b>0</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
Permanent										
Male	1880	21	1%	1859	99%	1886	0	0	1886	100%
Female	604	3	0%	601	100%	595	0	0	595	100%
Other than Permanent										
Male	243	16	7%	227	93%	266	0	0	266	100%
Female	12	1	8%	11	92%	12	0	0	12	100%
<b>Workers</b>										
Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

- a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	13,00,000*	1	6,00,000*
Key Managerial Personnel	3	11,60,484** per month	0	0
Employees other than BoD and KMP	2120	22,606 per month	616	22885 per month
Workers	0	-	0	-

\* All board members except managing director are paid only a sitting fee of equal value for the meetings attended.

\*\* KMPs include managing director who is not counted in the list of board of directors.

- b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	19%	18%

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.

Our HR department works closely with our Legal Associates, leveraging their expertise in human rights-related issues to provide effective and just solutions. This integrated approach ensures that we remain vigilant and responsive to any potential infringements on the human rights of our employees, partners, and other stakeholders.

To facilitate easy reporting and redressal of any human rights grievances, Delta Corp has established a dedicated email channel, [wehearyou@deltin.com](mailto:wehearyou@deltin.com). This platform provides a confidential, safe and accessible means for stakeholders to voice their concerns directly to our HR department, reinforcing our commitment to transparency, accountability and respect for human rights

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	0	Closed	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	0
Complaints on POSH as a % of female employees / workers	0.49%	0
Complaints on POSH upheld	3	0

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

Delta Corp has a zero-tolerance policy towards any discrimination or harassment against any employees. Delta Corp firmly believes that an employee who, in good faith, reports suspected misconduct or raises any concerns should not be subjected to any form of retaliation. Delta Corp has established a comprehensive Whistle Blower Policy to prevent adverse consequences to the complainant in discrimination and harassment cases. The Company's POSH policy expressly prohibits retaliation against individuals reporting Sexual Harassment. Those who suspect or experience retaliation are encouraged to report to the relevant authorities. Delta Corp has a dedicated email id- [whistle.blower@deltin.com](mailto:whistle.blower@deltin.com) to raise the necessary concerns which is directly accessed by the chairman of the Audit Committee.

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

Yes

10. Assessment for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	0
Forced/involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others-please specify	0

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

Not Applicable

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

**Essential Indicators**

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	727.32	723.34
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	GJ	<b>727.32</b>	<b>723.34</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	27091.70	24857.47
Total fuel consumption (E)	GJ	66306.20	63946.40
Energy consumption through other sources (F)	-	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	<b>93397.90</b>	<b>88803.87</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	GJ	<b>94125.22</b>	<b>89527.21</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ / lakhs INR	1.48	1.50
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ / lakhs INR	33.16	33.41
Energy intensity in terms of physical output	-	-	-

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

No

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.

The PAT scheme is not applicable to Delta Corp

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	211.60	988.66
(ii) Ground Water	17938.20	13837.50
(iii) Third Party Water	84318	83387
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>102467.80</b>	<b>98213.16</b>
Total volume of water consumption (in kilolitres)	102467.80	98213.16
<b>Water intensity per lakh rupee of turnover (Total Water consumption / Revenue from operations)</b>	<b>1.61</b>	<b>1.65</b>
<b>Water intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)</b>	<b>36.10</b>	<b>36.65</b>
<b>Water intensity in terms of physical output</b>	-	-

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i) To surface water	10878.70	14979.10
- No treatment	-	-
- With treatment-please specify level of treatment	10878.70	14979.10
ii) To Groundwater		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
iii) To Seawater		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
iv) Sent to third-parties		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
v) Others		
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
<b>Total water discharge (in kilolitres)</b>	<b>10878.70</b>	<b>14979.10</b>

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

No

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

No

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	MT	11.59	12.67
Sox	MT	4.89	3.87
Particulate matter (PM)	MT	2.33	1.56
Persistent organic compounds (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

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

No

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	5315.97	7096.05
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6193.47	5682.69
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	TCO <sub>2</sub> e / lakhs INR	0.18	0.21
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	TCO <sub>2</sub> e / lakhs INR	4.05	4.77
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	-	-

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

No

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

No



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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	166.33	194.36
E-waste (B)	2.26	0
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (Used Spent Oil+ Bilge water+ Residue containing oil + Other Hazardous waste)	2.72	3.87
Other Non-hazardous waste generated (H). (Biodegradable waste +Metal & glass)	320.74	273.12
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>492.05</b>	<b>471.35</b>
Waste intensity per lakh rupee of turnover (Total waste generated / Revenue from operations)	0.0077	0.0079
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.17	0.17
Waste intensity in terms of physical output	-	-
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)		
<b>Category of waste</b>		
i) Recycled (Plastics+ other non-hazardous waste )	13.73	8.49
ii) Re-used	-	-
iii) Other recovery operations	-	-
<b>Total</b>	<b>13.73</b>	<b>8.49</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
i) Incineration	-	-
ii) Landfilling	-	-
iii) Other disposal operations (Safely Disposed) (Plastic+E-waste+Hazardous+Non hazardous)	485.30	466.98
<b>Total</b>	<b>485.30</b>	<b>466.98</b>

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

No

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.

Delta Corp places a high priority on sustainability and understands the critical role of effective waste management. The company employs a variety of innovative practices and technologies to reduce and manage waste efficiently.

Europa Filters: Delta Corp uses Europa filters for generators, significantly extending oil change intervals and reducing the generation of hazardous waste, particularly lubricating oil. This not only minimizes waste but also enhances equipment efficiency, showcasing the company's commitment to integrating sustainability with operational excellence.

Bio Digester Systems: Delta Corp integrates Bio Digester systems across its establishments to decompose organic waste, mainly food and drink waste. This improves waste management and reduces the environmental footprint, underscoring the company's dedication to minimizing waste in all operational areas.

Organic Waste Composting (OWC): The company operates OWC machines with an average capacity of converting 350-400 organic waste kgs into manure. This manure is used for gardening and distributed to entities like churches, with some also sold to employees. This initiative highlights Delta Corp's commitment to recycling and community support.

Through these initiatives, Delta Corp demonstrates its unwavering commitment to sustainability and responsible waste management.

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:

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	River Mandovi, Panaji	Gaming & Hospitality	Yes (CRZ clearance)

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Rapid environmental impact assessment report (REIA) to assess the environmental sustainability for the offshore casino M.V.Horseshoe at Mandovi river, Panaji, North Goa.	2006	April, 2023	Yes It was conducted by EIA Consultant M/s.Sadekar Enviro Engineers Pvt. Ltd. QCI-NABET Accredited EIA Consultancy for Schedule 8 (a) Cat. 'B' as per EIA notification 2006.	No	-

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

Yes. The Company is in compliance with all the applicable laws.

**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. 3
- 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	The Federation of Hotel & Restaurant Associations of India	National
2	Hotel and Restaurant Association (Western India)	Western Region- India
3	Travel and Tourism Association of Goa	State

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

Not Applicable

**PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

**Essential Indicators**

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

Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Not Applicable

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

Delta Corp maintains a robust grievance redressal mechanism to address concerns raised by the communities we operate in. Individuals can conveniently report any grievances through a dedicated email address care@deltin.com, directly to the relevant authorities within the company.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	11%	9%
Directly from within India	98%	95%

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	FY 2022-23
Rural	0%	0%
Semi-urban	1%	1%
Urban	60%	61%
Metropolitan	39%	38%

**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.

Delta Corp is deeply committed to ensuring an exceptional experience for all guests, whether at their casinos or hotels. A robust system is in place to receive and address guests' complaints and feedback effectively. On the casino floor, highly trained floor managers are readily available to handle immediate concerns, ensuring uninterrupted gaming experiences. We also have a dedicated team called as WeCare who specialises in addressing guests' complaints and feedbacks. Similarly, front desk staff at hotels are accessible around the clock to receive complaints and feedback, following a standardized process for resolution. Dedicated phone lines and email addresses ([wecare@deltin.com](mailto:wecare@deltin.com) or [info@deltin.com](mailto:info@deltin.com)) provide additional avenues for guests to communicate their concerns, even after leaving the premises. Delta Corp prioritizes employee training in guest orientation and front office management to deliver top-notch service and resolutions to complaints. The company is dedicated to promptly resolving all complaints within a specified timeframe, maintaining transparent communication with guests throughout the process. Continuous improvement of these mechanisms underscores Delta Corp's unwavering commitment to guest satisfaction.

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

Not Applicable

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	NA	NA	-	NA	NA	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	92	0	-	0	0	-

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

Not Applicable

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

Yes. The company's Data and User Privacy policy information is covered under the Company's Privacy policy. The policy can also be accessed at <https://www.deltin.com/privacy-policy.php>

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

Not Applicable as the Company has not received any complaints on the issues

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: 0

b. Percentage of data breaches involving personally identifiable information of customers: 0

c. Impact, if any, of the data breaches: None