



File No: 1010/1

June 5, 2024

BSE Limited
P J Tower, Dalal Street,
Fort Mumbai-400001
Scrip Code: 542216

National Stock Exchange of India Limited
"Exchange Plaza", C-1, Block G
Bandra – Kurla Complex, Bandra (E),
Mumbai – 400 051
Symbol: DALBHARAT

Sub: Business Responsibility and Sustainability Reporting for FY 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report for Financial Year 2023-24, which also forms part of the Annual Report for FY 2023-24.

BRSR is also available on the website of the Company at www.dalmiabharat.com

Kindly take the same on record.

Thanking you,

Your Sincerely,
For Dalmia Bharat Limited

Rajeev Kumar
Company Secretary

Encl.: a/a

Dalmia Bharat Limited

11th & 12th Floors, Hansalaya Building, 15, Barakhamba Road, New Delhi-110 001, India
t 91 11 23465100 f 91 11 2331 3303 w www.dalmiabharat.com CIN : L14200TN2013PLC112346
Registered Office: Dalmiapuram, Dist. Tiruchirapalli, Tamil Nadu- 621 651, India
A **Dalmia Bharat Group** company, www.dalmiabharat.com



Business Responsibility and Sustainability Report (BRSR)

The SEBI vide circular no SEBI/HO/CFD/CMD-2/P/CIR/2021/562 has mandated the top 1,000 listed companies (by market capitalisation) to disclose and report the requirements under ESG (Environment, Social and Governance) parameters in the BRSR format from the financial year 2023-2024 by replacing the existing Business Responsibility Report (BRR). Dalmia Bharat has adopted the BRSR and has been mapping the ESG information since FY 2021.

SECTION A - GENERAL DISCLOSURES

I. Details of the listed entity

Corporate Identity number:	L14200TN2013PLC112346
Name of the Listed Entity:	Dalmia Bharat Limited
Year of incorporation:	12-07-2013
Registered office address:	Dalmiapuram, Dist. Tiruchirappalli, Tamil Nadu- 621651
Corporate address:	11 th & 12 th Floors, Hansalaya Building, 15, Barakhamba Road, New Delhi-110001
E-mail:	corp.sec@dalmiabharat.com
Telephone:	01123465100
Website:	www.dalmiabharat.com
Financial year for which reporting is being done:	April 1, 2023 to March 31, 2024
Name of the Stock Exchange(s) where shares are listed:	BSE Ltd. & National Stock exchange of India Ltd.
Paid-up Capital:	₹ 37.51 crore
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Mr. Rajeev Kumar 011-23465100 corp.sec@dalmiabharat.com
Reporting boundary:	Consolidated basis
Name of assurance provider	TUV India Private Limited
Type of assurance obtained	Reasonable Assurance

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
i	Manufacturing	Cement and Clinker	94.92%

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
i	OPC and Blended Cements	2523	99.92%

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	15	35	50
International	0	0	0

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of states)	23
International (No. of countries)	0

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

It is less than 0.1%

c) **A brief on types of customers**

Our customers include various institutional/commercial customers, individual house builders, government bodies for infrastructure projects.

IV. Employees

20. Details as at the end of Financial Year:

a) **Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	4,451	4,305	97%	146	3%
2.	Other than Permanent (E) (interns, trainees, part time employees, etc.)	221	206	93%	15	7%
3.	Total employees (D + E)	4,672	4,511	97%	161	3%
Workers						
4.	Permanent (F)	1,494	1,402	94%	92	6%
5.	Other than Permanent (G) (contract)	14,581	13,953	96%	628	4%
6.	Total workers (F + G)	16,075	15,355	97%	720	3%

b) **Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	4,451	5	0.11%	1	0.02%
2	Other than Permanent (E)	221	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	4,672	5	0.11%	1	0.02%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	1,494	4	0.27%	0	0.00%
5	Other than Permanent (G)	14,581	0	0.00%	1	0.01%
6	Total differently abled workers (F + G)	16,075	4	0.02%	1	0.01%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.3
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

Category	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	18.1%	0.6%	18.6%	18.0%	0.7%	18.8%	20.3%	0.9%	21.2%
Permanent Workers	4.5%	0.1%	4.7%	6.7%	0.1%	6.3%	9.9%	0.2%	10.2%

Note: % refers to total exits in Male/Female out of total headcount in respective category (Permanent employees/Permanent workers)

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Dalmia Cement (Bharat) Limited	Subsidiary	100.00 %	Y
2	Dalmia Power Limited	Subsidiary	100.00 %	Y
3	Dalmia Cement (North East) Limited	Subsidiary	95.28%	Y
4	Alstom Industries Limited	Subsidiary	100%	Y



S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
5	DPVL Ventures LLP (formerly known as TVS Shriram Growth Fund 1B LLP)	Subsidiary	100.00%	Y
6	Vinay Cement Limited	Subsidiary	97.21%	Y
7	RCL Cements Limited	Subsidiary	100.00%	N
8	SCL Cement Limited	Subsidiary	100.00%	N
9	Bangaru Kamakshi Amman Agro Farms Private Limited	Subsidiary	100.00%	N
10	Chandrasekara Agro Farms Private Limited	Subsidiary	100.00%	N
11	Cosmos Cements Limited	Subsidiary	100.00%	N
12	D.I. Properties Limited	Subsidiary	100.00%	N
13	Dalmia Minerals & Properties Limited	Subsidiary	100.00%	N
14	Geetee Estates Limited	Subsidiary	100.00%	N
15	Golden Hills Resort Private Limited	Subsidiary	100.00%	N
16	Hemshila Properties Limited	Subsidiary	100.00%	N
17	Ishita Properties Limited	Subsidiary	100.00%	N
18	Jayevijay Agro Farms Private Limited	Subsidiary	100.00%	N
19	Rajputna Properties Private Limited	Subsidiary	100.00%	N
20	Shri Rangam Properties Limited	Subsidiary	100.00%	N
21	Sri Madhusudana Mines & Properties Limited	Subsidiary	100.00%	N
22	Sri Shanamugha Mines & Minerals Limited	Subsidiary	100.00%	N
23	Sri Subramanya Mines & Minerals Limited	Subsidiary	100.00%	N
24	Sri Swaminatha Mines & Minerals Limited	Subsidiary	100.00%	N
25	Sri Trivikrama Mines & Properties Limited	Subsidiary	100.00%	N
26	Sutnga Mines Private Limited	Subsidiary	100.00%	N
27	Hopco Industries Limited	Subsidiary	100.00%	N
28	Ascension Mercantile Private Limited	Subsidiary	100.00%	N
29	Ascension Multiventures Private Limited	Subsidiary	100.00%	N
30	Dalmia Bharat Green Vision Limited	Subsidiary	100.00%	Y
31	Radhikapur (West) Coal Mining Private Limited	Joint Venture	14.70%	No
32	Khappa Coal Company Private Limited	Joint Venture	36.73%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
(ii) Turnover (in ₹): 14,691 crore
(iii) Net worth (in ₹): 16,507 crore

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: *

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 2023-2024 Current Financial Year			FY 2022-2023 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	Web-link link for grievance redressal policy which is part of Whistle Blower policy – https://www.dalmiacement.com/wp-content/uploads/2024/03/DBL-Whistleblower-Policy-Vigil-Mechanism.pdf	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Dalmia Bharat has a dedicated investors relation team to address queries from investors. The investor relations team also communicates key company's strategic initiatives/ plans through structured meets and reports to the investors & analysts. Key investor events organised by	0	0	Nil	0	0	Nil

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 2023-2024 Current Financial Year			FY 2022-2023 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
	the Company includes One-to-One meetings, Earnings and other update calls, in addition to the Company's Annual General Meeting. The Investor Presentations, Quarterly Financial Reports, Annual Integrated Report etc. are also shared through our website. For any grievances, investors may write to the Company at Investorrelations@dalmiabharat.com .						
Shareholders	Yes	195	0	Nil	569	0	Nil
Employees and workers	Web-link link for grievance redressal policy which is part of Whistle Blower policy – https://www.dalmiacement.com/wp-content/uploads/2024/03/DBL-Whistleblower-Policy-Vigil-Mechanism.pdf	7	1	The complaint has been closed as on the date of this report.	0	0	Nil
Customers	Web-link link for grievance redressal policy which is part of Whistle Blower policy – https://www.dalmiacement.com/wp-content/uploads/2024/03/DBL-Whistleblower-Policy-Vigil-Mechanism.pdf	1,156	159	Nil	1,706	8	Nil
Value Chain Partners	Web-link link for grievance redressal policy which is part of Whistle Blower policy – https://www.dalmiacement.com/wp-content/uploads/2024/03/DBL-Whistleblower-Policy-Vigil-Mechanism.pdf	18	1	Nil	0	0	Nil
Others (Please specify)	Web-link link for grievance redressal policy which is part of Whistle Blower policy – https://www.dalmiacement.com/wp-content/uploads/2024/03/DBL-Whistleblower-Policy-Vigil-Mechanism.pdf	37	4	Nil	15	1	Nil

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	Climate Change	Risk	Climate change has been ranked as one of the biggest risks to the businesses and the society by reputed research and risk reports globally due to its impacts on availability of resources, workforce, rainfall patterns and extreme events, The World Economic Forum risk report has consistently highlighted Climate change as one of the major risks. At the same time, taking the timely actions and progress on mitigation levers have helped to turn this risk into a transition opportunity.	The mitigation of climate change has been dealt with specific mitigation and adaptation plans to convert the risk into the opportunity. The key activities being carried out in this regard are as follows: <ul style="list-style-type: none"> Energy transition – Dalmia Bharat is replacing fossil fuel-based electricity and heat with renewable and non-fossil-based electricity and heat while creating opportunities in the transition; Circular economy – Dalmia Bharat has been accelerating the circular economy practices to further enhance the resources efficiency; Water use efficiency and harvesting – As a voluntary target, Dalmia Bharat has been implementing the water conservation and water positivity drive across all plants, mines and in local communities. 	Positive



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)
2	Health And Safety	Risk	Non-compliance to health, safety and environment guidelines may lead to potential injuries and fatalities during operations	<ol style="list-style-type: none"> 1. Periodical monitoring of health, safety, and environmental practices by deployed line managers along with the implementation of the DuPont model across all units. 2. KAVACH- My Safety My App was developed in-house to report lead indicators and track compliance 3. Monthly review within the unit on safety aspects during the HSE apex meeting 4. Tool-box talks conducted to improve safety culture 5. Use of PPE and disposal of waste as per guidelines of respective SPCBs 6. Proactive monitoring by safety officers and workshops conducted to increase safety awareness 7. Reinforce screening protocols across operations 8. Compatibility tests of hazardous liquids/ AFR from pharmaceutical companies before mixing/usage 	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a) Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c) Web Link of the Policies, if available	https://www.dalmiacement.com/investor/dalmia-bharat-limited/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	N	N	N	N	N	N	Y
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.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000, ISO 14,001, ISO 45,001, UNGC guidelines, GRI – standards, WBCSD, wherever relevant and applicable. We also follow the ISO 26,000 standards and get our CSR processes evaluated for the same.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to the relevant sections of IR								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Please refer to the relevant sections of IR								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: Integrated Report >> Leadership messages									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The highest authority for implementation and oversight of the Business Responsibility and Sustainability matter is the Board of Directors of the Company.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Risk Management Committee (RMC) is responsible for decision-making on sustainability related issues. The targets related to environmental KPI such as water reduction in operations, usage of alternative fuels and raw materials as well as mitigation and management of climate change impacts is part of the KRA of senior management. The Committee reviews the performance against these KRA on quarterly basis and the Board of Directors on yearly basis.								

10. Details of Review of NGRBCs by the Company:

	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	Board Committees									Annually							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board Committees									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, TUV was engaged by Dalmia Bharat Limited (the 'Company') to provide independent assurance on its Integrated Report FY 2023-24 (the 'Report') covering the Company's overall non-financial performance during the period April 1, 2023 to March 31, 2024. The assurance is of reasonable type and on the sample basis as per ISAE 3000 standards.																	
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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

- 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	8	All	100%
Key Managerial Personnel	9	All	100%
Employees other than BoD and KMPs	41	All	88%
Workers	12	All	41%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Settlement	Nil	Nil	0	Nil	No
Compounding	Nil	Nil	0	Nil	No
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		Nil	No
Punishment	Nil	Nil		Nil	No

- 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
Nil	Nil

- 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. The Company has an Anti-Bribery and Corruption Policy, duly approved by the Board. <https://www.dalmiacement.com/wp-content/uploads/2024/05/Anti-Bribery-Corruption-Policy.pdf>



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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0

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.

Nil

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	37	32

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	0	0
	b) Number of trading houses where purchases are made from	0	0
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	100%	100%
	b) Number of dealers / distributors to whom sales are made	22,449	20,258
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.97%	5.66%
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	0.20%	1.34%
	b) Sales (Sales to related parties / Total Sales)	0.10%	0.24%
	c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	2.3%
	d) Investments	14.34%	0

Leadership Indicators

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has the code of conduct for the Board and senior management pursuant to Regulation 17(5) (a) of SEBI Listing Regulations; as well as for the employees of the Company and its subsidiaries. Refer to the corporate governance section of the report for more details. The Board Members do not participate in the discussion or voting at the meetings of the Board of Directors or Committees thereof, on the matters in which they are, or deemed to be, concerned or interested, whether financially or otherwise.

Principle 2: Businesses 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	Details of improvements in environmental and social impacts
R&D	100%	R&D-led process improvements in cement manufacture, innovative extension of the life of limestone reserves, reduction in carbon emission, renewable energy, recycled waste and adding social value to its products.
Capex	9%	

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes
 - If yes, what percentage of inputs were sourced sustainably?
100% of our inputs are sourced sustainably.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
 - Cement is packed majorly in plastic bags which are non-bio degradable and need to be recycled. As collection of own plastic bags after use of cement is not feasible, Dalmia Bharat is discharging obligation of plastic bag recycling in form of incinerating municipality and industries plastic waste into Kilns. As on today we recycle 17 times plastic waste compare to usage of plastic in cement packaging. As a responsible corporate we have started use of paper bag in place of plastic for cement packaging which is 100% bio-degradable. We are also sourcing plastic bag made from recycled plastic, thereby enhancing the circularity in the value chain.
 - Our products do not produce any E-waste. However, the E-waste produced during the office operations is sold to the registered recyclers.
 - The hazardous waste generated in the cement production process, are incinerated in the Kiln by the following the specific guideline of State Pollution Control Boards.
- Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Yes, we have waste collection plan in place in line with Extend Produce Responsibility (EPR).

Leadership Indicators

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

Indicate input material	Recycled or re-used input material to total material
	FY 2023-24
Recycle Waste	23%
Fly Ash	22.5%
Slag	15.3%
Red Mud	1.9%
Chemical Gypsum	1%



4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	1,358	0	0	1,787	0
E-waste	0	51	0	0	28	0
Hazardous waste	0	171	0	0	180	0
Other waste	0	21,857	0	0	17,344	0

Not applicable to cement as it is an intermediate product of the construction activity.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	

Not Applicable as the product is cement which is used in the form of concrete in buildings and cannot be reclaimed

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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	4,305	4,305	100%	4,305	100%			4,305	100%	1,001	23%
Female	146	146	100%	146	100%	146	100%			14	10%
Total	4,451	4,451	100%	4,451	100%	146	3%	4,305	97%	1,015	23%
Other than Permanent Employees											
Male	206	9	4%	26	13%			0	0%	123	60%
Female	15	0	0%	1	7%	15	100%			10	67%
Total	221	9	4%	27	12%	15	100%	0	0%	133	60%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	1,402	1,402	100%	1,402	100%			0	0%	774	55%
Female	92	92	100%	92	100%	92	100%			8	9%
Total	1,494	1,494	100%	1,494	100%	92	100%	0	0%	782	52%
Other than Permanent workers											
Male	13,954	12,857	92%	13,954	100%			0	0%	6,307	45%
Female	628	627	100%	628	100%	628	100%			493	79%
Total	14,582	13,484	92%	14,582	100%	628	100%	0	0%	6,800	47%

- 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	0.42%	0.45%

2. Details of retirement benefits, for Current FY*.

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	9%	17%	Y	0%	10%	Y
Others (EPS)	98%	97%	Y	99%	97%	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.

All our Plants, Head Office, Regional Sales Offices and Sales Offices are accessible to differently abled employees and workers, except some remote sales office. We are committed to ensure all our premises are as per the requirements of the Rights of Persons with Disabilities Act, 2016 and we are improving our offices to reach our target every year.

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. The Company ensures equal opportunities and fair treatment to all including eligible applicants for employment without any bias towards caste, creed, religion, origin, gender, disability, marital status, age and nationality starting from the recruitment to the closure of full and final settlement through our Anti Harassment and Discrimination Policy.

<https://www.dalmiacement.com/wp-content/uploads/2024/05/Anti-Harassment-and-Discrimination-Policy.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%	76%	NA	NA
Female	100%	100%	100%	100%
Total	100%	77%	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
Permanent Workers	Yes, Ethics Helpline
Other than Permanent Workers	Yes, Ethics Helpline
Permanent Employees	Yes, Ethics Helpline
Other than Permanent Employees	Yes, Ethics Helpline

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	4,451	0	0%	4,086	0	0%
- Male	4,305	0	0%	3,947	0	0%
- Female	146	0	0%	139	0	0%
Total Permanent Workers	1,494	1,017	68%	1,556	1,050	67%
- Male	1,402	1,007	72%	1,464	1,038	71%
- Female	92	10	11%	92	12	13%



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 (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4,305	2,252	52%	3,631	84%	3,947	2,338	59%	3,006	76%
Female	146	54	37%	110	75%	139	48	35%	139	100%
Total	4,451	2,306	52%	3,741	84%	4,086	2,386	58%	3,145	77%
Workers										
Male	15,355	36,032	235%	3,124	20%	1,464	997	68%	300	20%
Female	72	2,138	297%	60	8%	92	57	62%	21	23%
Total	16,075	38,170	237%	3,184	20%	1,556	1,054	68%	321	21%

* For Employees the count is unique, for Contact workmen the count is non-unique. Employees includes executives only. Workers Includes Staff, Workman, Contract workers & off-roll employees.

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	4,305	4,158	97%	3,947	3,483	88%
Female	146	144	99%	139	107	77%
Total	4,451	4,302	97%	4,086	3,590	88%
Workers						
Male	1,402	1,402	100%	1,464	1,464	100%
Female	92	92	100%	92	92	100%
Total	1,494	1,494	100%	1,556	1,556	100%

* The variance is on account of non-eligible people who are not part of annual appraisal exercise standing 31st Mar of respective financial year. The exclusion can be because of the following:

- Under probation or probation extension
- Under PIP (Performance Improvement Program) which is yet to be successfully completed standing 31-Mar of respective financial year
- Fixed term - Fixed CTC employment (if applicable).

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. We have implemented ISO 45001 (Health and safety management systems) at all our plants.

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

Recommended practices of ISO 45001 system and DCBL occupational health & safety management system such as Hazard Identification and Risk Assessment (HIRA), Safety Inspection round, Tool Box Talk, HAZOP study, etc. are used to identify work related hazards and assess risks on a routine and no-routine basis.

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

Yes, they have been provided pocket booklet to report unsafe act or condition and near miss cases whenever they observe, and concern area in-charge upload their reports on KAVACH portal. Those who have computer access are directly report on KAVACH portal. All these reported work-related hazards are analysed and rectified by concern HOD/HOS.

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

Yes

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees and Permanent workers	0.25	0.17
	Contract Workers	0.03	0.21
Total recordable work-related injuries	Employees and Permanent workers	2	1
	Contract Workers	1	7
No. of fatalities	Employees and Permanent workers	0	0
	Contract Workers	3	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Permanent Workers	0	0

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

We implemented OHS management system at our site, all Unsafe act/condition and near miss cases were reported our KAVACH portal and same continuous monitored at our unit and group level for their closure.

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	221	0	Nil	201	0	Nil
Health & Safety	268	0	Nil	526	0	Nil

14. Assessments for the year:

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

We are strengthening our Safety Management systems and are committed to provide a safe environment for our employees and workers. Details are available in the Human Capital section of the Integrated Report.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) - Yes

(B) Permanent Workers (Y/N) - Yes

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

In all contractual obligations with value chain partners, statutory dues such as PF, gratuity, etc. are deducted and paid accordingly. Specific contractual obligations are provided for such adherence.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	3	0	3	0

Note: Compensation paid & employment given to dependant of deceased worker.



4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

No

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	100%
Working Conditions	100%

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.

Contractor Field Safety Audits and daily safety round were conducted to evaluate the health and safety practices and working condition, and corrective action taken immediately. Work was immediately stopped when high potential abnormality/non-compliance observed at working place.

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.

We refer to AA1000 Stakeholder Engagement Standard to take guidance for the stakeholder engagement. The stakeholders are identified and prioritised based on their level of influence over the organisation and the extent to which they are affected by our actions. This step helps us to allocate the resources and efforts more effectively by focusing on the engagement with key stakeholders.

With the stakeholders identified and prioritised, relevant department-wise engagement is carried out at corporate and plants as per the need and objectives through appropriate channels and frequency. It ensures a well-structured intervention to remain aligned with the goals. The forms of engagement may include face-to-face meetings, surveys, focus group discussions, public consultation inputs, trade association engagements, meeting with government representatives and think tanks, social media, mainstream media, conferences, seminars, investor meets and other similar platforms.

The feedback, concerns, and suggestions, if any, are compiled by the relevant department and subsequently communicated to the corporate executive group or plant executive team for further actions. The information becomes part of organisation's integrated decision-making processes, strategies, and operational practices to ensure that stakeholders' interests are considered and adequately addressed as per the significance. For More details on Stakeholder engagement, please refer stakeholder engagement section integrated report.

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 & Marginalised 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
Investors	No	<ul style="list-style-type: none"> Earnings Call Meetings (In person or virtual) Investor conferences Websites Emails 	Monthly/Quarterly/Annually/ As and when required	<ul style="list-style-type: none"> Strengthen business conduct by understanding investor's priorities & concerns Transparent and effective communication of business performance while addressing investor queries Providing insights into the Company's strategy and business environment Sound corporate governance mechanism
Community	No	CSR Reports, Quarterly Newsletters, meetings, pamphlets, websites, and group discussions.	All the year round	To promote meaningful interaction and collaboration between the Company and the community it serves. These engagements aim to address various social, environmental, and economic concerns while promoting sustainable development and positive impacts. Concerns - growth and development-related concerns.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Media	Yes	Email, newspapers, advertisement, website	As and when Quarterly monthly	Creating positive reputation of the Company. Conveying right messaging through news articles and advertisements
Trade Associations	No	Other	Other: As per Relevance and requirements	<ul style="list-style-type: none"> • Sustainability • Green Procurement • GHG Emissions • Energy Efficiency • Technology Roadmap • Disclosures • Innovation • Awareness and Know how • Climate Mitigation and Adaptation • Carbon Markets • ESG
Academic Institution	No	Other	Other: As per Relevance and requirements	
Public Sector	No	Other	Other: As per Relevance and requirements	
Civil Society Groups (NGO's)	No	Other	Other: As per Relevance and requirements	

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The feedback, concerns, and suggestions, if any, are compiled by the relevant department and subsequently communicated to the corporate executive group or plant executive team for further actions. The information flow to the board happens through Board level stakeholder Committee.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is used to support the identification and management of environmental, and social topics the inputs received have come from following instances:

- Proceeding of Conference, seminars, workshops attended.
- Meeting/feedback from Government and regulatory bodies.
- Participation in working Group and Committees in trade associations for various topics on sustainability.
- Materiality engagement with stakeholders.
- Investor meets
- Digital and print Media communication
- Social Responsibility engagements

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

Dalmia Bharat consistently upholds its duty as a responsible corporate citizen by actively connecting with marginalised and vulnerable groups in our society. Our primary avenues for engagement include communities that benefit from our CSR initiatives and our dealer network. We regularly interact with them through various participatory methods, such as need assessments, to comprehensively understand their requirements and assess the impact of our interventions.

Furthermore, we extend our engagement to include our dealer network and other influential figures, such as masons and construction workers, through appealing loyalty programmes and reward systems. More details can be accessed in the Social and Relationship Capital of the IR.

**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. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	4,451	3,912	88%	4,086	3,700	91%
Other than Permanent*	221	0	0%	215	55	26%
Total Employees	4,672	3,912	84%	4,301	3,755	87%
Workers						
Permanent	1,494	616	41%	1,556	101	6%
Other than Permanent*	14,581	0	0%	15,990	0	0%
Total Workers	16,075	616	4%	17,546	101	1%

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										
Male	4,305	37	1%	4,268	99%	3,947	0	0%	3,947	100%
Female	146	0	0%	146	100%	139	0	0%	139	100%
Other than Permanent*										
Male	206	0	0	206	100%	195	0	0	195	100%
Female	15	0	0	15	100%	20	0	0	20	100%
Workers										
Permanent										
Male	1,402	29	2%	1,373	98%	1,464	5	0%	1,459	100%
Female	92	11	12%	81	88%	92	8	9%	84	91%
Other than Permanent*										
Male	13,953	6,410	46%	7,543	54%	15,374	7,851	51%	7,523	49%
Female	628	255	41%	373	59%	616	282	46%	334	54%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹ crore)	Number	Median remuneration/ salary/ wages of respective category (in ₹ crore)
Board of Directors (BoD)	6	0.23	1	0.18
Key Managerial Personnel	3	3.42	0	0
Employees other than BoD and KMP	4,301	0.096	146	0.092
Permanent Workers	1,402	0.047	92	0.023

*Salary of MD & CEO has been included in both BoD and KMP. KMP includes MD & CEO, CFO and Company Secretary.

- 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	3%	3%

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.

Dalmia Bharat has a third-party ethics helpline which allows stakeholders to report issues on human rights violations. The details are also mentioned in our whistle-blower policy.

Toll Free No: 1800 572 5242, Email: dalmiaethicscomplaints@ethicshelpline.org

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

	FY 2023-2024 (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	3	1	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour /Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	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)	3	0
Complaints on POSH as a % of female employees / workers	0.3%	0
Complaints on POSH upheld	2	NA

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

Under Whistle Blower Policy of the Company, protection is provided to whistleblower as well as to persons assisting in investigation. Such protection includes fair treatment, keeping confidentiality of identity etc. The same is applicable to any cases reported for sexual harassment. The whistle blowing is recorded through an independent third party monitored 'Ethics help line' whose details are available on company website.

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

Yes, Dalmia Bharat has strict guidelines on human rights issues in all external contracts. In addition, internal control mechanisms exist to ensure human rights due diligence. All contracts are monitored constantly for compliance to guidelines

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%
Others – please specify	Nil

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

The above assessment are done by entity as well as through a 3rd party. No significant risks/ concerns were highlighted, however there were suggestions of improvement which are being incorporated.



Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
Dalmia Bharat maintains a strict policy of zero tolerance towards any form of discrimination or harassment. So far, no complaint has been received hence not applicable.
- Details of the scope and coverage of any Human rights due-diligence conducted.
Dalmia Bharat implements internal control mechanisms to uphold human rights due diligence. When it comes to external contracts, stringent guidelines regarding human rights issues are embedded within each contract, and continuous monitoring ensures compliance.
- 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?
Majority of the offices and plants are accessible to differently abled visitors.
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

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

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

Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources (in TJ)		
Total electricity consumption (A)	2,177	1,743
Total fuel consumption (B)	2,200	1,690
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4,376	3,432
From non-renewable sources (in TJ)		
Total electricity consumption (D)*	2,143	2,431
Total fuel consumption (E)	52,552	47,513
Energy consumption sources (F)	10,542	8,908
Total energy consumed from non-renewable sources (D+E+F)	65,236	58,853
Total energy consumed (A+B+C+D+E+F) (in TJ)	69,613	62,285
Energy intensity per rupee of turnover (in TJ/million INR) (Total energy consumed / Revenue from operations)	0.47	0.46
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (In TJ/million INR) (Total energy consumed / Revenue from operations adjusted for PPP)	0.13	0.13
Energy intensity in terms of physical output (TJ/KMT of cementitious material)	2.54	2.43
Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

Note: *CPP Electricity consumption not considered in point (D) as CPP Fuel consumption has been considered in Points (E) to avoid double accounting
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Reasonable Assurance conducted by TUV India Private Limited.

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

Yes. All targets under PAT scheme are in progress as per the planning.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in million m³)*		
(i) Surface water	3.00	2.99
(ii) Groundwater	0.88	0.79
(iii) Third party water	0.06	0.06
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.73	0.74
Total volume of water withdrawal (in million m³) (i + ii + iii + iv + v)	4.68	4.59
Total volume of water consumption (M3 million m³)	4.68	4.59
Water intensity per rupee of turnover (kl/million INR) (Total water consumption / Revenue from operations)	31.85	33.87
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (M3/million INR) (Total water consumption / Revenue from operations adjusted for PPP)	8.53	9.52
Water intensity in terms of physical output (litre/tonne of cementitious material)	171	179
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

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

Yes, Third Party Reasonable Assurance conducted by TUV India Private Limited

4. Provide the following details related to water discharged: We are maintaining Zero Discharge

All of Dalmia Bharat’s plants are Zero Liquid Discharge facilities. All water effluents are recycled through ETP and STP and used in our processes again

Parameter	FY 2023 -2024 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

Yes, Third Party Reasonable Assurance conducted by TUV India Private Limited

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

Yes, coverage and implementation plant boundary

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Tonnes	10,727	17,400
SOx	Tonnes	5,998	7,950
Particulate matter (PM)	Tonnes	1,564	1,700
Persistent organic pollutants (POP)	Ng. TEQ	BDL	BDL
Volatile organic compounds (VOC)	Ng. TEQ	BDL	BDL
Hazardous air pollutants (HAP)	-	BDL	BDL
Others – please specify	Nil	Nil	Nil

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

Yes, Third Party Reasonable Assurance conducted by TUV India Private Limited



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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Million Metric tonnes of CO ₂ equivalent	14.25	13.06
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Million Metric tonnes of CO ₂ equivalent	0.43	0.59
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (MT/million INR)	Metric tonnes of CO ₂ equivalent / rupee of turnover	100	101
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) (MT/million INR)	Metric tonnes of CO ₂ equivalent / rupee of turnover adjusted for PPP	26.76	28.31
Total Scope 1 and Scope 2 emission intensity in terms of physical output (kg/tonnes of cementitious material)		537	533
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil

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

Yes, Third Party Reasonable Assurance conducted by TUV India Private Limited

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

- Enhancing Non-Fossil electricity uses to reduce scope 1&2 GHG emissions.
- Energy Efficiency
- Circular Economy: Using waste from other Hazardous Industries as Alternative Raw Material and Alternative fuels.
- Electric Mobility & Bio-diesel for clean transition from liquid fossil fuels.

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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,358	1,787
E-waste (B)	51	28
Bio-medical waste (C)	0.62	0.38
Construction and demolition waste (D)	0	0
Battery waste (E)	39	24
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)		
Used Grease	3	24
Used Oil	122	127
Waste Containing Oil	7	5
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)		
Metal Scrap	10,521	8,505
Refractory	2,598	2,527
Iron Dust Scrap	2,194	5,900
Misc	573	473
Total (A+B + C + D + E + F + G + H)	17,467	19,401
Waste intensity per rupee of turnover (MT/million INR) (Total waste generated / Revenue from operations)	0.12	0.14
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/million INR) (Total waste generated / Revenue from operations adjusted for PPP)	0.03	0.04
Waste intensity in terms of physical output (kg/tonnes of cementitious material)	0.64	0.76
Waste intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
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	-	-
(ii) Re-used	2.66	3
(iii) Other recovery operations	-	-
Total	2.66	3
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	33	59
(ii) Landfilling	-	-
(iii) Other disposal operations	17,432	19,339
Total	17,465	19,398

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

Third Party Reasonable Assurance conducted by TUV India Private Limited

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.

We do not use toxic chemicals in our product.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Cement Plant at Rohtas, Bihar nearby Kaimur Wildlife Sanctuary of DCBL	Clinkerisation and Cement Manufacturing plant	Yes
2	Murli Pahari Limestone Mine at Rohtas, Bihar nearby Kaimur Wildlife Sanctuary of DCBL	Opencast Limestone Mine	Yes
3	New Umrangshu Limestone Mine (Forest Land) of DBNEL at Dima Hasao (earlier N.C. Hills), Assam of DCNEL erstwhile CCIL. Complete ML area i.e. 417.5 ha is Forest Land.	Opencast Limestone Mine	Yes
4	Lanjiberna Limestone & Dolomite Mine (Forest Land) at Rajgangpur, Odisha of DCBL. Out to total ML area i.e. 873.057 ha 62.56 ha is Forest land.	Opencast Limestone Mine	Yes

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
Proposed Badarkha Limestone mine (Auctioned Block) at Satna, MP of DCBL	S.O 1533 (E)	14 th Sept., 2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=SIA%2FMP%2FMIN%2F435878%2F2023&proposal=6604015
Expansion of Integrated Cement Plant at Belagavi, Karnataka of DCBL	S.O 1533 (E)	14 th Sept., 2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FKA%2FIND1%2F458385%2F2024&proposal=38111816
Greenfield Cement Plant at Kalaburagi, Karnataka of DCBL	S.O 1533 (E)	14 th Sept., 2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FKA%2FIND1%2F453088%2F2023&proposal=26340258



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
Proposed Kottameta Limestone Mine (Forest Land) at Malkangiri, Odisha of DCBL	S.O 1533 (E)	14 th Sept., 2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FOR%2FMIN%2F440925%2F2023&proposal=8097790
Greenfield Clinkerisation Unit at Dima Hasao (earlier N.C. Hills), Assam of DCNEL	S.O 1533 (E)	14 th Sept., 2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=IA%2FAS%2FIND1%2F425585%2F2023&proposal=4535894
Khairulabad Limestone Mine at Ariyalur District, Tamilnadu of DCBL	S.O 1533 (E)	14 th Sept., 2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=SIA%2FTN%2FMIN%2F430142%2F2023&proposal=5512569
Expansion of Kallakudi and Kovandakurichi Limestone Mine at Trichy District, Tamil Nadu of DCBL	S.O 1533 (E)	14 th Sept., 2006	Yes	Yes	https://parivesh.nic.in/newupgrade/#!/trackYourProposal/proposal-details?proposalId=SIA%2FTN%2FMIN%2F441930%2F2023&proposal=8734636

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, we are complying all the environmental law/regulations/guidelines.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fine / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, action if any
NA	NA	NA	NA	NA

Leadership Indicators

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

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

- (i) Name of the area: Kadapa, Andhra Pradesh
(ii) Nature of operations: Integrated Cement Plant
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in 000' m³)		
(i) Surface water	0	0
(ii) Groundwater	114.107	85.59
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	238.59	239.91
Total volume of water withdrawal (in 000' m³)	352.70	325.5
Total volume of water consumption (in 000' m³)	352.70	325.5
Water intensity per rupee of turnover (Water consumed / turnover) (M3/million INR)	2.4	2.4
Water intensity(optional) - the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in 000' m³)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in 000' m³)	0	0

- (i) Name of the area: Belgaum, Karnataka
- (ii) Nature of operations: Integrated Cement Plant
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in 000' m³)		
(i) Surface water	0	0
(ii) Groundwater	214.18	134.69
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	19.90	129.89
Total volume of water withdrawal (in 000' m³)	234.08	264.58
Total volume of water consumption (in 000' m³)	234.08	264.58
Water intensity per rupee of turnover (Water consumed / turnover) M3/million INR	1.6	2.0
Water intensity (optional) - the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in 000' m³)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in 000' m³)	0	0

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

Yes, Third Party Reasonable Assurance conducted by TUV India Private Limited

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (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	1.43	1.32
Total Scope 3 emissions per rupee of turnover	kg/INR	0.01	0.01
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MT/tonnes of cementitious material	0.052	0.052

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

Yes, Third Party Reasonable Assurance conducted by TUV India Private Limited

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

Yes, Dalmia Bharat Limited has “Onsite Emergency plan & Disaster Recovery” plan. The plan focuses on business continuity to address disruptive events like explosions, fire, natural calamity, cyber-attacks, acts of terror, etc. Considering the spread of DCBL’s manufacturing units across multiple locations, the Disaster recovery plan of the group considers location specific emergency also. DCBL’s Onsite recovery and Disaster recovery plan developed through benchmarking against best practices across industry and organisations having mature Business Continuity Management practices and reference to ISO22301 standard on Business Continuity Management System. As per the plan there are defined responsibilities for each & every group and individuals involved in handling emergencies. More details mentioned in the IR.



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

Essential Indicators

1. a) Number of affiliations with trade and industry chambers/ associations.
As stated in (b) below.
- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Confederation of Indian Industries (CII)	National
3	The Associated Chambers of Commerce of India (ASSOCHAM)	National
4	PHD Chamber of Commerce & Industry	National
5	Cement Manufacturers Association (CMA)	National
6	Indian Chamber of Commerce (ICC)	National
7	Global Cement and Concrete Association	International
8	World Cement Association	International
9	Global Cement and Concrete Association, India	National
10	World Economic Forum	International

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

Name of authority	Brief of the case	Corrective action taken
		Nil

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Fixation of Annual Surface compensation for Mining Rights	Representation through Industry associations	No	Quarterly	Not available
2	Average Sale Price of cement grade Limestone	Representation through Industry associations	No	Quarterly	Not available
3	To get mining rights in TN either on application basis or ROFR at auction, for owner of land.	To be pursued with Ministry of Mines through Industry associations	No	Quarterly	Not available
4	Limestone Mining Lease extension beyond 2030	Representation through Industry associations	No	Quarterly	Not available
5	Rationalisation of Stamp Duty for ML execution	Representation through Industry associations	No	Quarterly	Not available
6	Condonement if mines not operated due to reasons beyond control	To be pursued through Industry Association	No	Quarterly	Not available
7	Powers to State Govt to revive MLs on case to case basis.	To be pursued through Industry Association	No	Quarterly	Not available
8	Mineral Conservation – Mining till lease boundary	To be pursued through Industry Association	No	Quarterly	Not available
9	BIS standards for cements to be made output based instead of fixing input parameters	To be pursued through Industry Association	No	Half Yearly	Not available
10	Auction of composite license by Government of India	To be pursued through Industry Association	No	Quarterly	Not available

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
M/s. DCBL Project: Expansion of existing Lanjiberna Limestone Mines	8976	24.02.2020	Yes	No	Nil
M/s. DCBL Project: Expansion of existing Lanjiberna Dolomite Mines	4603	09.02.2021	Yes	No	Nil

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 ₹)
1	Project: Expansion of existing Lanjiberna Limestone & Dolomite Mines	Odisha	Sundargarh	495	12%	

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

Dalmia Bharat employs multiple avenues for receiving and addressing community grievances. Within our plants, we maintain complaint registers. Additionally, communities utilise both formal and informal channels, including engagement with our CSR teams, external stakeholder groups, and various other channels.

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

	FY 2023 -2024 (Current Financial Year)	FY 2022 -2023 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	0%	0
Sourced directly from within the district and neighbouring districts	30%	40%

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	21	NA
Semi-urban	17	NA
Urban	6	NA
Metropolitan	55	NA

(Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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
Nil	Nil

No negative social impact identified in the SIA

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 ₹)
1	Andhra Pradesh	Kadapa	95,26,862/-



3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)
- (b) From which marginalised/vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?
- No

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: Not Applicable

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil	Nil	Nil	Nil	Nil

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. – Not Applicable

Name of authority	Brief of the Case	Corrective action taken
Nil	Nil	Nil

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	SHG Members	19,617	NA
2	DIKSHa Trainees	3,534	NA
3	Farmer Producers Organisation Members	3,347	NA
4	Gram Parivartan Project (1 person/Household)	30,405	NA
5	IGP Trainings (IITs/LEDP/MEDP/ SRI/ Silai School/ Bamboo Plantation/100SHGs initiative)	10,613	NA
6	WADI Development Project	500	NA
7	Bamboo Cultivation Project	331	NA
8	Soil Conservation	1,936	NA
9	Village Pond	5,558	NA
10	Canal Desilting	2,000	NA
11	Farm Pond	88	NA
12	Roof Rainwater Harvesting and Recharge well in Chirawa	1,332	NA
13	Adoption of Better Cultivation Practises – Chirawa	1,949	NA
14	Drip Irrigation	79	NA
15	Other Drinking water initiatives	4,990	NA
16	Climate Action – Energy	65	NA
17	Infrastructure - Community / School / Rural Haat	86,901	NA
18	Sanitation	10,328	NA
19	HP WoW	4,857	NA
20	Education	4,146	NA
21	Health Care	56,337	NA

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.

Customer complaints are systematically gathered in a specific format, capturing all relevant details such as the date of receipt, product type, brand, manufacturing date, quantity supplied and used, invoice number, dealer information, location, nature of complaint, application area, detailed explanation, past assistance provided, and any testing requirements.

The company has a well-established response mechanism for addressing consumer complaints. This process begins with the formal receipt of the complaint and aims to address it within approximately 48 hours. The steps include identifying the root cause, conducting sample testing either at the plant or through a third-party facility if necessary, sharing findings with the customer, and ultimately closing the complaint. An escalation matrix is in place to manage any escalated complaints effectively.

The company also implements corrective and preventive action measures. These measures may involve advising customers on better construction practices and product usage, recommending improvements to mix design, conducting performance trials, and involving the plant at every stage to prevent similar issues from occurring in the future.

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

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

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

	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Current Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	13	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	1,127	159	Nil	1,706	8	Nil

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	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. It is part of the internal IM policies of the Company.

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.

As there were no complaints, there was no requirement for corrective action. Nevertheless, our commitment remains steadfast in delivering the highest quality products to our customers. We actively incorporate feedback from all stakeholders into our business processes to continually enhance our offerings.

7. Provide the following information relating to data breaches:

- a) Number of instances of data breaches - Nil
- b) Percentage of data breaches involving personally identifiable information of customers – Nil
- c) Impact, if any, of the data breaches - Nil



Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
Dalmia Cement Website - <https://www.dalmiacement.com/>
Dalmia Delight – Dealer Loyalty Program - <https://www.dalmiadelight.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
 - a) For any discrepancies customer can toll free number
 - b) Customer can write us on customer care email ID
 - c) No hook usage symbol provided in the bag for handling safety and product care
 - d) Bag are completely pilfer proof to avoid pilferage of products
 - e) Products usage on or before 3 months should be printed
 - f) For BIS certification details BIS website address to be printed in the bag
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
We do not fall under Essential Services Maintenance.
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.
We follow BIS regulations for the product packaging and information to be contained in the product packaging.
 - a) Product name should be mentioned
 - b) Product quantity packed in the bag to be mentioned
 - c) Product manufacturing license number from BIS
 - d) Product manufacturing week/month/year should be printed in the bag
 - e) Product IS code should be mentioned bag for product specifications
 - f) Product manufacturing factory address to be printed in the bag
 - g) Corporate office address should be printed in the bag