

August 19, 2023

The National Stock Exchange of India Ltd Listing Department Exchange Plaza Bandra Kurla Complex, Bandra (East), Mumbai - 400 051 Company Symbol: DMCC	BSE Limited Department of Corporate Services Floor 25, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001 Scrip Code : 506405
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Sub: Business Responsibility and Sustainability Reporting for the FY 2022-23

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with applicable SEBI Circulars, if any and with reference to our intimation dated August 19, 2023, regarding Annual Report of the Company for the Financial Year 2022-23 including the Business Sustainability and Responsibility Report ("BRSR"), we have enclosed herewith the BRSR for Financial Year 2022-23.

The BRSR along with the Annual Report is available on the website of the Company at www.dmcc.com and can be accessed from the web-link given below:

https://www.dmcc.com/Media/pdf/Business-Responsibility-Sustainability-Report-2023_DMCC.pdf

You are requested to kindly take the same on your record.

Thanking you,

For DMCC Speciality Chemicals Limited
(Formerly known as "The Dharamsi Morarji Chemical Company Ltd)

Omkar Mhamunkar
Company Secretary & Compliance Officer
ICSI Membership No. ACS 26645
Encl: As Above

Business Responsibility & Sustainability Reporting Format

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24110MH1919PLC000564
2	Name of the Listed Entity	DMCC Speciality Chemicals Limited (Formerly known as "The Dharamsi Morarji Chemical Company Limited")
3	Year of incorporation	September 25, 1919
4	Registered office address	317/321, Dr. Dadabhoy Naoroji Road, Fort, Mumbai, Pin - 400 001
5	Corporate address	317/321, Dr. Dadabhoy Naoroji Road, Fort, Mumbai, Pin - 400 001
6	E-mail	investor@dmcc.com
7	Telephone	022 22048881/22048882/22048883
8	Website	www.dmcc.com
9	Financial year for which reporting is being done	April 01, 2022, to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), Scrip Code: 506405/DMCC The National Stock Exchange of India Limited (NSE) NSE Symbol: DMCC
11	Paid-up Capital	₹ 24,93,99,330/- (Equity Share Capital, 24939933 Equity Shares of ₹ 10/- each)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Omkar Chandrakant Mhamunkar Company Secretary & Compliance Officer Email: omhamunkar@dmcc.com Tel: 022 22048882 (Ext: 104)
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 Basis

II. Products/services

14. 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	Manufacturing (Main Activity Group Code)	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100

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

Sr. No.	Product/Service	NIC Code	% of total Turnover
1	Chemical	2029	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	NIL	1	1

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	26

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

The Company sells its products in India as well as exports to more than 25 countries across the globe. Its export turnover contributes to 27% of the total turnover of the Company in FY 2022-23.

c. A brief on types of customers: The Company is a fully integrated Speciality chemical company that specializes in Sulphur, boron and ethanol chemistry, exporting its products to markets worldwide. The Company deliver tailor-made solutions to its customers from across the globe. Its products find application in a variety of end-use industries, such as, pharmaceuticals, detergents, dyes, fertilizers, pigments and cosmetics.

IV. Employees

18. Details as of the end of the Financial Year: March 31, 2023

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	192	173	90.10%	19	9.90%
2.	Other than Permanent (E)	33	29	87.88%	4	12.12%
3.	Total employees (D + E)	225	202	89.78%	23	10.22%
WORKER						
4.	Permanent (F)	199	199	100.00%	0	0.00%
5.	Other than Permanent (G)	268	257	95.90%	11	4.10%
6.	Total Workers (F + G)	467	456	97.64%	11	2.36%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled Workers (F + G)	0	0	0	0	0

19. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	NIL	NIL	NIL

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.40	-	18.51	15.90	7.14	11.54	23.80	25	24.41
Permanent Workers	10.64	-	10.64	9.70	0.00	4.83	10.00	-	5.00

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

21. (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	DMCC (Europe) GmbH (Formerly Borax Morarji Europe (GmbH) (Wholly Owned Subsidiary)	The subsidiaries are separate entities and they follow BR initiatives if applicable to them.	100%	The Company does not mandate its suppliers/distributors to participate in the Company's BR initiatives. However, they are encouraged to adopt such practices and follow the concept of being a responsible business.

The Company do not have holding, associate or joint venture.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes
(ii) Turnover (in ₹): ₹ 38,147.93 lakhs (Standalone)
(iii) Net worth (in ₹): ₹ 19, 825.45 lakhs (Standalone)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes, a mechanism is in place to interact with community leaders to understand and address their concerns, if any.	NIL	NIL		NIL	NIL	
Investors (other than shareholders)	Yes, a mechanism is in place to interact with investors by way of Investor Con-Calls and also through the dedicated e-mail id i.e. investor@dmcc.com to understand and address their concerns, if any.	NIL	NIL		NIL	NIL	
Shareholders	Yes, a mechanism in place, Secretarial Department/RTA address the grievance of the Shareholders. Also shareholders has option to report their grievance on SEBI Scores at https://scores.gov.in/scores/Welcome.html	5	NIL		4	1	Refer Note 1

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Employees and workers	Yes, a mechanism is in place, HR and Admin department administer the complaint. Moreover, Company also has Whistle Blower Policy https://www.dmcc.com/Media/pdf/Whistle-Blower-Vigil-Mechanism_DMCC.pdf	NIL	NIL		NIL	NIL	
Customers	Yes, a mechanism in place. Sales & Marketing team interacts with customers to address their complaints and grievances.	NIL	NIL		NIL	NIL	
Value Chain Partners	Yes, a mechanism is in place to interact with Value Chain Partners to understand and address their concerns, if any.	NIL	NIL		NIL	NIL	
Other (including Contract Workers, Trainees)	Yes, a mechanism is in place. HR and Admin department overseas the same.	NIL	NIL		NIL	NIL	

Note 1: The Complaint was resolved within the prescribed time. The same was pending as it was received at the end of the year.

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

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	Health, Safety and Environment	Risk	<ul style="list-style-type: none"> Possibility of Non following of safety measures by employees. Non-awareness of hazardous nature of chemicals. 	<ul style="list-style-type: none"> Strict adherence to BBS (behavior-based safety system). Focus on reducing the generation of effluent and arresting at the source. 	Incidents impact employee morale and business reputation leading to negative financial implication.
2	Climate Change	Opportunity	DMCC's Commitment for reducing Carbon Emission offers edge over the others due to the DMCC's sustainably driven operations.	-	Initiatives taken around climate change has a positive implication towards business.
3	Intellectual property	Risk	<ul style="list-style-type: none"> Leakage of confidential information. IP rights clashes can happen in collaborative research projects. IP infringement actions from outside firms. 	<ul style="list-style-type: none"> Data exchange with vendors/ customer only through secured mode. Entering into NDA with parties for exchanging information. Antivirus upgradation. 	Impacts the brand reputation in the industry thereby leading to financial loss.

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)
4	Innovation	Risk	Risk of better solutions that meet new requirements, technological advancements, upgradation or existing market needs and changing need of consumer.	<ul style="list-style-type: none"> Process and cost optimization of existing Specialty Chemicals so as to be competitive in the domestic and international market. Development of the processes for making value added products to cater to the need of local and export market. Launching new products and for troubleshooting of existing products. 	Failure to meet consumer demand, technological obsolescence may lead losing of customer, market thereby leading to financial loss.
5	Sustained performance & quality	Risk	<ul style="list-style-type: none"> Risk of customer being lost, in course of business. Dissatisfaction amongst the customer due to lack of attention, focus, etc. 	<ul style="list-style-type: none"> Enhance customer satisfaction. Providing superior quality solutions. Taking regular feedback from customers. ISO Certification and Audit. Quality Control, Process Control. 	Impacts the brand reputation in the industry. there by leading to financial loss.
6	Compliance	Risk	Compliance Updates and Changes, Omission of Compliances	The Company has Compliance Management System which takes care of all applicable compliances applicable to the Company.	Impacts the brand reputation in the industry thereby leading to financial loss and possibly legal action.
7	Human Resource	Opportunity	<ul style="list-style-type: none"> Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of mistakes/injury. 	<ul style="list-style-type: none"> Providing a needs-based and innovative range of training courses. Attracting, developing and nurturing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company. Providing programmes that are specifically designed for roles which require upgraded skills. Leadership Training. 	Consistent efforts would lead to positive impact due to improvement in productivity, reduction in defects, etc.

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.

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	The Corporate policies of the Company can be viewed at www.dmcc.com under weblink https://www.dmcc.com/investor/corporate-governance/policies-and-codes . Some of the policies of the Company are accessible only to employees and other internal stakeholders.								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	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.	-	Y	-	-	-	Y	-	-	Y
		<ul style="list-style-type: none"> Both of the Company's Plants are ISO 9001:2015 Certified Company's Roha Plant has received Responsible Care Certification. 								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
		The Company is committed to progress towards various sustainability initiatives such as carbon neutrality, water positivity, zero plastic waste, soil conservation, protection of flora and fauna, education, social empowerment, women empowerment, healthcare etc. by way of adopting the reasonable and feasible changes in its existing operations as well as by through Corporate Social Responsibility initiatives. The aim of the Company broadly fits into the above nine (9) principles as well as United Nations Sustainable Development Goals.								
		The Company is in process to define the measurable targets and commitments with the timelines for specific areas.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Not Applicable								
		As detailed in Point No. 5 above, the Company is in process to defined the measurable targets and commitments. However, the Company continues to ensure effectiveness as well as improvement in its conduct to achieve the commitments as mentioned in above para.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) flexibility regarding ESG.

We are amongst the few Companies in India who are authorised to use Responsible Care Logo and we are also audited under the Together for Sustainability Mechanism which not only dealt with the Safety, Health and Environment, but also our impact on the societies and communities in which we operate. It has been a mission to make world class products that meets and exceed the requirements of our customer but always keeping in mind that our products should not be harm the environment. Please refer message from Chairman, message from Managing Director and CEO and **Annexure I** to the Board report for more information sustainability initiatives.

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Shri Bimal Lalitsingh Goculdas, Managing Director and Chief Executive Officer
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.	Shri Dilip Trimbak Gokhale, Executive Director

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
Performance against above policies and follow up action	Policies wherever stated have been approved by Board/Committees of Board/Senior Management of the Company. Polices and performance against policies are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on need basis whichever is earlier and necessary updates are made to the policies.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has necessary procedures in place to ensure the compliance with all relevant regulations.									
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. However all policies and processes are subject to audits/reviews done internally in the Company from time to time. The working of the policies is subjected to observations/comments during the course of the normal functioning of the Company and partly during audits of Responsible Care, Together for Sustainability (TFS) and ISO.									

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

Disclosure 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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

	Total training and awareness	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Please refer Note i below	100%
Key Managerial Personnel	4	POSH, CSR, Code of Conduct, PIT Regulations, Leadership	100%
Employees other than BOD and KMPs	87	POSH, PIT, Induction, Health & Safety	100%
Workers	90	POSH, Induction, Health & Safety	100%

Note:

- i. During the year 2022-23, the Board of Directors were familiarised with the update at Board and Committee Meeting. Independent Directors in their capacity as members of various Committees of the Board were informed on developments relating to various topics such as regulatory, economic and operating environmental changes, new business initiatives, Corporate Governance, Compliance, Sustainability Initiatives, Corporate Social Responsibility (CSR), Information Technology and Risk Management, Company strategy, performance and growth plans. Updates on performance review, strategy and key regulatory developments are presented at the quarterly board meetings. The Board and Audit Committee is updated on key compliance, risk and audit observations, impact arising out of the issues along with management action plans. Considering all of the above, approximately 15 hours have been spent during the year 2022-23 by the Board of Directors on various familiarisation programmes during Board/Committee meetings.
 - ii. For Employees including Key Managerial Person Employees are required to annually confirm that they have read and understood the Code. All new employees are also required to confirm that they have read and understood the Code at the time of their induction. In addition, the Company has instituted several policies to ensure adherence to existing statutory laws and regulations such as the Prevention of Sexual Harassment (POSH) at the Workplace, Whistle Blower Policy, Code of Conduct, Prevention of Insider Trading.
2. Details of fines/penalties/punishment/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)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

	Non - Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
NA	NA

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. The Company has adopted Fair Business Policy which covers the same. The policies are made available on the website of the Company at www.dmcc.com under <https://www.dmcc.com/investor/corporate-governance/policies-and-codes>

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.: NOT APPLICABLE.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
32	Transportation of hazardous goods, MSDS Firefighting training, Chemical safety, confined space entry, cylinder safety, electrical work permit, fire safety, first-aid training, forklift safety, Induction safety, LOTO permit, material handling, roof work permit, visitor safety, working at height.	Transporters: -100% (15 Nos.) Contractors training: -100% (14 Nos.) Employees: -60%

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

Yes. Every Director is required to adhere with the Code of Conduct applicable to the Board and Senior Management. Every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors regarding affirmation of Code of Conduct.

In the Meetings of the Board/Committees, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors/KMPs of the Company, the Legal and Secretarial Function maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance & Accounts Function which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties. The Code of Conduct is available on the website at https://www.dmcc.com/Media/pdf/Code-of-Conduct-for-Directors-and-Senior-Management_DMCC.pdf

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

Essential Indicators

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

	2022-23	2021-22	Details of improvements in environmental and social impacts
R & D	100%	100%	All R & D at expenditure are focused at Sustainable technology and development
Capex	-	-	-

2.

a. Does the entity have procedures in place for sustainable sourcing?: Yes

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

The Company has adopted Supplier Code of Conduct which applies to Vendors, Suppliers, Service Providers, Agents, Consultants, Contractors, Joint-venture partners and Third parties including their employees, agents and other representatives. The Company is gradually taking initiatives w.r.t. sustainable sourcing. To start with, the Company has started taking Annual affirmation from the supplier that they have adhered with the Supplier Code of Conduct and the Company in phased manner would plan an assessment of suppliers regarding the Compliance with the Supplier Code of Conduct after assessing the reasonability and practicability and incorporating such process commensurate with the size and structure of the Company. The Supplier Code of Conduct covers aspects such as Compliance with applicable laws, Anti Bribery and Anti Corrupt practices, Conflict of Interest, Protection of Intellectual Property Rights and Proprietary Information, Health and safety, Environment, Waste and Emission. For more details, please refer to our website: https://www.dmcc.com/Media/pdf/Supplier-Code-of-Conduct_DMCC.pdf

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:

We have waste management systems in place at all our facilities. Plastic waste is either co-processed or recycled based upon the type of waste generated. We disposed our e-wastes as per in country/local regulations. Hazardous wastes are being disposed as per the Hazardous Wastes Management Rules. The other wastes are disposed as per the local regulatory bodies and the regulations.

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

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
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NOT APPLICABLE

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.: Not Applicable

Name of Product/Service	Description of the risk/concern	Action Taken
NA	NA	NA
NA	NA	NA

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry): Not applicable. We are a Speciality Chemicals Company and we cannot use recycled or reused input materials in the manufacturing process due to the nature of products.

Name of Product/Service	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
NA	NA	NA
NA	NA	NA

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: NOT APPLICABLE

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E - waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category: NOT APPLICABLE

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

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	173	173	100%	173	100%	0	0	0	0	0	0
Female	19	19	100%	19	100%	19	100%	0	0	0	0
Total	192	192	100%	192	100%	19	9.90%	0	0	0	0
Other than Permanent employees											
Male	29	29	100%	29	100%	0	0	0	0	0	0
Female	4	4	100%	4	100%	0	0	0	0	0	0
Total	33	33	100%	33	100%	0	0	0	0	0	0

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	199	199	100%	199	100%	0	0	0	0	0	0
Female	0	0	0	0	0%	0	0	0	0	0	0
Total	199	199	100%	199	100%	0	0	0	0	0	0
Other than Permanent employees											
Male	257	38	15%	257	100%	0	0	0	0	0	0
Female	11	0	0%	11	100%	0	0	0	0	0	0
Total	268	38	14%	268	100%	0	0	0	0	0	0

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

	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	92.71%	99.50%	Yes	92.89%	93.96%	Yes
Gratuity	100.00%	100.00%	Yes	95.43%	100.00%	Yes
ESI	21.35%	17.59%	Yes	19.80%	16.48%	Yes
Others - NPS	8.85%	NIL	Yes	9.64%	NIL	Yes

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.

The premises/offices of the Company, including the registered and corporate offices are located either on the ground floor or have elevators and infrastructure for differently abled individuals.

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. https://www.dmcc.com/Media/pdf/Equal-Opportunity-Policy_DMCC.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	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The Company has a placed Grievance Mechanism at all location. The Human Resource Department of concerned location deals with all grievances of Employees. The Company has also set up grievance Committee as per the applicable laws. For Women, Company has POSH Policy in place and the aggrieved women can approach Internal Complaints Committee (ICC) of the Company, the details of which are displayed at all location at conspicuous place.

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

	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	NIL	NIL	NIL	NIL	NIL	NIL
- Male	NIL	NIL	NIL	NIL	NIL	NIL
- Female	NIL	NIL	NIL	NIL	NIL	NIL
Total Permanent workers	199	124	62.31%	182	120	65.93%
- Male	199	124	62.31%	182	120	65.93%
- Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of training given to employees and workers:

Category	Total (A)	FY 2022-23				Total (D)	FY 2021-22			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/A)	Number (F)	% (F/A)
Employees										
Male	173	108	62.43%	151	87.28%	182	105	57.69%	160	87.91%
Female	19	11	57.89%	19	100.00%	15	8	53.33%	15	100.00%
Total	192	119	61.98%	170	88.54%	197	113	57.36%	175	88.83%
Workers										
Male	199	162	81.41%	168	84%	182	174	95.60%	93	51%
Female	0	0	0	0	0	0	0	0	0	0
Total	199	162	81.41%	168	84%	182	174	95.60%	93	51%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	Number (B)	% (B/A)	Total	Total (A)	Number (B)
Employees						
Male	173	134	77.46%	182	119	65.38%
Female	19	16	84.21%	15	14	93.33%
Total	192	150	78.13%	197	133	67.51%
Workers						
Male	199	65	32.66%	182	34	18.68%
Female	0	0	0%	0	0	0%
Total	199	65	32.66%	182	34	18.68%

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?

The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensuring the protection of environment and health & safety of its employees, contractors, visitors and relevant stakeholders.

- 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 has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations and hazardous chemicals used, sites have deployed structured Hazard Assessment. The process also considers roles and responsibilities, monitoring

control measures, competency training and awareness of individuals associated with such activities.

The Company has in place following processes to identify work related hazards and assess risks on a routine and non-routine basis such as Plant Safety Inspection, HIRA (Hazard Identification & RISK Assessment), HAZOP (Hazard Operability) Study, Safety Round observations on daily basis, Near-miss reporting, Management of change process, Contractor Safety Management, Fire Detection Protection Management and Gas leak detection Management.

For all activities including routine or non-routine permit system is implemented and hazards are identified by Safety Officer and risk assessment and management is done through Job Safety Analysis (JSA)/Standard Operating Procedure (SOP) which is referred before starting any activity.

On a day-to-day basis unsafe conditions and hazards are also identified by employees and reported to Safety Officer. Storing and handling of toxic chemicals are identified as the major process hazards at the site for which the Company has carried out HAZOP study and periodical internal audit.

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

Yes, we encourage our employees and workers to report near-miss incidents identified if any to the Safety Officer of the concerned site. DMCC has established following processes for workers to report the work related hazards.

- Safety committee meeting is being conducted every month which includes equal representative of workers & staff. The points raised in the meeting is discussed for its compliance.
- Near miss reporting registers are available in all plants for reporting near miss for workers & its review meeting is conducted for its status of compliance
- HIRA (Hazard Identification & RISK Assessment) is being conducted for each & every activity of process in which hazards are identified & are complied.

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

Yes, employees are covered under health insurance scheme/ ESI scheme (as per applicability). Also the Company has access to non-occupational medical and healthcare services either onsite or through ties up with reputed medical entities in close proximity. In addition, persons are trained in first aid with reputed first aid training centres.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	1.9
Total recordable work-related injuries	Employees	1	-
	Workers	-	1
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

At DMCC, safety is our first priority. We continuously strive to create a work environment that is free from any occupational hazards. Hazard identification, Risk Assessment and Management is done in accordance with HAZOP Study and Job Safety Analysis (JSA) Procedure. Safety Committees are in place to review the adequacy of resources for safety and to provide support for safety management. Routine walk through Plant round is done by Safety Officer.

Periodic Review of Safety Management System is carried out by the Safety Officer.

Further Plant Safety Inspection of all process/work place is carried out regularly. Deployment of safe and healthy system of work is assured through periodic safety audits. Medical examination of all employees including contractors is carried out to monitor their health status and Training programs related to health are conducted by factory Medical officer for employees and Workers.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by Statutory Authority and Third Party Audit such as Responsible Care Audit
Working Conditions	100% by Statutory Authority and Third Party Audit such as Responsible Care Audit

DMCC's Roha site is certified under "Responsible Care" Compliance with safe working conditions is an essential aspect of EHS management systems. In addition, all DMCC's Units undergo internal plant safety inspection.

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.

All the safety related incidents are displayed on LED screen on the same day of incident. The root cause analysis of incident is being done with involvement of management staff & workers. Accordingly, incident investigation is being done by taking corrective measures & preventive measures, its target dates & status of compliance.

Significant risk arising from assessments of health & safety practices and working conditions are addressed through Elimination of manual job by use of technology, monitoring, supervision etc.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N): Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners: The Company monitors remittance of statutory dues by value chain partners as part of processing their bills on a regular basis with periodic audits.
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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?: (Yes/No)

Subject to requirements, the Company provides opportunities for engagement on specific projects/assignments across the organisation.

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	In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However no formal examination of value chain partners has been conducted.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners: Not Applicable

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

Essential Indicators

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

The Company has identified Internal and external group of stakeholders. Which includes Employees, Workers, Shareholders, Customers, Communities, Suppliers, regulators, lenders, research analysts, and non-governmental organizations, amongst others.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange intimations, investor presentation/analysts investor meet/conference calls, annual report, quarterly results, press release, Company's website, Stock Exchange's website.	Ongoing	Keeping Shareholders updated about the Company's business, Answering their queries, understanding their shareholders expectation.
Employees and Workers	No	Senior leaders' communication, Setting up KRA, KPI, performance appraisal meetings/review, exit interviews, union meetings, welfare initiatives, email, circulars, websites, HRMS (System), Presentation, Trainings etc.	Ongoing	To create an effective communication channel and inform employees on key developments within the Company; align them to the shared purposes of the Company. Taking employee feedback, suggestions, and ideas.
Customers	No	Customer meets, mailers, brochures, social media, website and feedback.	Ongoing	To ensure good customer relationships. Business Development, Customer Satisfaction and Retention. Understanding customer expectation.
Research Analysts	No	Website, social media, Email, Earnings Call (Conference Call) and forums.	Ongoing	Keep abreast of developments of the Company and understanding Investors Sentiments.
Suppliers	No	Supplier Assessment, plant visits, MoU, NDA, trade association meets/seminars, professional networks, product workshops.	Ongoing	Quality, timely delivery and payments.
Regulators	No	Advocacy meetings, Seminars, Webinars with local/state/national government and ministries through industry bodies such as Indian Chemical Council.	Need Based	Appraising the Government about Industry Expectation, challenges faced by Industries etc.
Communities	Yes	Site visits and personal meetings.	Ongoing	Understanding the Community and identifying the scope of improving their livelihood through CSR initiatives.
NGOs	Yes	Emails, Phones, personal meetings and participation.	Ongoing	Ensuing that the CSR amount given by the Company is expended properly.

Leadership Indicators

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

The Company management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc.

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.: Not Applicable during the year.

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

The Company engages with vulnerable and marginalized stakeholders and support them through its CSR Activates.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	192	192	100%	197	197	100%
Other than permanent	33	33	100%	29	29	100%
Total Employees	225	225	100%	226	226	100%
Workers						
Permanent	199	199	100%	182	182	100%
Other than permanent	268	268	100%	231	231	100%
Total Workers	467	467	100%	413	413	100%

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

Category	Total (A)	FY 2022-23				Total (D)	FY 2021-22			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	173	11	6.36%	162	93.64%	182	11	6.04%	171	93.96%
Female	19	0	0.00%	19	100.00%	15	0	0.00%	15	100.00%
Other than Permanent										
Male	29	14	48.28%	15	51.72%	24	15	62.50%	9	37.50%
Female	4	2	50.00%	2	50.00%	5	3	60.00%	2	40.00%
Workers										
Permanent										
Male	199	4	2.01%	195	97.99%	182	16	8.79%	166	91.21%
Female	0	0	-	0	-	0	0	-	0	-
Other than Permanent										
Male	257	257	100.00%	0	0.00%	231	231	100.00%	0	0.00%
Female	11	11	100.00%	0	0.00%	10	10	100.00%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4 [^]	4,93,000.00	2	4,59,000.00
Key Managerial Personnel	4 [*]	43,91,143.00	-	-
Employees other than BoD and KMP	170	4,61,841.00	19	3,86,550.00
Workers	199	3,10,116.00	-	-

[^]Excludes Executive Directors who are KMP. The said category comprises of Non-Executive Directors.

^{*}Includes MD & CEO, Executive Director, Chief Finance Officer (CFO) and Company Secretary (CS)

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. Human Resource Department is responsible for the same.

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

The Company has Policies on Human Rights which are applicable to all its employees and suppliers & service providers. The said Policies and their implementation are directed towards adherence to applicable laws and upholding the spirit of human rights. The Company has in place a 'Code of Conduct' across Businesses. A Grievance Redressal System to facilitate open and structured discussions is available at all units and locations to ensure that grievances related to labour practices and human rights are addressed and resolved in a fair and just manner.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

As part of Whistleblower Policy and POSH Policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence. Also, as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

8. Do human rights requirements form part of your business agreements and contracts?

Yes. Supplier Code of Conduct covers the same.

9. Assessments for the year:

	% of Value Chain Partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	
Sexual harassment	100% by Statutory Authority
Discrimination at workplace	
Wages	

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.: Not Applicable

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.: No such grievances on Human Rights violations.

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

At present the Company has not conducted any Human Rights Due diligence. However, Company takes annual affirmation from Suppliers that they have adhere with Supplier Code of Conduct.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The office premises of the Company have elevators and relevant infrastructure for differently abled individuals. Necessary arrangements are in place at factory premises for differently abled visitors.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However no formal examination of value chain partners has been conducted.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.: Not Applicable

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	46,173.60 GJ	49,377.60 GJ
Total fuel consumption (B)	32,364.92 GJ	96430.36 GJ
Energy consumption through other sources (C)		
1) Solar	950.52 GJ	877.09 GJ
2) Waste Heat Recovery System	39,996.89 GJ	8,818.91 GJ
Total energy consumption (A+B+C)	1,19,485.93 GJ	1,55,503.96 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in lakhs Rupees)	3.13	4.07

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an 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.:Not Applicable.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kl)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water (MIDC)/(GIDC)	425330	435979
(iv) Seawater/desalinated water	0	0
(v) Others (Rainwater Harvesting)	3643	3821
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	428973	439800
Total volume of water consumption (in kiloliters)	428973	439800
Water intensity per rupee of turnover (Water consumed/turnover in lakhs)	11.24	11.53

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?: No

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

Yes, the Company has implemented partial zero liquid discharge mechanism and aiming to achieve Zero Liquid Discharge at both of its plants.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Tonnes	465.00	487.38
Sox	Tonnes	1531.06	1592.82
Particulate matter (PM)	Tonnes	925.68	909.27
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	PPM	0.5	0.09
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.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	660.96	1,661.34
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0.04	0.04
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO₂ equivalent	661.00	1661.38
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?: No.

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

Yes, the Company is committed to reduce carbon emission and aiming least dependency on grid power and optimum utilization of power generated thorough waste heat recovery system, Solar system etc. and also aiming to improve the processes whereby carbon emission can be reduced. Please refer Annexure I to the Board report regarding sustainability initiatives.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	0.13	-
Bio-medical waste (C)	0.00	0.01
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	2,670.33	1,539.59
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)	2,670.46	1,539.60
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	NA	NA
(ii) Re-used	NA	NA

Parameter	FY 2022-23	FY 2021-22
(iii) Other recovery operations	NA	NA
Total	NA	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.01
(ii) Landfilling	149.18	192.65
(iii) Other disposal operations	2,521.28	1,346.94
Total	2,670.46	1,539.60

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?: No.

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

The Company ensures responsible waste management practices involving 100% recycling of plastic waste through MPCB/GPCB authorised agency.

Moreover, hazardous waste generated within the plant are disposed through the Authorised Agency (MWML) approved by the MPCB/GPCB. Further by product dilute sulphuric acid is raw material for other industries ensuring 100% utilization.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format: Not Applicable.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

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

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

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.

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.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Chemical Council (ICC)	National
2	Fertilizer Association of India (FAI)	National
3	Indian Merchant Chambers (IMC)	National
4	CHEMEXCIL (Basic Chemicals, Cosmetics & Dyes Export Promotion Council)	National

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA
NA	NA	NA
NA	NA	NA

Leadership Indicators

1. Details of public policy positions advocated by the entity: Not Applicable

Sr. 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	NA	NA	NA	NA	NA
2	NA	NA	NA	NA	NA

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

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
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA

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

Sr. 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	NA	NA	NA	NA	NA	NA
2	NA	NA	NA	NA	NA	NA

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

The Company has a process to receive and redress concerns/grievances received from the community. As a part of CSR Initiative senior leadership interacts with the community on a regular basis.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	40.45%	28.06%
Sourced directly from within the district and neighboring districts	70.87%	72.43%

Leadership Indicators

5. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable

Details of negative social impact identified	Corrective action taken
NA	NA

36. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Not Applicable

Sr. No.	State	Aspirational District	Amount spent (In ₹)
	NA	NA	NA

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

The Company does not have any preferential procurement policy but to the certain extent, the Company purchases from MSME

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

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

8. 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:

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

9. 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
NA	NA	NA

10. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Conservation of Tigers, Protection of Tigers, Flora & Fauna Enhancing coexistence and community cooperation towards the conservation of flagship species in Corbett landscape, Economic upliftment of Fringe Communities	2143	100%
2	Social empowerment for differently abled Students.	536	100%
3	Beach Clean-up, Tree Plantation and Disinfection of Plants	-200	NA
4	Education, Healthcare, Rural Infrastructure and Women Empowerment	-200	NA
5	Education, Healthcare, Rural Infrastructure.	350	43%
6	Hostel for Girls from North East States	35	100%
7	Contribution to free dialysis treatment for the patient	396	100%
8	Creating awareness in communities via snakebite prevention and first-aid workshops. Capacity building of medical staff, community workers, Forest Department staff, village leaders, volunteers and snake rescuers and educational institutions.	35	100%
9	Sterilization and immunization of stray dogs, Awareness about Rabies and issues w.r.t. Dogs and facilitating adoption of abandoned and stray dogs	NA (Animal Welfare)	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.

The Company has dedicated email to address consumer enquiries, service, support and feedback. The Complaints if any are escalated and resolved within the time bound period depending on nature of complaint. The Company's Marketing Team interacts with the consumer at regular intervals for addressing the query, grievances and feedback.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

Category	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

	Number	Reason for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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. https://www.dmcc.com/Media/pdf/DMCC_Policy_Information-Technology.pdf

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.

The cyber security for the Company has been outsourced and managed by a leading IT services company. The regular reviews are conducted and corrective actions are taken to improve the cyber security posture. Data privacy requirements are being evaluated with respect to proposed personal data privacy law. The actions will be taken as per data privacy law.

Leadership Indicators

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

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services: MSDS Sheets/Company Brochures

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

The Company's product does not directly fall into the essential service; however, its products find application in various industries which falls under the essential service industries and in case of disruption, the Company informs the consumers through emails and phone calls.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No. The Company display all the mandatory information as per the applicable laws.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact: NIL

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