



2<sup>nd</sup> June,2023

**BSE Limited**

Corporate Relationship Department  
P.J. Towers  
Dalal Street  
Mumbai – 400 001

**Company Code: 502180**

**National Stock Exchange of India Limited**

Exchange Plaza,  
Bandra Kurla Complex  
Bandra (East)  
Mumbai 400 051

**Company Code: SHREDIGCEM**

Dear Sir / Madam,

**Sub. : Business Responsibility and Sustainability Report (BRSR) for the financial year 2022-23**

**Ref. : Regulation 34 (2) (f) of SEBI (LODR) Regulations, 2015**

Please find attached herewith the BRSR forming part of the Annual Report of the Company for the financial year 2022-23.

We request you to kindly take the above submission on Record.

Thanking you,

Yours faithfully,

**For Shree Digvijay Cement Company Limited**

Suresh Meher

VP (Legal) & Company Secretary

**Encl.: As above**

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

### SECTION A: GENERAL DISCLOSURES

#### I. Details of listed entity:

1	Corporate Identity Number (CIN) of the Listed Entity	L26940GJ1944PLC000749
2	Name Of the Listed Entity	Shree Digvijay Cement Company Limited
3	Year of incorporation	1944
4	Registered office address	Digvijaygram-361140, Via: Jamnagar, Gujarat, India
5	Corporate address	Digvijaygram-361140, Via: Jamnagar, Gujarat, India
6	E-mail	<a href="mailto:Investors.sdcl@digvijaycement.com">Investors.sdcl@digvijaycement.com</a>
7	Telephone	(0288) 2344272-2344275
8	Website	<a href="http://www.digvijaycement.com">www.digvijaycement.com</a>
9	Financial year for which reporting is being done	April 2022 to March 2023 (FY 2022-23)
10	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. & National Stock Exchange of India Ltd.
11	Paid-up Capital	Rs. 14,520.28 Lakhs
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. Suresh Kumar Meher V.P.(Legal) & Company Secretary Telephone: 0288-2344272 Email: <a href="mailto:suresh.meher@digvijaycement.com">suresh.meher@digvijaycement.com</a>
13	Reporting boundary- Are the disclosures under this report made on standalone basis (i.e. for the entity) or on Consolidated basis.	The report is done on a standalone basis.

#### II. Products/Services:

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Cement Manufacturing	98.69%

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

S.No.	Product/Services	NIC Code	% of total turnover contributed
1.	Cement	23942	98.69%
2.	Other Income	NA	1.31%

#### 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	1(one) Integrated Cement Plant	8*	9
International	Nil	Nil	Nil

\*8 offices include marketing offices.

17. Markets served by the entity:

a. Number of Locations

Location	Number
National (No. of states)	9
International	1

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

The contribution of exports to the total turnover is 0.26%.

c. A brief on types of customers

The company has both Commercial Customers (B2B Business) and Private Customers (B2C Business). The customers include trade, non-trade and Governments.

**IV. Employees**

## 18. Details as at the end of Financial Year:

## a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Males		Females	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES (OTHER THAN WORKERS)</b>						
1.	Permanent(D)	190	185	97.37	05	2.63
2.	Other than Permanent(E)	17	11	64.71	06	35.29
3.	<b>Total Employees(D+E)</b>	<b>207</b>	<b>196</b>	<b>94.74</b>	<b>11</b>	<b>5.31</b>
<b>WORKERS</b>						
4.	Permanent(F)	51	51	100	0	-
5.	Other than Permanent(G)	357	343	96.08	14	3.92
6.	<b>Total Workers(F+G)</b>	<b>408</b>	<b>394</b>	<b>96.59</b>	<b>14</b>	<b>3.41</b>

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Males		Females	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFERENTLY ABLED EMPLOYEES (OTHER THAN WORKERS)</b>						
1.	Permanent(D)	-	-	-	-	-
2.	Other than Permanent(E)	-	-	-	-	-
3.	<b>Total differently abled Employees(D+E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>DIFERENTLY ABLED WORKERS</b>						
4.	Permanent(F)	-	-	-	-	-
5.	Other than Permanent(G)	05	04	80%	01	20%
6.	<b>Total differently abled Workers(F+G)</b>	<b>05</b>	<b>04</b>	<b>80%</b>	<b>01</b>	<b>20%</b>

## 19. Participation/inclusion/representation of women

	Total	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	6	1	16.67
Key Managerial Personnel**	2	-	-

\* Comprising CEO &amp; Managing Director

\*\* Comprising Chief Financial Officer and Company Secretary.

## 20. Turnover rate for permanent employees and workers

Particulars	FY 2022-23			FY 2021-2022			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.17%	-	8.17%	11.36%	-	11.36%	10.79%	-	10.79%
Permanent Workers									

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

## 21. Names of holding/subsidiary/associate companies/joint venture

S.No.	Name of holding/subsidiary/associate companies/joint ventures(A)	Indicate whether holding/subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity participate in Business Responsibility initiatives of listed entity?
1.	SDCCL Logistics Limited	Subsidiary	100	No

## VI. CSR Details:

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover (in Rs.) : 72,487.43 Lakhs  
(iii) Net worth (in Rs.) : 32,469.02 Lakhs

## VII. Transparency and Disclosure Compliances:

23. Complaints/Grievances on any of the principles (Principle 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*)	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	0	0	-	0	0	-
Investors (other than Shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	10	0	-	3	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	2	0	-	3	0	-
Value Chain Partners	Yes	-	-	-	-	-	-
Others	Yes	0	0	-	0	0	-

\* weblink: [www.digvijaycement.com](http://www.digvijaycement.com)

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications .

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 (indicate positive or negative implications)
1.	Community engagement & CSR	Opportunity	• Increased focus on sustainable community development	• Enhance scope of existing programmes • Greater reach to communities	Positive
2.	Regulatory Compliances	Risk	• Dynamic Regulatory landscape	• Adherence to all applicable laws.	Negative
3.	Dialogue & Communication	Opportunity	• Better positioning in market • Low awareness among key stakeholders	• Communicate sustainability stories to consumers • Interactive platforms like digital marketing	Positive
4.	Water, Efficiency	Risk	• Ground water depletion	• Strategic plan to become water neutral.	Negative
5.	Energy & GHG Emissions	Risk & Opportunity	• Dependency on non-renewable coal-based grid consumption	• Energy efficient Technologies to reduce Consumption	Risk- Negative Opportunity- Positive
6.	Governance and accounting	Opportunity	• Influencing policies and procedures for larger good	• Working closely with the stakeholders	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

- P 1** Business should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable.
- P 2** Business should provide goods and services in a manner that is sustainable and safe.
- P 3** Business should respect and promote the well-being of all employees, including those in their value chains.
- P 4** Business should respect the interests of and be responsive towards all its stakeholders.
- P 5** Business should respect and promote human rights.
- P 6** Business should respect, protect, and make efforts to restore the environment.
- P 7** Business when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P 8** Businesses should promote inclusive growth and equitable development.
- P 9** 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
<b>Policy and management processes</b>									
1. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. Yes/No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Web-link of the policies	<a href="https://www.digvijaycement.com/policies/">https://www.digvijaycement.com/policies/</a>								
2. Whether the entity has translated the policy into procedure (Y/N)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	All the policies are in comparable with the best practices in the Industry. The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 14,001, ISO 45,001, GRI – standards, wherever relevant and applicable.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Please refer to other sections of Board report including Corporate Governance Report								
6. Performance of the entity against specific commitments, goals, and targets along with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Please refer to other sections of Board report including Corporate Governance Report								

**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).

Please refer to the Annexure to Management Discussion and Analysis Report (MDA) forming part of the Annual Report.

8. Details of highest authority responsible for implementation and oversight of the Business Responsibility Policy.

Mr. KK Rajeev Nambiar - CEO & Managing Director;

Mr. Vikas Kumar – CFO; and

Mr. Suresh Kumar Meher -V.P. (Legal) & Company Secretary.

E-mail: [suresh.meher@digvijaycement.com](mailto:suresh.meher@digvijaycement.com)

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 Committee of Directors comprising of 3 Board Member, vested with responsibility for decision making on sustainability and other related issues. The Committees with well-defined responsibilities oversee the governance at Shree Digvijay Cement.

The targets related to environmental, social and governance KPI is part of the KRA of senior management. The business responsibility performance of the Company is assessed by the aforesaid executives. Overall performance is assessed annually by the Board.

10. Details of Review by NGRBCs by the company

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
- Performance against above policies and follow up action	Committees of the Board									Annually								
- Compliance with statutory requirements of relevance to the principles, and, rectification of any non-Compliances	Committees of the Board									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Y/N). If yes, provide the name of the agency
- |  | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|----|----|----|----|----|----|----|----|----|
|  |    |    |    |    |    |    |    |    |    |

Yes, the Company has third party certified management systems, Policies also undergo third party certification. Further, the policies are evaluated from time to time and updated whenever required.

ESG Policy is implemented with the help of independent external agency and review / evaluation of the implementation and working of the Policy take place by such agency on regular intervals.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial/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									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURES****PRINCIPLE 1**

Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

**ESSENTIAL INDICATORS**

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	<ul style="list-style-type: none"> <li>Updates on ESG initiatives.</li> <li>Updates on various policies and procedures, Code of Conduct alongwith Anti-Bribery, Anti-Trust, Conflict of Interest, other codes and policies, role &amp; responsibility of Directors and Committees.</li> </ul> <p>The Board members has been updated with the above and the underlying principles thereby adding values.</p>	100%
Key Managerial Personnel	5	In addition to the above, regulatory updates, safety, compliance & awareness programs.	100%
Employees other than BOD and KMPs	56	Compliance & Awareness Programmes, well being Programmes, regulatory updates, safety, ESG, Behavioural and Technical Programmes/ training.	100%
Workers	19		100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulatory /law enforcement agencies/ judicial institutions, in the financial year.

**Monetary**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine	-	-	NIL	-	-
Settlement	-	-	NIL	-	-
Compounding fee	-	-	-	-	-

**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	-
Punishment	-	-	NIL	-

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not applicable	Not applicable

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

Yes. The policy is available on the Company's weblink - <https://www.digvijaycement.com/policies/>

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

	FY 2022-23	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	-
Number of complaints received in relation to issues of Conflict of Interest of KMPs	NIL	-	NIL	-

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

## 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:	7
Topics/principles covered under the training:	- Policies of the Company - Usage of Company's systems & processes for trouble free and ease of operations
%age of value chain partners covered (by value of business done with each partner) under the awareness programmes.	100%

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 Conflict of Interest Policy as well as 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.

## PRINCIPLE 2

Business should provide goods and services in a manner that is sustainable and safe.

## ESSENTIAL INDICATORS

1. Percentage of R & D and capital expenditure 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.

	F. Y 2022-23	F. Y 2021-22	Details of improvement in environmental and social impacts
R & D	-	-	-
Capex	Rs.1.96 Cr	Rs.11.37 Cr	1. Installation of Emission control device for DG Set 2. Replacement of Water pipeline 3. CEMS for stacks 4. Truck Parking Yard 5. Installation of Coal and Limestone Shed





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 follow sustainable procurement practices as per its Procurement Policy. Company source materials to optimize distance and time travelled by raw materials and to reduce fuel consumption as well as emissions. Our procurement practices facilitate optimum utilisation of raw materials, recycling of waste and efficient logistics operations, focusing on sustainability.

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  
d) Other waste

Cement manufacturing process does not generate any by-product/waste as such. The plant is a zero-waste generator. The Company utilises wastes of other industries like steel plants, power plants and other chemical plants as additives in cement manufacture and thus contributes to sustainable development. Company is collecting waste plastic from municipalities and industries to recycle the same in manufacturing process. During the year 2022-23, 10,674 tons of wastes co-processed in kiln.

4. Whether extended producer responsibility is applicable to the entity's activities. If Yes, Whether the waste collection plan is in line with the extended producer responsibility plan submitted to pollution control boards? If not, provide the steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to our facility and our waste collection plan is in line the EPR submitted to pollution control boards.

#### 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.
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.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate Input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Fly ash		
Gypsum - chemical		
Gypsum - PP mould	15%	12%
Copper slag		

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:

Particulars	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics(including packaging)						
E-waste						
Hazardous waste						
Other waste						

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
	Not Applicable

### 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)	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
<b>Permanent Employees</b>											
Male	185	185	100	185	100	-	-	3	100	-	-
Female	5	5	100	5	100	-	-	-	-	-	-
<b>Total</b>	<b>190</b>	<b>190</b>	<b>100</b>	<b>190</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>100</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	11	-	-	-	-	-	-	-	-	-	-
Female	6	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>17</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

- B. Details of measures for the well-being of workers

Category	Total (A)	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
<b>Permanent Employees</b>											
Male	51	-	-	51	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>51</b>	<b>-</b>	<b>-</b>	<b>51</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	343	-	-	343	100	-	-	-	-	-	-
Female	14	-	-	14	100	-	-	-	-	-	-
<b>Total</b>	<b>357</b>	<b>-</b>	<b>-</b>	<b>357</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	-	100	100	Yes
Gratuity	100	100	-	100	100	Yes
ESI	NA	NA	NA	NA	NA	NA
Others-Super annuation/NPS	16	-	Yes	18	-	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.

Yes.

## 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.

## 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	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Not Applicable	Not Applicable	Not Applicable	Not Applicable
<b>Total</b>	<b>Not Applicable</b>	<b>Not Applicable</b>	<b>Not Applicable</b>	<b>Not Applicable</b>

## 6. The Company has parental leave applicable as per The Maternity Benefit Act and Rules. 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 mechanisms in brief)
Permanent workers Other than permanent workers	Yes- Any aggrieved worker can record their grievance online in the HRMS self-service to the Unit/ Functional/ Corporate Functional/ HR head in the prescribed format.
Permanent employees Other than permanent employees	Yes- Any aggrieved employee can record their grievance online in the HRMS self-service to the Unit/ Functional/ Corporate Functional/HR head in the prescribed format.

7. Membership of employees and worker in associations or Unions recognised by the listed entity:

Category	FY 2023			FY 2022		
	Total employees/workers in respective category(C)	No. of employees/workers in respective category, who are part of association(s) or Union(D)	% of D/C	Total employees/workers in respective category(C)	No. of employees/workers in respective category, who are part of association(s) or Union(D)	% of D/C
Total Permanent employees	No permanent employees are part of any association or Union.					
1. Male	-	-	-	-	-	-
2. Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	<b>51</b>	<b>38</b>	<b>75</b>	<b>59</b>	<b>44</b>	<b>75</b>
1. Male	51	38	75	59	44	75
2. Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No.B	%(B/A)	No. C	%(C/A)		No. E	%(E/D)	No.F	%(F/D)
<b>EMPLOYEES</b>										
Male	198	138	70	150	76	205	106	52	141	69
Female	5	5	100	5	100	5	5	100	5	100
<b>Total</b>	<b>203</b>	<b>143</b>	<b>70</b>	<b>155</b>	<b>76</b>	<b>210</b>	<b>111</b>	<b>52</b>	<b>146</b>	<b>69</b>
<b>WORKERS</b>										
Male	51	21	41	26	51	59	17	29	28	47
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>51</b>	<b>21</b>	<b>41</b>	<b>26</b>	<b>51</b>	<b>59</b>	<b>17</b>	<b>29</b>	<b>28</b>	<b>47</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No.( B)	%B/A	Total ( C)	No. (D)	%D/C
<b>EMPLOYEES</b>						
Male	185	185	100	195	195	100
Female	05	05	100	05	05	100
<b>Total</b>	<b>190</b>	<b>190</b>	<b>100</b>	<b>200</b>	<b>200</b>	<b>100</b>
<b>WORKERS</b>						
Male	51	51	100	59	59	100
Female	-	-	-	-	-	-
<b>Total</b>	<b>51</b>	<b>51</b>	<b>100</b>	<b>59</b>	<b>59</b>	<b>100</b>

10. Health and safety management system

- a) Whether an occupational health and safety management system has been implemented by the entity. Yes/No? If yes, coverage of such system.

Yes. All locations are certified for Occupational Health and Safety Management System. The management system covers all employees, workers and interested party's health and safety at each certified location. The system includes everything from planning to developing strategies and procedures, as well as monitoring and analysing data and improving it continually. The Company is ISO 45001 Certified.



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

Following systems / processes are used

- Tool box talk
- Site safety observation tour by employee
- Work Permit System
- Hazard Identification & Reporting
- Risk Assessment and Mitigation Measures
- Periodic Safety Audits

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

Yes. The process is available at all the locations. The Processes include direct interaction with controller or safety officer, suggestion box approaching the Safety Committee.

- d) Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Y/N)

Yes. Available in all the locations to the employees through medical insurance and other medical facilities. Annual Health Check-up is also done.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency rate (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- Reporting of near miss incident
- Conducting safety observation rounds
- Refresher training of all standards
- Exhibiting highest standards of corporate behaviour towards its employees, consumers and the society in which the company operates.
- Developing, introducing and maintaining systems across the Company to meet the Company's standards, as well as statutory requirements for ensuring Safety and Health of the employees and protection of environment.
- Celebrating Safety Week and conducting various competitions to encourage the people for safe working.
- Eradication of hazards from the system.

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

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

14. Assessments for the year:

Particulars	% of your plants/offices that were assessed (by the entity or statutory authorities or third parties)
Health and Safety Practices	100% by the Company, 85% by third party
Working Conditions	100% by the Company, 85% by third party

15. Provide details of any corrective actions taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

No significant risk/concern was reported on health, safety and working conditions, hence no corrective action taken.

### LEADERSHIP INDICATORS

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

(A) Employees - Yes (Employee Deposited Linked Insurance, Group Personal Accident policy and Group Term Policy)

(B) Workers - Yes (Employee Deposited Linked Insurance, Group Personal Accident policy and Group Term Policy)

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

Company's compliance system and process ensured timely compliance and payment of statutory dues by the value partners. It is also monitored through Internal audit and internal process & control.

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	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of our vendors are educated on our various policies and statutory obligation during the vendor induction process and while signing Contracts/ Work Order Agreement.
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

Business should respect the interests of and be responsive to all its stakeholders.

### ESSENTIAL INDICATORS

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

We consider individuals, groups, institutions or entities that contribute to shaping our business that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external and direct as well



as indirect. Our key stakeholders include employees, investors, suppliers and partners, customers, government authorities and the community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement of (Annually/Half yearly/ Quarterly/ others-specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Mails/ Press Releases/ Virtual Meetings	Quarterly, half yearly, Annually, and when needed	Announcing the financial results, annual reports, General meetings, encouraging shareholders to exercise their voting rights in shareholders meeting.
Distributors	No	Emails/ Physical	Need-based	Direct interaction
Customers	No	Physical/digital	Need-based	Direct interaction
Employees	No	Emails/ notices/ SOPs/ Through other communication mechanism	Daily	Follow-up for SOPs and compliances with policies of the company.
Local community	No	Directly or through CSR	Need-based	For CSR activities to satisfy needs of society/ communities
Suppliers	No	Emails / Physical & Virtual meetings	Frequent	Purchase of machines, consumables, packing materials etc.
Contractors	No	Emails / Physical & Virtual meetings	Frequent	Purchasing of raw materials, liaisoning of regarding
Government and Regulatory Authorities	No	Annual report and regulatory filings	Annually / Quarterly / Monthly and as and when required	Good governance practice; community engagement; regulatory compliance; environmental initiatives.

## LEADERSHIP INDICATORS

- 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 has constituted following Committees of which Board Members are a part to address stakeholders concerns.

- Audit Committee:** The committee is entrusted with the Business, Economic and Environmental responsibilities of the organization. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements.
- Nomination and Remuneration Committee:** The committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment of Directors. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings.
- Stakeholders Relationship Committee:** This committee oversees the timely and appropriate resolution of investor grievances. Members of this committee also formulate policies to service this stakeholder group.
- Risk Management Committee:** The committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of the Company's Risk Management Policy and also provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organization's risk management system.

- v) **CSR Committee:** The Committee is entrusted with the social responsibility obligations of the Company. This committee is responsible for developing and modifying the organization's CSR policy, as well as for identifying the CSR plans, programs and activities to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee.
- vi) **Executive Committee on CSR:** This committee is responsible for assessing, identifying the CSR needs and executing the activities & projects as per CSR Plans. Committee is also responsible for impact assessment.
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. The stakeholder consultation is used to support the identification and management of environmental and social topics of importance. The formulation of the Company Policies pertaining to Environment and Social have been a result of continuous interactions with the Government Regulatory Authorities, Distributors, Suppliers and the local community.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups. Digvijay Cement always consciously acts as a responsible corporate citizen and engages with the marginalised & vulnerable sections of our society. Our major engagement channels are with communities benefiting from our CSR interventions. We engage with local communities and self-governed bodies frequently through need assessment and other participatory methods to understand their needs and impact of our interventions. In addition, we also engage with our dealer network and other influencers such as masons, construction workers and masons through various attractive loyalty programmes and rewards systems. We have also provided essential support and relief to our vulnerable stakeholders such as communities, masons, needy people etc. Please refer to CSR Report for more details.

## PRINCIPLE 5

Business 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)
<b>EMPLOYEES</b>						
1 Permanent	190	138	73	200	111	56
2 Other than Permanent(E)	-	-	-	-	-	-
<b>3 Total Employees(D+E)</b>	<b>190</b>	<b>138</b>	<b>73</b>	<b>200</b>	<b>111</b>	<b>56</b>
<b>WORKERS</b>						
4 Permanent	51	21	41	59	30	51
5 Other than Permanent(G)	357	-	-	380	-	-
<b>6 Total Employees(F+G)</b>	<b>408</b>	<b>21</b>	<b>41</b>	<b>439</b>	<b>30</b>	<b>51</b>

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. B	%(B/A)	No. C	%(C/A)		No. E	%(E/D)	No. F	%(F/D)
<b>EMPLOYEES</b>										
Permanent	190	-	-	190	100	195	-	-	195	100
Male	185	-	-	185	100	190	-	-	190	100
Female	5	-	-	5	100	5	-	-	5	100





Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. B	%(B/A)	No. C	%(C/A)		No. E	%(E/D)	No. F	%(F/D)
Other than Permanent	17	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>WORKERS</b>										
Permanent	51	-	-	51	100	59	-	-	59	100
Male	51	-	-	51	100	59	-	-	59	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	357	357	100	-	-	380	380	100	-	-
Male	343	343	100	-	-	351	351	100	-	-
Female	14	14	100	-	-	29	29	100	-	-

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

	Male		Female	
	Number	Median remuneration /salary/wages of respective category <sup>@</sup>	Number	Median remuneration / salary/wages of respective category <sup>@</sup>
Board Of Directors	6	15,50,000	1	-
Key Managerial Personnel*	3	64,41,934	0	0
Employees other than BOD and KMP	181	10,02,048	5	9,54,548
Workers	51	5,57,620	0	0

@ Median remuneration of all the employees of the Company as on 31<sup>st</sup> March, 2023 is Rs. 8,30,683/- for 241 employees.

\*Including CEO & Managing Director. Salary excludes perquisites values arising out of exercise of stock options.

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, all our operations are strictly monitored for human rights impacts as per Company's internal risk procedures. The human rights issues and impacts are overseen by the management. We have dedicated committees such as Conduct Committee, Canteen committee, Safety Committee and Internal Complaints Committee, which acts as the focal point on this.

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

The Company has various policies and mechanism in place which allows stakeholders to report issues on human rights violations. The details are also mentioned in our whistle-blower policy. Senior management team is directly responsible for setting up the mechanism and addressing human rights impact related risk elimination.

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Filed during the year	Pending resolution at the end of the year		Filed during the year	Pending resolution at the end of the year	
Sexual Harassment	-	-	-	-	-	-
Discrimination at work-place	-	-	-	-	-	-
Child labour	-	-	-	-	-	-
Forced labour/Involuntary labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other than human rights related issues	-	-	-	-	-	-

There were no complaints received by the Company on the above matter during the year 2022-23.

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.  
All complaints received are maintained anonymous. Investigations are carried thoroughly by Committee on receipt of complaint. It is ensured that all necessary procedures are followed appropriately as per applicable policies.
8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)  
Yes. The Company has defined process and set guidelines while finalizing contract inter alia, to take care of human rights issues. In addition, internal control mechanisms exist to ensure human rights due diligence.
9. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

## LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.  
Not Applicable.
2. Details of the scope and coverage of any Human rights due-diligence conducted.  
The Company has internal control mechanisms to ensure human rights due diligence. No third party due diligence conducted for Human Right in the current financial year.
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?  
Yes, as per legal requirements.
4. Details on assessment of value chain partners:

<b>Particulars</b>	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	100% All the vendors who are having business in our business premises are educated on our various policies and statutory obligation.
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:**

Business 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 (In Terajoules-TJ)	FY 2022-23 (TJ)	FY 2021-22 (TJ)
Total electricity consumption(A)	372	374
Total fuel consumption(B)	3,379	3,266
Energy consumption through other sources(C)	55	39
<b>Total energy consumption(A+B+C)</b>	<b>3,806</b>	<b>3,679</b>
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees) in million INR	0.53	0.59

2. Does the entity have any sites/facilities identified as designated customers under the performance, Achieve and Trade (PAT) Scheme of the government of India? (Yes/No). 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. In previous PAT cycle (Assessment year 2018-19), we over-achieved the targets. (Target 0.1048 TOE/Ton of cement – TOE (Ton of oil equivalent) – Achieved 0.1003 TOE/Ton of cement), leading to issuing of 4370 -Escerts by BEE (Bureau of Energy Efficiency).

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		
1. Surface water	-	-
2. Groundwater	51,570 kl	49,400 kl
3. Third party water	-	-
4. Seawater/desalinated water	-	-
5. Others	-	-
<b>Total volume of water withdrawal</b>	<b>51,570 kl</b>	<b>49,400 kl</b>
<b>Total volume of water consumption</b>	<b>51,570 kl</b>	<b>49,400 kl</b>
Water intensity per rupee of turnover	-	-
Water intensity per tonne of cement (Ltr/ton)	40.40	44.00

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

Our manufacturing unit has mechanism to become Zero Liquid Discharge. All the water which is withdrawn is used for process requirement which evaporates in the system and residual water is recycled for cooling of equipment, for water sprinkling, for green belt development, etc. No effluent is generated during manufacturing process.

The waste water from domestic use is treated in STP and further used for green belt development.

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	ppm	355	383
Sox	ppm	40	46
Particulate matter	gm / t cem	43	50
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others-specify		-	-

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

Parameter	Unit	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	8,37,176	7,94,784
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	29,450	36,967
Total Scope 1 and Scope 2 emissions (Kg/t cem)		680	697

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

Yes, We are envisaging sourcing of renewable energy through Hybrid power agreement with supplier which will reduce Scope 2 emissions in negative value. We have also envisaged to install primary shredder to increase alternative fuel consumption and thus reduce Scope 1 emissions.

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

Parameter	FY 2022-23	FY 2021-22
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and Demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive waste (F)	-	-
Other hazardous waste. Please specify if any. (G)	-	-
Other non-hazardous waste generated (H). Please specify	-	-
<b>Total (A+B+C+D+E+F+G+H)</b>	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
1. Recycled	-	-
2. Re-used	-	-
3. Other recovery operations	-	-
<b>Total</b>	-	-

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
1. Incineration	-	-
2. Landfilling	-	-
3. Other disposal operations	-	-
<b>Total</b>	-	-



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

Type of waste	Disposal practice
Dust collected from cement plant pollution control equipment	Being totally recycled/re-utilised in the respective circuits to make it as a part of the product of the respective section
Sludge collected from Sewage Treatment Plant	Being used as manure in greenbelt activities
Colony garbage	By Vermi-composting and compost is being used for greenbelt activities as manure, in place of chemical fertilizers.
MS scrap	Being sold to local vendors.
Used Lubricants	Co-processed in Kiln
Used hi-chrome grinding media/Special casting	Disposed through authorized agencies.
E-waste	Disposed through authorized agencies.
Bio-medical waste within premise.	Bio-medical waste from OHC is being regularly collected by pollution control board authorized agent.

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:

S. No.	Locations of offices /operations	Types of operations	Whether the conditions of environmental approval/clearance are complied with? (Yes/No). If no, reasons thereof and corrective actions taken?
			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 the project	EIA Notification No.	Date	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web-link
Expansion of Cement Plant (1.20 MTPA to 3.00 MTPA) and Clinker Plant (1.10 MTPA to 2.21 MTPA)	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	Feb-2023	Yes	Yes	-

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 (Yes/No)? If not, provide details of all such non-compliances, in the following format:

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

## LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (TJ)	FY 2021-22 (TJ)
From renewable sources		
Total electricity consumption (A)	143	141
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>143</b>	<b>141</b>
From non-renewable sources		
Total electricity consumption (D)	229	233
Total fuel consumption (E)	3,379	3,265
Energy consumption through other sources (F)	55	39
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>3,664</b>	<b>3,538</b>

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iii) To Seawater		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third-parties		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
<b>Total water discharged (in kilolitres)</b>		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable

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

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

- Name of the area
- Nature of operations



(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source		
1. Surface water	-	-
2. Groundwater	51,570 kl	49,400 kl
3. Third party water	-	-
4. Seawater/desalinated water	-	-
5. Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>51,570 kl</b>	<b>49,400 kl</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>51,570 kl</b>	<b>49,400 kl</b>
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity per tonne of cement (Ltr/ton)	40.40	44.00
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) Into Groundwater		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iii) Into Seawater		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third-parties		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
<b>Total water discharged (in kilolitres)</b>		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional)–the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency : *Not Applicable*

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Process Optimization of WHR	Process optimization of Waste Heat Recovery System (WHRS) leading to increase in net contribution from WHRS, thus reduction in GRID consumption	WHRS net generation increased to 274.58 lacs kWh in 2022-23 compared to 250.64 lacs kWh in previous year.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- Yes. We have business continuity and disaster management plan is in place. The plan is targeted to- contain the incident, minimize casualties and prevent further injuries, migratory measures, quick and streamlined relief and rescue operation without unnecessary delay, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. It is critical also to ensure the site's management system is designed to manage these risks. This can be achieved by:
- Increasing awareness and ensuring all workers are aware of the hazards in their workplace.
  - Identifying areas where there is uncertainty about safety.
  - Implementing controls to eliminate risk, or if elimination is not possible, reduce the risk to as low as is reasonably practicable.
  - Monitoring implementation by inspecting & auditing controls to ensure they're working as expected.
- Moreover, with respect to Business continuity, we have adequate mines reserve to continue the business. All our manufacturing units as having Factory Licence and Regulatory Approvals.
8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard:
- Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the coming years.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:
- Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the coming years.

## PRINCIPLE 7

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

## ESSENTIAL INDICATORS

- Number of affiliations with trade and industry chambers/associations.  
6 affiliations.
  - 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 trade and industry chambers/associations	Reach of trade and industry chambers/associations
1	Cement Manufacturers Association	National
2	Confederation of Indian Industry	National
3	Federation of Indian Mineral Industries	National
4	Jamnagar Chamber of Commerce and Industry	Regional
5	Global Cement & Concrete Association	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.

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



**LEADERSHIP INDICATORS**

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

Digvijay Cement regularly interacts and engages with the Regulators and Government bodies etc. Digvijay Cement understands its responsibilities to operate within the democratic setup and constitutional framework. The Company strives to be a part of various chambers and associations. The Company make recommendations/representations before Government bodies, regulators, legislative bodies, chambers and associations for advancement and improvement of cement business in India. The representatives of the Company, upon invitation, participate and play active role on associations constituted for development and representation of cement industries. The Company ensures constancy of its public communications, disclosures with the Code of Conduct and the principles as outline in the relevant regulatory framework. The Company believes that the policy advocacy must preserve and expand public good and thus shall never advocate any policy change to benefit itself alone or a select few in a partisan manner.

**PRINCIPLE 8**

Business should promote inclusive growth and equitable development.

**ESSENTIAL INDICATORS**

1. Details of Social Impact Assessment 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
-NA-					

2. Provide information on projects for which ongoing Rehabilitation and Resettlement is being undertaken by your entity in the following format

S.No.	Name of the project for which R&R is ongoing	State	District	No. of Project affected Families	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
-NA-						

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

As a part of the CSR Policy, the Company proactively meets the community representatives through CSR team interacts with the community at large and address any grievances by planning projects towards the same. The teams have good rapport with all stakeholder like community, district administrator etc and works towards finding the best solution.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	1.10%	1.00%
Sourced directly from within the district and neighbouring districts	We ensure to source all raw materials locally, wherever feasible.	

**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
None	Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In Rs.)
1	NIL	NIL	NIL

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? (Yes/No). No.
- (b) From which marginalised /vulnerable groups do you procure? Not Applicable
- (c) What percentage of total procurement (by value) does it constitute? Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
				Not Applicable

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
		Not Applicable

6. Details of beneficiaries of CSR :

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Health, Hygiene and Sanitation	14900	The beneficiaries of Company's CSR Programs and projects are from all sections of the society in our area of influence.
2.	Promotion of Education	5545	
3.	Empowerment of Women	1500	
4.	Climate Action – Plantation & Energy	7800	
5.	Social Business & Infrastructure Project	5000	
6.	Providing water supply to nearby 8 villages through pipeline	25,000	
7.	Contribution for other social causes	4650	

## PRINCIPLE 9

Business 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 is educating all construction professionals-Masons, Contractors, Engineers-through its awareness programmes/ promotional programs. All the complaints were resolved during the year and no customer complaints were pending at the end of the year.

Customers can register their feedback / queries through various modes like dealers, employees, Company website, Contact Centre. The query is attended to and addressed. It is ensured that all the complaints are closed to the fullest customer satisfaction with a formal complaint closure documentation.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	The organization has put in place plan of action to incorporate these aspects as a part of labelling/ product information over short to medium term as a part of corporate sustainability strategy
Safe and responsible usage	The organization has put in place plan of action to incorporate these aspects as a part of labelling/ product information over short to medium term as a part of corporate sustainability strategy
Recycling and/or safe disposal	The organization has put in place plan of action to incorporate these aspects as a part of labelling/ product information over short to medium term as a part of corporate sustainability strategy



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

	FY 2023		Remarks	FY 2022		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive trade practices	-	-		-	-	
Unfair trade practices	-	-		-	-	
Other	-	-		-	-	

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Shree Digvijay Cement has internal framework to manage the risks related to cyber security. This will be made a full-fledged policy and made available in the subsequent reporting years.

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

In order to minimize the impact of cyber-attacks on our business, Shree Digvijay Cement has installed firewalls and threat monitoring systems with immediate response capabilities to mitigate identified threats. We also maintain system for the control and reporting of access to our critical IT system, which is subjected to periodical testing of access controls.

#### LEADERSHIP INDICATORS

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
<https://www.digvijaycement.com/>
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
  - On-site services for raw material testing and product application, through Technical Mobile Van.
  - Site supervision services to educate customers on right construction methodologies and practices.
  - Advise on good construction practices through meets, leaflets, brochures, etc.
  - Training to mason and contractors on good construction practices.
  - Sharing of Third-party test reports (if required) with customers and influencers.
  - Product usage tips released through social media
  - Trainings by technical service department
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. We do not fall under Essential Services Maintenance.
- 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.  
  
Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No): Yes, we carry out the customer satisfaction survey.
- Provide the following information relating to data breaches:
  - Number of instances of data breaches along-with impact: None. Company has robust data security architecture and reporting mechanism.
  - Percentage of data breaches involving personally identifiable information of customers: None