



The brand behind brands

Dixon Technologies (India) Limited

5th September, 2023

To Secretary Listing Department BSE Limited Department of Corporate Services Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001	To Secretary Listing Department National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Mumbai – 400 051
Scrip Code - 540699 ISIN: INE935N01020	Scrip Code - DIXON ISIN: INE935N01020

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for FY 2022-23 which also forms part of the Annual Report FY 2022-23.

Kindly take the aforesaid on your record and oblige.

Thanking you,

Yours faithfully,

For DIXON TECHNOLOGIES (INDIA) LIMITED

Ashish Kumar
Chief Legal Counsel & Group Company Secretary

Encl: as above

ANNEXURE-IV

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



Section A
General
Disclosures



Section B
Management
and Process
Disclosures



Section C
Principle wise
Performance
Disclosure

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

Principle 1



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

Principle 2



Businesses should respect and promote the well-being of all employees, including those in their value chains

Principle 3



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

Principle 4



Businesses should respect and promote human rights

Principle 5



Businesses should respect and make efforts to protect and restore the environment

Principle 6



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

Principle 7



Businesses should promote inclusive growth and equitable development

Principle 8



Businesses should engage with and provide value to their consumers in a responsible manner

Principle 9



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L32101UP1993PLC066581
2.	Name of the Listed Entity	Dixon Technologies (India) Limited
3.	Year of incorporation	1993
4.	Registered office address	B-14 & 15, Phase-2, District Gautam Buddha Nagar, Noida-201305
5.	Corporate address	B-14 & 15, Phase-2, District Gautam Buddha Nagar, Noida-201305
6.	E-mail	investorrelations@dixoninfo.com
7.	Telephone	0120-4737200
8.	Website	www.dixoninfo.com
9.	Financial year for which reporting is being done	01-04-2022 to 31-03-2023
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 119120330
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ashish Kumar (Chief Legal Counsel & Group CS) 0120-4737200 investorrelations@dixoninfo.com
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The financial disclosures made in this report are on a standalone basis.

II. Products/services

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

Sl. No	Description of main activity	Description of business activity	% Of turnover of the entity (FY'23)
1	Manufacturing and Design	Consumer Electronics: Under the consumer electronics segment, Dixon primarily designs and manufactures LED TV and PCB	62%
		Lighting: Company designs and manufactures lighting products like LED lights, tube lights, Indoor and Outdoor drivers.	15%
		Home Appliances: Company designs and manufactures semi and fully automatic washing machines. Under this product segment, fully ODM (Original Design Manufacturing) model is followed.	16%
		Mobile Phone & EMS division & Others: Manufactures mobile phones and the associated hearables and wearables and laptops for the globally recognized brands.	5%

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

Sl. No	Product/Service	NIC Code	% of total turnover contributed
1	Consumer Electronics	26301	62%
2	Lighting	27400	15%
3	Home Appliances	27501	16%
4	Mobile & EMS Division & Others	26305	5%

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	13	1*	14
International	0	1**	1

Note:

*Company has one office in Noida, which is also the Corporate Office of the Company in India

** Company has one International office located in China

17 Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	The Company sells its products in all the 28 states and 8 Union territories in the country. (The Company supplies the products to respective brand owners who further distribute the products in the markets to the end customers)
International (No. of Countries)	The Company services in approx 10 countries across the globe.

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

Export constitute 0.10% of the total turnover of the Company.

c. A brief on types of customers

Dixon has a wide range of products and has built an unrivalled market dominance in the electronics manufacturing and design industry over the years. We operate on a B2B business model. Our offerings have been mapped product-wise here:

- 1. Consumer Electronics:** The major customers in this segment are Xiaomi, Samsung, Hisense, VU, Nokia, Panasonic, TCL, Lloyd, Flipkart, Philips etc.
- 2. Lighting Products:** The major customers in this segment are Signify, Panasonic, Wipro, Bajaj, Syska, Orient, Polycab, Luminous, Crompton etc.
- 3. Home Appliances:** The major customers in this segment are Samsung, Bosch, Godrej, Voltas- Beko, Panasonic, Lloyd, Flipkart, Haier, Reliance etc.
- 4. Mobile Phones, EMS & Others:** The major customers in this segment include Samsung, Acer etc.

IV. Employees

18 Details as at the end of the Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1551	1491	96.13%	60	3.86%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	1551	1491	96.13%	60	3.86%
WORKERS						
4.	Permanent (F)	206	203	98.54%	3	1.46%
5.	Other than Permanent (G)	11000	7150	65%	3850	35%
6.	Total workers (F + G)	11206	7353	65.61%	3853	34.38%

b. Differently abled Employees and workers

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

19 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.28%
Key Management Personnel	4	0	0%

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	18%	25%	20%	14%	19%	15%	22%	10%	19%
Permanent Workers	13%	8%	11%	13%	4%	11%	41%	27%	39%

IV. Holding, Subsidiary and Associate Companies (including joint ventures)**21 Names of holding / subsidiary / associate companies / joint ventures**

Sl. 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	Dixon Global Private Limited	Subsidiary	100%	No
2	Padget Electronics Private Limited	Subsidiary	100%	Yes
3	AIL Dixon Technologies Private Limited	Joint Venture	50%	Yes
4	Dixon Electro Appliances Private Limited	Subsidiary	51%	No
5	Dixon Electro Manufacturing Private Limited	Subsidiary	100%	No
6	Dixon Technologies Solutions Private Limited	Subsidiary	100%	No
7	Rexxam Dixon Electronics Private Limited	Joint Venture	40%	No
8	Califonix Tech and Manufacturing Private Limited	Joint Venture	50%	No
9	Dixtel Communications Private Limited	Subsidiary	100%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes, CSR is applicable to the Company as per section 135 of Companies Act, 2013 and rules made thereunder.

(ii) Revenue from Operations (in ₹) - ₹ 6,99,740 Lakhs

(iii) Net worth (in ₹) - ₹ 1,16,640 Lakhs

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 23		FY 22	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
Communities	<p>Yes, the Company is having grievance redressal mechanism in place. Investors relations at www.dixoninfo.com</p> <p>There were no grievances registered from the involved communities throughout the fiscal year.</p> <p>Dixon's objective is to enhance the value of the communities in and around which they operate. They achieve this goal by executing CSR projects and community engagement initiatives. These efforts encompass strategies such as organizing Focus Group Discussions (GDs) and conducting individual interactions. Additionally, if any community member encounters a concern, they have the option to contact the Chief Human Resource Officer of the Company.</p>	0	0	0	0
Investors (other than shareholders)	<p>Yes. The Company is having grievances redressal mechanism in place. Investor Relations at www.dixoninfo.com</p> <p>No grievances were reported from the investors throughout the financial year.</p> <p>Dixon employs a variety of channels to enhance value creation for investors. These include Annual General Meetings (AGMs), disclosures provided in quarterly and annual reports, Investor calls held quarterly/ half-yearly/ annually, and informative presentations. A continuous dialogue with investors is maintained to gather feedback, comments, and engage in discussions about the company's performance.</p> <p>To facilitate feedback on the company and its operations, Dixon offers a survey accessible on its official website. Additionally, a dedicated investor relations team is tasked with addressing the concerns and queries of investors. Should investors have any inquiries regarding financial matters, they are welcome to directly correspond with the Chief Financial Officer (CFO) of the Company.</p>	0	0	0	0
Shareholders	<p>Yes, the Company has a redressal mechanism in place. Investors relations at www.dixoninfo.com</p> <p>Throughout the year, a total of 13 complaints were received from shareholders, and each of these concerns was promptly and effectively resolved. The Company adheres to a structured process for handling shareholder grievances. An Annual General Meeting (AGM) is held, providing shareholders with an annual platform to discuss any issues or queries they may have.</p>	13	0	44	0

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 23		FY 22	
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
	During this gathering, attending shareholders have the opportunity to raise their concerns, and the Company ensures swift and appropriate actions to address and resolve these matters. Additionally, shareholders are offered a means to express their feedback through a survey available on the company's website, providing insights into the company's operations. The Stakeholders Relationship Committee is tasked with reviewing stakeholder complaints during their quarterly committee meetings. Furthermore, the investor relations team is responsible for tackling shareholder queries and issues. Shareholders also have the option to directly communicate their queries and complaints to the Chief Financial Officer (CFO) or the Chief Legal Counsel and Group CS for swift resolution.				
Employees and workers	Yes, the Company is having grievance redressal mechanism in place wherein employees and workers can directly reach out to HR dept at their respective units. Throughout the fiscal year, no employee or worker complaints were reported. Dixon emphasizes their well-being via Employee Engagement Initiatives, Satisfaction Surveys, and Training & Development Programs.	0	0	0	0
Customers	Yes, the Company is having grievance redressal mechanism in place at www.dixoninfo.com There were no customer complaints in the past financial year. Dixon operates on a B2B model, engaging business clients through personalized interactions, meetings, Feedback Mechanism Surveys, and product delivery evaluations. Queries and concerns from customers are handled by the purchase/sales team.	0	0	0	0
Value Chain Partners	Yes, the Company is having grievance redressal mechanism in place. Investor relations at www.dixoninfo.com No concerns were raised by value chain partners in the financial year. Dixon maintains connections with its partners via site visits, personal interactions, and surveys. The purchase/sales team, responsible for partner engagement, handles queries, while periodic reviews and feedback ensure information exchange.	0	0	0	0
Other (please specify)	N.A.	0	0	0	0

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, as per the following format

Sl. 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	Human Capital Development	Opportunity	From an opportunity perspective, Human Capital stands as a pivotal asset for the Company, especially within the rapidly evolving electronics industry. Amidst the dynamic changes and growth spurred by emerging and existing technologies, the Company's skilled workforce is key to remaining adaptable and relevant. This proficient labor force plays a vital role in ensuring the Company's sustainable growth. The implementation of skilling and engagement programs not only fosters holistic employee development but also secures their tenure. The Company's strategic approach involves both short-term initiatives, including induction, skill enhancement, On the Job trainings, and technical training, and long-term aspirations, culminating in a cutting-edge Centre of Excellence (COE) that nurtures theoretical and practical learning. In terms of recognition, the Company has proudly held the Great Place to Work (GWP) certification for the past two years, underscoring a remarkable organizational culture upheld by its employees. This certification serves as a testament to the Company's foundation of trust, fairness, respect, and camaraderie – the very essence of a Great Workplace.	The Company is well-prepared to address this without risk, given its implementation of diverse employee-centric initiatives, including skill development, training, and various engagement programs.	Positive Implications Focusing on human capital advancement will yield favorable financial outcomes for the organization. Investing in employee well-being initiatives, providing competitive compensation, and offering benefits foster a robust Company-employee relationship. This enhances retention rates, amplifies productivity, and elevates the Company's brand image.
2	Health and safety	Opportunity	Opportunity Perspective: Ensuring the well-being of the workforce is imperative within the workplace. Given the Company's presence in the electronics manufacturing sector, safeguarding employee safety is of paramount importance. As a result, the Company employs a well-structured approach, aiming for a zero-injuries and fatalities stance. Following the 5S methodology, it proactively prevents and addresses health emergencies. To mitigate potential hazards, workers are equipped with appropriate safety gear in the factories. For instance, in the lighting manufacturing unit, specialized goggles shield employees' eyes from high-intensity lights. The Company solidifies its dedication through a distinct occupational health and safety policy.	The Company's dedication to preserving workforce health and safety is evident in its record of zero accidents and LTIFR incidents in its operations.	Positive implications Protection of health and safety of the workforce will have the positive implication on the Company.

Sl. 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)
3	Energy Management and Emission Reduction	Opportunity	<p>Opportunity</p> <p>Recognizing that greenhouse gas emissions significantly contribute to escalating climate change risks, the Company has diligently undertaken various measures to curtail its impact on the global greenhouse gas inventory. Prominent among these initiatives is the adoption of renewable energy sources, exemplified by solar panel installation to fulfill energy requirements, alongside the substitution of more environmentally friendly fuels like replacing HSD with PNG. Moreover, the Company consistently gauges its greenhouse gas emissions according to global benchmarks such as ISO 14064 Part 1 and ISO 14064 Part 2. This commitment to sustainability extends to enhancing energy efficiency through similar strategies.</p>	Since Company has been undertaking several initiatives to curb greenhouse gas emissions from its operations, it is less likely to pose any risk to the Company.	<p>Positive implications</p> <p>Climate technologies are currently in the nascent stage as a result of which initial investment into these technologies could be a costly affair. However, return on invest in the longer run, will be higher in terms of economical, social and environmental well-being.</p>
4	Waste management	Risk	<p>Risk Perspective:</p> <p>Waste management stands out as a significant concern for the Company. Mishandling waste could result in legal ramifications, fines, and reputational harm. Moreover, a primary waste category stemming from the Company's operations is e-waste, which carries considerable hazards. Inadequate waste management might trigger environmental contamination and jeopardize the well-being of humans and other life forms.</p>	The Company adopts a highly proactive stance in its waste management approach. Collaborating with authorized third-party vendors sanctioned by Pollution Control Boards, the Company ensures the secure disposal of waste, including e-waste and plastic waste. This process commences with meticulous segregation at the point of origin – for instance, in the manufacturing facilities, designated bins facilitate segregated waste collection. Subsequently, the segregated waste undergoes recycling or safe disposal by authorized waste collectors. Notably, within the mobile manufacturing division, no waste generated in the production process remains with the Company. All materials, including packaging waste, are returned to the client, making them responsible for proper disposal.	<p>Negative implications</p> <p>While engaging a government-authorized recycler might entail certain costs for the Company, these expenses pale in comparison to the substantial positive environmental and social benefits that ensue.</p>

Sl. 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)
5	Product Design and Innovation	Opportunity	<p>Opportunity Perspective:</p> <p>As new technologies emerge and existing ones evolve, the electronics industry, much like other sectors, undergoes substantial transformation. To stay aligned with these evolving needs, proactive measures are vital to consistently innovate product design and manufacturing procedures. In harmony with this principle, Dixon has made substantial investments in enhancing its Research and Development capabilities to elevate the Company's design and operational processes.</p>	Company has state-of-the-art R&D facilities which have been working tirelessly on innovative technologies for better efficiency and performance of the design and manufacturing processes.	<p>Positive implications</p> <p>It will have positive financial implications as development of new technologies will improve the performance, efficiency and functioning of the existing products. This will increase customer satisfaction and trust which may be reflected in positive revenue growth. However, Company will have to invest certain amount initially to enable the process.</p>
6	Corporate Governance	Opportunity	<p>Opportunity Perspective:</p> <p>The Company recognizes that neglecting sound corporate governance can lead to regulatory non-compliance, resulting in fines, penalties, and damage to reputation.</p> <p>Rising legal and financial vulnerabilities: Deficient corporate governance practices can expose the company to legal and financial hazards. To mitigate this, the Company has instituted a robust corporate governance framework, ensuring adherence to all relevant regulatory stipulations. Additionally, the formulation of various policies formalizes the Company's commitment to uphold and foster strong corporate governance practices. The Company maintains an in-house compliance management tool (Lex comply) to stay updated on laws, rules, regulations, and the latest amendments.</p>	Company's policies and good corporate governance practices will help to build a good reputation of the Company in the market. Company's goal is that it will continue to ensure best-of the corporate governance practices in its business operations.	<p>Positive implications</p> <p>It will result into causing positive financial implication on the Company and build its compliance image in the market and build trust amongst the shareholders.</p>
7	Community development	Opportunity	<p>Opportunity Perspective:</p> <p>Company is devoted to build positive and long-term relationships with the communities in which it operates. It is carrying out several CSR projects specifically on promoting education, well-being of the senior citizens, eradication of poverty and providing healthcare facilities to the community.</p> <p>Regular engagement of the Company with the community builds strong relationship and creates strong connect with them. Also, it results into creating long-term impact on promoting socio-economic well-being of the community.</p>	Through its CSR activities, Company has been trying to address some of the major issues being faced by the community people. It results into promoting equitable growth/development of the community closely linked with the Company's operations.	<p>Positive implications</p> <p>Widespread community projects and activities may have a positive impact on the Company's reputation and image. Therefore, it will have a positive financial implication on the Company.</p>

Sl. 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)
8	Supply chain management	Risk	<p>Risk Perspective:</p> <p>In globalized world, supply chain has become quite complex and extensive. Certain factors are at play for ensuring the robust and disruption-free supply chain like geo-political factors, logistical factors, quality, accessibility and availability of the materials etc. Therefore, it is quite important that effective supply chain management system is established for the sustenance of the business in the emergency situation.</p>	<p>The Company recognizes the significance of establishing an efficient supply chain management system, understanding that an uninterrupted and seamless supply chain is crucial for sustaining business operations. To achieve this, the Company has implemented specific measures to avert supply chain disruptions and ensure the efficacy of its supply chain processes. These initiatives encompass prioritizing local suppliers whenever feasible and leveraging SAP technologies for inventory management. Moreover, in the mobile and laptop manufacturing sector, raw materials for the production process are provided by the customer, highlighting their responsibility in the supply chain.</p>	<p>Negative implications</p> <p>Better supply chain management will have positive financial implications on the business.</p>
9	Climate change strategy	Risk	<p>Risk Perspective:</p> <p>Climate change has emerged as an undeniable reality in today's world. Notably, the repercussions of climate change, such as heatwaves, floods, and landslides, have gained prominence, prompting regulatory measures in response. Just like various other sectors, the electronics industry is vulnerable to both physical and transitional consequences of climate change. To address these challenges proactively, the Company recognizes the need to evaluate factors that could potentially impede its operations.</p>	<p>Company believes that first step towards improving lies with the assessment of where we currently stand. Therefore, has been considering conducting the climate risk assessment to clearly understand the impact of climate change on the Company's operations. It believes that this process will enable in charting out the effective mitigation strategies.</p>	<p>Negative implications</p> <p>Company will incur certain cost initially in assessment and developing mitigation strategies. However, Return on Investment (ROI) in longer run is supposed to be positive.</p>
10	Human Rights	Risk	<p>Risk Perspective:</p> <p>Human rights represent an intrinsic entitlement for all individuals. The Company acknowledges that safeguarding human rights not only fosters trust but also enhances its reputation among the populace. Conversely, human rights violations could trigger legal or statutory repercussions that might severely mar the Company's image. Given its values, dedication, and compliance with legal mandates, the Company has implemented exemplary measures to ensure the protection of human rights. It has devised and enforced multiple policies,</p>	<p>Company has been continually working to ensure the proper the compliance with the relevant statutory laws and implementation of its policies. It understands that as society is evolving at a rapid pace, it will also have to evolve its practices to be at par with the best practices and create better working environment for the people.</p>	<p>Negative Implications</p> <p>Safeguarding the human rights of the people will only have the positive financial implication on the Company as it will avoid any legal penalties/fines or even the cases against the Company. Better working conditions at the workplace will have</p>

Sl. 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)
			instructing every member associated with the Company to treat others with dignity, respect, and to refrain from any behavior that could lead to harassment or be construed as such. Furthermore, the Company categorically proscribes any engagement with child labor and forced labor within its operations. This prohibition is explicitly embedded within business agreements and contracts, underscoring the Company's commitment to promoting ethical conduct even throughout its supply chain.		the positive impact on the productivity of the employees and workers and also will help build a better reputation of the Company in the market.
11	Water management	Opportunity	We see it as an opportunity to improve our water efficiency and to minimize our water costs	<p>Sewage Treatment Plants (STP) have been set up, RO water which is discharged is re-used in toilets, cleaning utensils etc.</p> <p>Rain water harvesting have also been installed at various locations of the Company. Push Punch water taps have also been installed to ensure minimum wastage.</p>	Positive implications
12	Customer relationship management	Opportunity	Opportunity Perspective: Company believes that fostering good relationship with the customer is primordial for business sustenance and growth.		Positive implications Maintaining better relationship with customers would result into positive financial implication.
13	Biodiversity management	Opportunity	Opportunity Perspective: Biodiversity stands as an advantageous aspect for the Company due to its minimal susceptibility to the Company's operations. None of the Company's factories are situated within or near the government-designated protected areas. Additionally, the Company's business strategy explicitly avoids establishing factories in protected or world heritage sites, further emphasizing its commitment to biodiversity preservation. Consequently, this signifies a reduced impact of the Company on biodiversity and vice versa.		
14	Data security and privacy	Opportunity	Opportunity Perspective: Company acknowledges that mismanagement of data can cause significant regulatory implications as well as reputational damage to the Company. To enable the same, Company has been taking initiatives to improve the information technology system of the Company. For example, Company has been getting their information technology system certified with ISO 27001.	Company has formulated and implemented data privacy policy and also has been strengthening information security system. The Company has been on a regular basis monitoring their softwares and framing stringent policies for cyber security. The Company has implemented access control and IPS/IDS in firewall which reduced the risk of unwanted access and hacking.	This will have positive financial implications on the Company as it will prevent data breaches and other cybersecurity related risks.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available**	https://dixoninfo.com/codes-policies.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Anti- Bribery and Anti- Corruption policy is extended to the value chain partners as well. The scope of the policy includes employees, directors, agents, consultants, contractors, customers and to all such people and institutions to which the Dixon Group (i.e. Dixon and it's subsidiaries and Joint venture Companies) is associated with, irrespective of the location,								
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) mapped to each principle.	Company has got multiple nationally and globally recognized certifications. Principle wise mapping has been provided as mentioned below:								
Principle 1	Quality Management System (9001:2015) RBA (Responsible Business Alliance) VAP								
Principle 2	Environmental management System (14001:2015) Energy Management System (50001:2018) ISO 9001, ISO 45001 certification								
Principle 3	Great Place to Work-Certification, Occupational Health and Safety Management System (45001:2018)								
Principle 4	Dixon does not have any code/certifications/labels aligning with Principle 4 of the NGRBCs. However, it engages with its key stakeholders on a periodic basis and addresses their queries and concerns adequately.								
Principle 5	Great Place to Work-Certification, Occupational Health and Safety Management System (45001:2018)								
Principle 6	Environmental management System (14001:2015) Energy Management System (50001:2018) ISO 9001, ISO 45001 certification								
Principle 7	Dixon does not have any code/certifications/labels aligning with Principle 7 of the NGRBCs								
Principle 8	Dixon does not have any code/certifications/labels aligning with Principle 8 of the NGRBCs								
Principle 9	ESD S20:20 RBA (Responsible Business Alliance) VAP								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Environment:</p> <ul style="list-style-type: none"> Energy Management and Emission Reduction Become carbon neutral by 2030 Persistently reduce greenhouse gas emissions (YoY) <p>Waste Management</p> <ul style="list-style-type: none"> Recycle 100% of the e-waste by 2030 <p>Water Management</p> <ul style="list-style-type: none"> Reduce water intensity by 5% by 2027 Amplify rainwater harvesting capacity <p>Biodiversity</p> <ul style="list-style-type: none"> Commitment to not set up plants or operational activities in World Heritage areas and IUCN category I-IV protected areas <p>Social:</p> <ul style="list-style-type: none"> Zero occupational workplace fatality across all units (YoY) <p>Governance:</p> <ul style="list-style-type: none"> Compliance with statutory standards on environmental parameters Continue to apply innovative technologies to develop new products 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	From Financial Year 2022-23, Company has embarked on the formal ESG journey which includes conducting materiality assessment exercise with the stakeholders and setting targets on ESG parameters. Performance with respect to these targets would be tracked and assessed once these targets are set.								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) – The Company is deeply committed to achieving ESG-related objectives and continues to prioritize related agenda over the near and medium term. The Company’s focus on ESG parameters is best reflected through values that are imbibed in all spheres of activities of the Company. The Company has adopted a Code of Conduct which guides interactions with all key stakeholders including employees, vendors, communities, investors, environment & society at large. Moreover, Corporate Social Responsibility is an integral part of its culture. One of the key features of its CSR projects is focus on participatory and collaborative approach with the community. The Company is committed to conducting beneficial and fair business practices to the Labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Mr. Sunil Vachani, Executive Chairman Telephone- 01204737200 Email: sunilvachani@dixoninfo.com Mr. Atul B. Lall, Vice Chairman & Managing Director Telephone: 0120-4737200 Email: atullall@dixoninfo.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.	The Board of Directors of the Company at it’s meeting held on 25 th July, 2023 constituted an ESG Committee for implementation and oversight of the sustainability and ESG related issues / strategy.								

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									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action and frequency of review for performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances and frequency of review	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	No, The Company has various policies in place which are reviewed periodically by the Board and it's Committees.								

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated: Not applicable, since all the principles are covered by company policies.

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

Not applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



PRINCIPLE 1

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

Dixon Technologies gives significant importance to conducting its business activities with integrity and ethically.

A good corporate governance framework instills trust amongst the customers and other stakeholders and promote long-term sustainability and value-creation, reduces business risks, improves operational efficiency, fosters innovation and growth and enhances the reputation and credibility of the company. As a result, the Company has established a robust corporate governance framework which guides it to conform to regulatory compliances and promote transparency about the business conduct to its stakeholders. To enable this, Company has diverse Board of Directors with wide professional and industrial experience essential to create value for the business as well as the stakeholders. Company has formulated and effected various policies which acts a guide to the Board of Directors senior management and other employees of the Company. The Code of Conduct includes best of the practices to be followed by everyone i.e. employees, senior management and Directors to ensure that the business activities have been conducted in compliance with the applicable laws and other best practices has been followed. The Code of Conduct can be accessed on the Company website, www.dixoninfo.com. This demonstrates the Company's commitment to promoting transparency, accountability and carrying out business activities with integrity and ethical practices.

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 programs held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	0	NA	0%
Key Managerial Personnel	1 (CFO)	Advanced Business Management	Negligible%
Employees other than BoD and KMPs	15	Leadership, Advance Quality & Cost Management, and Marketing.	Negligible%
Workers	Nil		N.A.

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

NIL

Dixon Technologies is resolute in adhering to the rule of law within its operational jurisdiction and fully complies with all relevant regulations. This commitment is substantiated by the absence of any fines or penalties, monetary or otherwise, imposed on the Company's directors or key management personnel by regulators, law enforcement agencies, or judicial institutions during the reviewed financial year. This serves as evidence of the Company's dedication to conducting its operations in accordance with applicable regulations and its continuous efforts to enhance overall performance, even encompassing sustainability aspects whenever feasible

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					
Settlement					
Compounding fee					
No penalties have been levied on the Company					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment				
No non-monetary penalties have been levied on the Company				

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

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

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

Yes, Dixon has implemented an Anti-Corruption and Anti-Bribery Policy to deter any involvement of its personnel, including the Board of Directors, in corrupt practices. This policy extends its scope to encompass third parties, such as intermediaries, consultants, representatives, subcontractors, or any agents representing Dixon. The Company's unequivocal stance against bribery and corruption is prominently emphasized in this policy, meticulously aligned with pertinent domestic and international legal statutes. The policy is made accessible to all employees and is readily available on the Company's website. It is an extensive policy that outlines various forms of bribery and corruption in detail, serving as a clear guideline for the individuals encompassed by the policy. The same is available on the website of the Company at <https://www.dixoninfo.com/codes-policies.php>

No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against Directors/KMPs/ employees/workers.

There were no instances of corruption/bribery pertaining to Directors, Key Management Personnels, Employees and Workers.

	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6 Details of complaints about 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	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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.

As there have been no complaints filed against the Board of Directors, KMPs, Senior Management Employees, and other Company workers, no remedial actions were needed to be taken.



PRINCIPLE 2

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

Dixon technologies is placed at a strategic position in the supply chain, as it is manufacturing the electronic products for some of the leading electronic brands across the globe. As a result of its global footprint, it is primordial for the Company to comply with both national as well as international rules and regulations. Also, it needs to keep its manufacturing capacity, including the infrastructural as well as technical capacity, at par with the best global practices. Resultantly, the Company has been continually innovating its product design and manufacturing capabilities. Further, its operational activities take sustainability parameters into consideration as it acknowledges that a truly sustainable company should act towards preserving the environment, providing labor/employee friendly environment at the workplace while ensuring the economic efficiency of the Company.

The Company's business endeavors are bifurcated into two distinct categories: ODM (Original Design Manufacturer) and OEM (Original Equipment Manufacturer). Under the OEM classification, the Company follows directives furnished by the business client throughout the entire product manufacturing trajectory – spanning from design conception to actual production and packaging. Conversely, in the ODM segment, the Company conceptualizes its own design, which subsequently evolves into the final product. However, the approval of the Business client remains imperative in this process as well. As such, irrespective of the product category, the Company ensures that its products are developed in a sustainable and responsible manner. For instance, the Company provides optimal workplace conditions for its factory workers, prioritizing their safety. With an environmental focus, the Company has strategically integrated solar panels at various sites and is progressively transitioning to cleaner fuel sources, such as PNG. This ecological approach significantly diminishes the Company's environmental footprint, contributing to an overall reduction in greenhouse gas emissions during operations. Moreover, stringent quality assurance procedures are executed, exemplified by the lighting segment, where QR codes are affixed to products, enabling product traceability to address any arising issues. Consequently, the Company's collective endeavors exemplify its commitment to delivering superior-quality products while concurrently safeguarding the environment and the communities within which it operates.

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	Nil	Nil	-

The Company has not incurred any R&D expenditure and CAPEX investments in specific technologies to improve environmental and social impacts of products and processes.

- 2** Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Dixon inherently believes in the principle of sustainable sourcing, and understands that sustainable sourcing / procurement can greatly contribute towards ensuring responsible operations of the Company. Although the Company does not have an established sustainable procurement strategy in place, it is continually undertaking measures to integrate the sustainable sourcing / procurement principle in the overall procurement strategy of the Company.

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

- 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.

The Company is Committed to improving waste management strategies across its facilities. The Company is also having a robust waste management systems to ensure disposal of waste in Compliance with applicable legislations/ Laws.

Dixon Technologies operates on a B2B (business to business) model, and they manufacture products for some of the leading companies in the electronics industry. During the operations different types of waste is generated such as plastic waste, paper waste, electronic waste etc. Company has tied-up with the authorized third-party company to safely dispose the processing waste such as Greeniva recycler. On the other hand, since Company operates in B2B segment, the provision of reclaiming of products is not applicable to the Company.

- 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.

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's activities. Yes, the waste collection plan of the Company is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards (PCB).



PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1 a. Details of measures for the well-being of employees.

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1694	1694	100%	1694	100%	NA	NA	0	0%	0	0%
Female	63	63	100%	63	100%	63	100%	0	0%	0	0%
Total	1757	1757	100%	1757	100%	63	100%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% Of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	203	203	100%	203	100%	203	100%	0	0%	NA	0%
Female	3	3	100%	3	100%	3	100%	0	0%	NA	0%
Total	206	206	100%	206	100%	206	100%	0	0%	0	0%
Other than Permanent workers*											
Male	7150	7150	100%	0	0%	0	0%	0	0%	0	0%
Female	3850	3850	100%	0	0%	0	0%	0	0%	0	0%
Total	11000	11000	100%	0	0%	0	0%	0	0%	0	0%

Note: All our other permanent workers are covered under ESIC

2 Details of retirement benefits.

Benefits	FY 2022-23			FY 2020-21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	100%	100%	Y	100%	100%	Y
Others – please specify						

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 company adheres to Rights of Persons with Disabilities Act, 2016. The Company as on date is not having any Differently abled employees or workers. But to ensure that outside persons with disabilities can access the premises/ offices with ease, the Company is thoroughly working towards developing its infrastructure such as developing ramps, setting up lifts etc.

4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the company values diversity and strives to eliminate prejudice based on caste, creed, religion or sex. We maintain a diverse workforce with equal opportunity for growth and development for all employees, as per our Code of Conduct. Some of the production lines of the company have a substantial no. of women working in it. Pay parity is always ensured in the company. Though the Company does not have any equal opportunity policy, still the prime motive of the Company has always been providing equal working opportunities.

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	Nil	Nil	Nil	Nil
Female	6	100%	0	Nil
Total	6	100%	0	Nil

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Employees can submit their grievances to their reporting HR Heads of respective units or to the head of Human Resources function i.e. Chief Human Resource Officer. Employees/workmen concerned can also use the Whistle Blower Policy / Vigil Mechanism or in case of grievances under the Prevention of Sexual Harassment Act, using the mechanism provided under the Act.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	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	1551	0	Nil	1497	0	Nil
- Male	1491	0	Nil	1442	0	Nil
- Female	60	0	Nil	55	0	Nil
Total Permanent Workers	206	0	Nil	262	0	Nil
- Male	203	0	Nil	260	0	Nil
- Female	3	0	Nil	2	0	Nil

Note: The Company is having work committees at each unit to look after the grievance of the employees and workers

8 Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1491	0	N.A.	629	42.18%	1711	0	N.A.	217	12.68%
Female	60	0	N.A.	23	38.33%	44	0	N.A.	12	27.27%
Total	1551	0	N.A.	652	42.03%	1755	0	N.A.	229	13.04%
Workers										
Male	7353	7353	100%	7353	100%	7781	7781	100%	7781	100%
Female	3853	3853	100%	3853	100%	4190	4190	100%	4190	100%
Total	11206	11206	100%	11206	100%	11,971	11,971	100%	11,971	100%

Note: This is the average no of workers ,however absolute figures may vary

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

Benefits	FY 2022-23			FY 2020-21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1445	1271	87.96%	1344	1088	80.95%
Female	59	46	78%	42	41	97.62%
Total	1504	1317	87.57%	1386	1129	81.45%
Workers						
Male	203	180	88.67%	251	226	90.03%
Female	03	02	66.67%	02	02	100%
Total	206	182	88.35%	253	228	90.11%

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, what is the coverage of such a system?

Yes, Company has established occupational health and safety management system aligned with ISO 45001 standards at all the plant and office locations. Company believes that providing safe workplace to the workforce is a pre-requisite for the employee well-being and has a direct impact on their overall productivity. This practice also results in attracting and retaining talents and ensuring better governance of the Company. Company also has a standalone Occupational Health and Safety (OHS) policy which outlines the Company's firm commitment of zero occupational fatality across plant and office locations and principles to be complied with to fulfill the commitment.

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

Company has a comprehensive OHS framework which enables the identification, assessment and mitigation of the risks. Company follows the comprehensive

Hazard Identification and Risk Assessment (HIRA) approach to identify the risks associated with the work. Several measures are followed for risk identification, such as regular workplace inspection and a thorough discussion with the employees and workers is conducted to understand and identify the potential risk/threats. Further, each of the branch also maintain an OHS observation sheet in which any incident occurred is regularly recorded. Further, all the risks identified are thoroughly analysed and evaluated to understand the severity, likelihood, nature and scope of the risks and finally on the basis of the process, a robust control system is established to mitigate them. Company also conducts regular audits, both internal and external, to monitor the effectiveness of the Health and Safety management system.

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

Yes, the company has processes for workers to report work related hazards and to remove themselves from such risks. All employees are trained extensively

through various training mechanisms to identify work related hazards. The company has unit safety officers, to whom complaints regarding work related hazards and risks could be submitted to. These officers further proceed to solve the issues and eliminate the risks or take the risks to higher-ups in a set amount of time.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, the employees of the entity have access to non-occupational medical and healthcare services.

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

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

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

The Company emphasises on occupational Health & Safety to ensure highest quality standards. Some of the measures being undertaken by the Company to ensure safe and healthy work place are:-

- Factory wise safety and environmental audits are undertaken to ensure compliance with the Act. Regular health and safety trainings and awareness sessions are conducted.
- Robust EHS Management systems in place.
- Having relevant certifications such as ISO 9001: 2015 and ISO 14001: 2015 and SOP, HIRA, RA and CAPA.
- Conducting of Monthly audits Systems and EHS MIS to further verify if health and Safety standards are followed.

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

Benefits	FY 2022-23			FY 2020-21		
	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

	Yes/ No (If yes, then give details of the mechanism in brief)
Health and safety practices	100%
Working Conditions	Nil

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.

The company has CAPA SOP for each safety related observation through this method. Any non-compliances which come into light during the audits are immediately attended and closed at the earliest. Safety & security audit is also conducted across all plants on regular intervals.



PRINCIPLE 4

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

Dixon Technologies tracks, maintains, and promotes its internal and external stakeholders' interests across its value chain. The Company continuously engages and communicates with all of its stakeholders, including employees, workers, customers, suppliers, investors, shareholders, retailers, civil society organisations, and local communities in areas where the Company works.

Essential Indicators

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

Dixon Technologies recognizes the pivotal role of stakeholders in establishing enduring value for the Company and propelling business expansion. Consequently, the Company emphasizes the crucial task of identifying key stakeholders and establishing a robust engagement framework to regularly interact with them. This consistent stakeholder engagement process nurtures a resilient connection and rapport between the Company and its stakeholders. Although the Company doesn't follow a formal procedure to identify stakeholders, it employs an ad-hoc approach. This approach identifies groups and entities as stakeholders if their perspectives, actions, and opinions wield substantial influence over the overall business and are significantly impacted by the Company's operations. As a result, the Company designates investors, shareholders, bankers, directors, employees, local communities, suppliers, contractors, customers, and governmental authorities as key stakeholders. The Company also has a Stakeholder Engagement policy which is placed on its website at "Codes and Policies and Terms"

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
Investors/ Shareholders/ Bankers	No	<ul style="list-style-type: none"> Annual General meeting Company's website Investor / analyst meet / calls Annual report 	Quarterly, annually and as and when required	Purpose is to comply with statutory compliances and communicate them about the performance of the Company.
Employees	No	<p>Emails, Employee survey, Notice board, Annual performance review, website, meetings, trainings etc.</p> <p>Company website, Employee engagement activities</p>	As and when required	To foster a good relationship with the Company and employees which helps in promoting employee well-being, performance, career development of the employees etc.
Directors	No	Quarterly board meeting is conducted with the attendance of the directors of the Company.	As and when required	The purpose is to formulate the long-term strategy for the Company with keeping the regular oversight over the implementation and overall performance of the Company.
Community	Yes	CSR Projects	On regular basis	The purpose is to enable the social wellbeing of the Community members and establish stronger bond with them.
Customer & Suppliers	No	Emails, Newspaper, Advertising, websites, face-to-face meetings, phone calls and social media, Company website	As and when required	Customers and suppliers are one of the most important drivers of the business. Therefore, regular interactions with them enables us to address their queries and issues in effective and timely manner and build stronger relationships with them
Government Authorities	No	Regulatory Bodies – SEBI, Stock Exchanges, Ministry of Corporate Affairs, RoC.	Quarterly, half yearly and as and when required.	Purpose is to comply with the regulatory requirements.
		Through various Stock Exchange and ROC Filings, which includes intimation of events categorized under Reg 30 of SEBI LODR, other event-based compliances such as Corporate Governance Report, Filing of Financial Statements, etc.		



PRINCIPLE 5

Businesses should respect and promote human rights

Human Rights constitute the inherent entitlements that every individual possesses by virtue of their humanity, encompassing essential facets such as the right to life and liberty.

Dixon Technologies recognizes its responsibility to uphold and advance the human rights of all individuals it engages with. Consequently, the Company is dedicated to ensuring that its business operations uphold human rights, refraining from any infringement. Beyond fostering well-being, this commitment engenders trust in the Company among stakeholders, a pivotal factor in the Company's sustained success.

To advance human rights, the Company has established and implemented a range of policies. For instance, a dedicated Non-Discrimination and Non-Harassment Policy outlines the Company's commitment to prevent any form of discrimination or harassment within the organization. Furthermore, the policy outlines provisions for disciplinary measures against those who breach its stipulations.

Further, Company actively engages with its stakeholders to address their human rights concerns.

Dixon technologies believes that safeguarding and promoting human rights should not just be act of legal compliance. Rather, it should be a moral imperative of all the citizens, including corporate citizens to make this world a better place to thrive.

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	Nil			Nil		
Other than permanent						
Total employees						
Workers						
Permanent	Nil			Nil		
Other than permanent						
Total workers						

- 1 Details of minimum wages paid to employees and workers, in the following format

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1694	0	N.A.	1694	100%	1711	0	N.A.	1711	100%
Female	63	0	N.A.	63	100%	44	0	N.A.	44	100%
Other than Permanent										
Male	0	0	N.A.	N.A.	0%	0	0	N.A.	0	0%
Female	0	0	N.A.	N.A.	0%	0	0	N.A.	0	0%
Workers										
Permanent										
Male	203	0	N.A.	203	100%	260	0	N.A.	260	100%
Female	3	0	N.A.	3	100%	2	0	N.A.	2	100%
Other than permanent										
Male	7150	3504	49%	3646	51%	7781	3735	48%	4046	52%
Female	3850	1848	48%	2002	52%	4190	2053	49%	2137	51%

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

Gender	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	7	24,75,990	1	-
Key Managerial Personnel	4	18,02,813	Nil	Nil
Employees other than BoD and KMP	1,757	56,924	123	42,553
Workers (Permanent)	203	21,604	3	22,870

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, the company's grievance committee and Chief Human Resource Officer are in charge of dealing with human rights issues. The company believes in conducting all of its business activities in the best possible way by adhering to the highest standards of Corporate Governance. As a result, anyone experiencing a problem may contact the appropriate authority to file a complaint, and quick action will be made to address the issue.

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

Dixon is resolute in preventing any breaches of human rights, ensuring Policy adherence through a mechanism overseen by the HR Department and routinely monitored by an Internal Committee. The HR departments at both plant locations and the headquarters maintain consistent oversight of human rights considerations. Stakeholders have secure, round-the-clock access to raise grievances or report potential Human Rights violations anonymously via the DARWIN portal.

The Company has established a well-defined process for addressing grievances related to human rights concerns. This encompasses an internal committee known as the Grievance Committee, dedicated to effectively and promptly resolving the concerns of employees and workers. Furthermore, a separate POSH (Prevention of Sexual Harassment) committee is in place, specifically tasked with addressing issues related to sexual harassment, demonstrating the Company's careful attention to such sensitive matters. Additionally, employees, workers, senior management, and other stakeholders can report human rights-related concerns to their superiors or use the whistle-blower mechanism.

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

Benefits	FY 2022-23			FY 2020-21		
	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						
Discrimination at workplace						
Child Labor						
Forced Labor/Involuntary Labor						
Wages						
Other human rights related issues						

No complaints have been filed by employees and workers under any of the categories.

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

Dixon Technologies maintains a dedicated and comprehensive non-discrimination and non-harassment policy, meticulously designed to address instances of discrimination and harassment within the organization. The Company also possesses a grievance redressal framework encompassing various stakeholders, reinforced by a dedicated committee tasked with addressing concerns. Upholding the utmost ethical standards, the Company has introduced a Whistleblower channel, enabling the reporting of legitimate concerns, whether they pertain to unlawful or unethical practices, to competent authorities. The Company guarantees the confidentiality of the complainant while prohibiting any form of retaliation, which includes threats, job loss, punitive assignments, or negative impacts on remuneration. If a complainant feels subjected to retaliation, they have the option to formally file a written complaint with the Chairman of the Audit Committee. The Company also has a policy on prevention at sexual harassment at workplace. The policy has been framed in accordance with Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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

Yes, Dixon technologies gives utmost importance to safeguarding human rights of the people. The Company has a Code of Conduct to which the Company continually encourages its supply chain partners, contractors and customers to abide by the same. As a result of this practice, Company has incorporated the human rights related clause, such as forced and child labor as part of its business agreements and contractors. The Company on timely basis conducts independent audit of its plant operations to avoid any sort of child Labour and malpractices.

9 Assessments of the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	
Forced/involuntary labor	
Sexual harassment	100%
Discrimination at workplace	
Wages	
Others – please specify	

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

Dixon technologies, being a committed and responsible corporate citizen acknowledges that as much important it is to establish a better system in place to address any issues related to human rights or other parameters, as is important to have robust and independent monitoring system in place. An independent assessment procedure takes a neutral approach and does the monitoring without any biases. As a result, the Company also gets independent assessment done for all of its plants on parameters like child Labour, forced and involuntary Labour and for wages. During the assessment, no risks has been identified under any of the mentioned categories. As a result, no corrective actions were required to be taken.



PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Dixon acknowledges the imperative of conducting business with responsibility and sustainability at its core. As a committed entity, Dixon Technologies places significant emphasis on diminishing its environmental footprint. The company espouses the adoption of top-tier environmental practices and has effectively implemented policies and procedures that drive the ongoing enhancement of its practices, systems, and operations.

A pivotal aspect of this initiative involves the gradual replacement of utilities in the Company's multiple factories with more energy-efficient models and technologies. The Company proactively addresses mounting challenges, such as climate change and global warming, by investing in solutions that not only address these issues but also transform them into opportunities. Addressing global environmental challenges is treated both as a commercial imperative and a moral responsibility toward the environment.

Efforts persist in amplifying the utilization of renewable energy, clean fuels, eco-friendly materials, energy-efficient products, conservation strategies, and the reduction of reliance on finite resources. The Business Responsibility Policy of the Company greatly facilitates this pursuit. Furthermore, the Company's facilities uphold some of the most stringent international quality benchmarks, including ISO 14001.

Essential Indicators

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

	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	TJ	97.8	86
Total fuel consumption (B)	TJ	10.2	20.30
Energy consumption through other sources (C)	TJ	0	0
Total energy consumption (A+B+C)	TJ	108	106.30
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	TJ	0.015	0.014
Energy intensity (optional) – the relevant metric may be selected by the entity	TJ	0	0

* Turnover of the Company for the FY 2022-23 is ₹ 6,99,740 Lakhs and for FY 2021-22 is ₹ 7,48,441 Lakhs.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

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

No, Company has not identified any sites/facilities as designated consumers (DCs) under the Performance, Achieve and Trade (PAT). However, being a responsible Company, significant importance is given to incorporating sustainability parameters into the business strategies.

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 kiloliters)		
(i) Surface water: Water supply	0	0
(ii) Groundwater	68,683	62,396
(iii) Third party water (Municipal water supplies)	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Recycled)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	68,683	62,396
Total volume of water consumption (in kilolitres)	68,683	62,396
Water intensity per rupee of turnover (Water Consumer/ turnover)- KL/₹ Crore	10	8.3
Water intensity (optional) – (Water consumption/Ton of production. KL/TON)	-	-

* Turnover of the Company for the FY 2022-23 is ₹ 6,99,740 Lakhs and for FY 2021-22 is ₹ 7,48,441 Lakhs.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - NO

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

Yes, the Company has undertaken several initiatives which would result in reducing the water consumption and effective management of the wastewater generated during the operations. Also, since Company is in electronics manufacturing industry, the use of water in the manufacturing process is almost negligible. However, significant amount of water is used during the other operational activities of the Company. It has installed STPs (Sewage Treatment Plant) in at most of their plant locations to treat the wastewater. The treated water is subsequently reused in other activities like gardening, cleaning or in the washrooms. All our units have Zero Liquid discharges mechanism as specified by the Pollution Control Board.

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

Dixon technologies complies with the emissions norms prescribed by the government authorities in the jurisdiction of its operations. Further, it ensures to keep the emission of air pollutants restricted to the number authorized by the regulatory bodies as provided in the Consent to Operation (CTO) certificate of the Company. To ensure the compliance, Company gets the quarterly stack emissions analysis from an independent authority.

	Please specify unit	FY 2022-23	FY 2021-22
NOx	g/kwh	1.9	Not available
SOx	g/kwh	20.4	Not available
Particulate Matter (PM)	g/kwh	1.64	Not available
Persistent Organic Pollutants (POP)	-	0	0
Volatile organic Compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others- please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-No

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

To be worked out basis full year environment data

	Please specify 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)	tCO ₂ e	826	892
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)	tCO ₂ e	17,457	18,582
Total Scope 1 and Scope 2 emissions per rupee of turnover (tCO₂e/ ₹ Crore)	tCO ₂ e	2.6	2.6
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

* Turnover of the Company for the FY 2022-23 is ₹ 6,99,740 Lakhs and for FY 2021-22 is ₹ 7,48,441 Lakhs.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-No

7 Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.

Yes, the Company has been several steps towards reducing its carbon footprint by incorporating the sustainability principles in the overall business strategy and operations. Some of the initiatives undertaken by the Company to limit the greenhouse gas emissions which includes, inventorization of greenhouse gas emissions, installation of solar panels at various locations including the plants and office location, transitioning from the HSD (High Speed Diesel) consumption to PNG (Piped Natural Gas), new plants being established are green building certified, use of energy efficient equipment. Further, Company is also working on to upgrade its fleet of buses used for employee commute from BS4 to BS6. Moreover, the Company has always been adopting specific water consumption reduction.

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)	9,050	NA
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery Waste (E)	NA	NA
Radioactive waste (F)	NA	NA

Parameter	FY 2022-23	FY 2021-22
Other Hazardous waste. Please specify, if any. (G)	Used Oil 1,641	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	corrugated Box & Wooden- 74,608	-
Total (A+B + C + D + E + F + G + H)	85,299	
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1,288	Nil
(ii) Landfilling	1,188	Nil
(iii) Other disposal operations	82,823	Nil
Total	85299	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-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 has implemented a robust waste management system to efficiently handle waste generated during manufacturing processes and overall operations. The foundation of this approach rests on the 3Rs framework: Reduce, Reuse, and Recycle, which aims to curb waste generation in the first place. A meticulous step-by-step process ensures effective waste management. Beginning with proper segregation at the point of origin, this process enhances recyclability and reusability of waste while minimizing the potential for environmental contamination.

In particular, for the management of e-waste and plastic waste, the Company has established partnerships with government-authorized recyclers. This collaboration diverts waste from landfills, fostering recyclability and responsible waste management. Notably, in the mobile and laptop manufacturing sector, waste generated during production doesn't remain within the Company's premises for disposal, with the exception of laptop packaging waste, for which the Company assumes responsibility. Instead, all types of waste are returned to customers, who are accountable for their appropriate management.

Furthermore, the Company has embraced the Restriction of Hazardous Substances (ROHS) directive. This entails the restriction of six hazardous materials – lead (Pb), mercury (Hg), cadmium (Cd), hexavalent chromium (Cr6), polybrominated biphenyls (PBB), and polybrominated diphenyl ether (PBDE) – in the manufacturing of electronic and electrical devices.

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:

Sl. No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Company is committed to use the ecological resources responsibly and sustainably and protecting the rich biodiversity of the planet. Company ensures that none of its operational activities has any severe and irreversible impact on the biological resources or biodiversity. As a result, Company ensures that none of its operations or offices are located in/around ecologically sensitive areas/protected areas such as national parks, wildlife sanctuaries etc. All of its office locations and plants are located in the industrial area.

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
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During the reporting period, no projects undertaken by the Company needed to get the Environment Impact Assessment (EIA) done.

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:

Sl. 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
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Yes, the Company is compliant and no fines were levied on the Company in FY 2022-23. All of the Company's plants are complying with the norms prescribed by the concerned pollution control Boards.



PRINCIPLE 7

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

Dixon Technologies recognizes the importance of responsible and transparent public policy advocacy.

The Company exclusively participates in forums that have an influence on the interests of industry and its stakeholders in broad areas such as governance and administration, economic reforms, environmental safety, energy security, sustainable business practices, taxation, and water, among others. The Company's engagements with the relevant authorities are governed by the values of dedication, integrity, transparency, and the need to balance the interests of varied stakeholders.

Essential Indicators

1 a. Number of affiliations with trade and industry chambers/ associations.

Dixon is a member of the following trade and industry chambers and associations.

1. Confederation of Indian Industry (CII)
2. Electronic Industries Association of India (ELCINA)
3. Electric Lamp and Component Manufacturers (ELCOMA)
4. India Cellular & Electronics Association (ICEA)
5. Federation of Indian Chambers of Commerce & Industry (FICCI)
6. Consumer Electronics and Appliances Manufacturers Association (CEAMA)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Electronic Industries Association of India (ELCINA)	National
3	Electric Lamp and Component Manufacturers (ELCOMA)	National
4	India Cellular & Electronics Association (ICEA)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	Consumer Electronics and Appliances Manufacturers Association (CEAMA)	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
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Not applicable, since Company has not engaged in any anti-competitive activities. Company believes in conducting business with integrity by following the fair means. Therefore, neither it promotes nor engage in any behaviour resulting into anti-competitive activities, Since no such cases has been filed against the Company, no corrective actions were needed to be taken.



PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Dixon Technologies is dedicated to promoting inclusive growth and equitable development in communities where the offices and plants of the company are located. Our business strategy is underpinned by our deep concern for society.

The Company views organisational performance and community wellbeing as inextricably linked. We recognise the significance of inclusive growth in the overall development of the economy. According to the Company's CSR policy, the efforts are carried out by the CSR committee of the Board.

Essential Indicators

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the 2022-23 (In ₹)
Not Applicable						

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

The Company engages with the Community as a part of our CSR activities to address their concerns and needs. The mode of engagement with the Community are CSR projects, surveys etc

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	Not mapped at present	Not Mapped at present
Sourced directly from within the district and neighboring districts		

Currently, the Company does not measure the procurement spend on MSMEs and local sourcing. However, it is in the process of developing the system for the same.



PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner

Dixon Technologies firmly believes in the customers first policy. Our customers are invaluable assets who are vital to our long-term success.

They rely on our infrastructure and experience to provide high-quality products to end users. As a result, we strive to provide high-quality products that fulfil a wide range of needs. We aim to engage with our customers from time to time and add value through our world class products in a responsible manner.

Essential Indicators

1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Company does not directly engage with the end customers of its products since it works on a B2B model.

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	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

3 Number of consumer complaints in respect of the following:

Category	FY 2022-23			FY 2020-21		
	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)
Data privacy	Nil, no complaints have been received under any categories.					
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	Not Applicable
Forced recalls	

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, Dixon has the standalone data privacy policy. The same is available on the website of the Company at <https://www.dixoninfo.com/codes-policies.php>

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

Not applicable