

Annexure-C

Business Responsibility and Sustainability Report

At Deepak Nitrite Limited, we are committed to sustainable development and responsible business practices. We recognise our responsibility to protect the environment, contribute to society and create long-term value for all our stakeholders. Sustainability is integrated into our core business strategies and decision-making processes.

We strive to minimise our environmental impact by adopting sustainable practices throughout our operations. This includes reducing greenhouse gas emissions, conserving water and energy, managing waste responsibly, promoting circular economy principles and aiming towards carbon neutrality. We continually invest in innovative technologies and processes to improve resource efficiency and mitigate environmental risks. We are committed to deliver safe and sustainable products to our customers. We ensure compliance with regulatory requirements and industry standards while proactively addressing product safety, quality and environmental aspects. We engage in research and development to create sustainable and eco-friendly solutions, contributing to a greener and more sustainable future.

We believe in creating shared value for the communities in which we operate. Through various social initiatives, we aim to uplift the well-being of society, promote education, healthcare and skills development and empower marginalised communities. We actively engage with our stakeholders to understand their concerns and aspirations, seeking collaborative solutions that benefit all, our business, society and environment at large.

Integrity, transparency and ethical conduct are fundamental to our corporate governance framework. We adhere to the highest standards of business ethics, ensuring fair and responsible practices across our operations. We strive for transparency in

reporting, regularly disclosing our sustainability performance and progress towards our goals. We value the trust placed in us by our stakeholders and work diligently to maintain it.

Our employees are our most valuable asset. We are committed to providing a safe and inclusive work environment that fosters diversity, equality and professional growth. We promote employee well-being, encourage continuous learning and development and recognise and reward their contributions. We believe in nurturing a culture of respect, collaboration and innovation.

We recognise that addressing sustainability challenges requires collective action. We actively seek partnerships and collaborations with like-minded organisations, industry peers, governments and non-governmental organisations to drive sustainable solutions, knowledge sharing and best practices.

We are dedicated to continuously improving our sustainability performance, setting ambitious targets and monitoring our progress. Our commitment to sustainability is an integral part of our long-term vision and we are determined to make a positive impact on the environment, society and the economy.

We thank all our stakeholders for their support, engagement and feedback, as together, we strive for a more sustainable future.

For Deepak Nitrite Limited

Maulik D. Mehta

Executive Director & CEO

Date: May 11, 2023

Place: Vadodara

SECTION A

GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|----|--|---|
| 1 | Corporate Identity Number (CIN) | L24110GJ1970PLC001735 |
| 2 | Name of the Entity | Deepak Nitrite Limited |
| 3 | Year of incorporation | 1970 |
| 4 | Registered office address | Aaditya-I, Chhani Road, Vadodara - 390024 |
| 5 | Corporate address | Aaditya-I, Chhani Road, Vadodara - 390024 |
| 6 | E-mail | investor@godeepak.com |
| 7 | Telephone | +912652765200 |
| 8 | Website | www.godeepak.com |
| 9 | Financial year for which reporting is being done | 2022-23 |
| 10 | Name of the Stock Exchange(s) where shares are listed | BSE Limited and National Stock Exchange of India Limited |
| 11 | Paid-up Capital | ₹ 27,27,86,082 |
| 12 | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Shri Arvind Bajpai, Company Secretary Email: investor@godeepak.com Telephone: +912652765200 |
| 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) | This report is prepared on standalone basis |

II. Products/services

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

| S. No. | Description of main activity | Description of business activity | Turnover (%) |
|--------|------------------------------|-------------------------------------|--------------|
| 1 | Manufacturing of Chemicals | Manufacturing, Trading of Chemicals | 100% |

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

| S. No. | Product/Service | NIC Code | Total turnover (%) |
|--------|----------------------------|----------|--------------------|
| 1 | Sodium Nitrite | 24117 | 18 |
| 2 | NT | 24119 | 15 |
| 3 | Optical Brightening Agents | 24119 | 15 |
| 4 | MAHCL | 24219 | 9 |
| 5 | 4 NOx | 24219 | 8 |
| 6 | EHN | 24119 | 7 |
| 7 | TFMAP | 24219 | 7 |
| 8 | DASDA | 24119 | 5 |
| 9 | SNA | 24117 | 5 |
| 10 | MMDPA | 24297 | 2 |

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 | 5 | 2 | 7 |
| International | 0 | 0 | 0 |

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

| | |
|----------------------------------|----|
| National (No. of states) | 25 |
| International (No. of countries) | 45 |

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

43%

C. A brief on types of customers**S. No. Type of Customers**

| | |
|---|--|
| 1 | Manufacturers of Chemicals |
| 2 | Manufacturers of products where chemicals produced by the Company are used as inputs |

Note:

The Company is a chemical intermediates and other chemicals manufacturer. Thus, majority of customers are either chemical manufacturers or manufacturers of products where products of the Company are used as inputs.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees (including differently abled)**

| Particulars | Total (A) | Male | | Female | |
|------------------------------------|--------------|--------------|---------------|-----------|-------------|
| | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| EMPLOYEES | | | | | |
| Permanent Employees (D) | 1,469 | 1,425 | 97.00 | 44 | 3.00 |
| Other than Permanent Employees (E) | 91 | 91 | 100.00 | 0 | 0 |
| Total Employees (D + E) | 1,560 | 1,516 | 97.18 | 44 | 2.82 |
| WORKERS | | | | | |
| Permanent Workers (F) | 225 | 225 | 100.00 | 0 | 0 |
| Other than Permanent Workers (G) | 2,327 | 2,327 | 100.00 | 0 | 0 |
| Total Workers (F + G) | 2,552 | 2,552 | 100.00 | 0 | 0 |

b. Differently abled employees and workers

| Particulars | Total (A) | Male | | Female | |
|------------------------------------|-----------|----------|---------------|----------|----------|
| | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | |
| Permanent Employees (D) | 2 | 2 | 100.00 | 0 | 0 |
| Other than Permanent Employees (E) | 0 | 0 | 0.00 | 0 | 0 |
| Total Employees (D + E) | 2 | 2 | 100.00 | 0 | 0 |
| DIFFERENTLY ABLED WORKERS | | | | | |
| Permanent Workers (F) | 1 | 1 | 100.00 | 0 | 0 |
| Other than Permanent Workers (G) | 8 | 8 | 100.00 | 0 | 0 |
| Total Workers (F + G) | 9 | 9 | 100.00 | 0 | 0 |

19. Participation/Inclusion/Representation of women:

| Particulars | Total (A) | No. of Females (B) | % of Females (B/A) |
|---------------------------------------|-----------|--------------------|--------------------|
| Board of Directors | 12 | 1 | 8.33% |
| Key Management Personnel ¹ | 2 | 0 | 0 |

Note 1: Excluding Key Managerial Personnel who are members of the Board of Directors.

20. Turnover rate for permanent employees and workers

| Particulars | Turnover Rate in FY 2022-23 (%) | | | Turnover Rate in FY 2021-22 (%) | | | Turnover Rate in FY 2020-21 (%) | | |
|---------------------|---------------------------------|--------|-------|---------------------------------|--------|-------|---------------------------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 14.23 | 19.05 | 14.37 | 13.55 | 8.82 | 13.43 | 11.97 | 0.00 | 11.68 |
| Permanent Workers | 2.63 | 0.00 | 2.63 | 5.06 | 0.00 | 5.063 | 20.99 | 0.00 | 20.99 |

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

| S. No. | Name of the holding/subsidiary/associate companies or joint (A) | Indicate whether holding or Subsidiary or Associate or Joint Venture(B) | % of shares held by listed entity (C) | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity (D)? |
|--------|---|---|---------------------------------------|---|
| 1 | Deepak Phenolics Limited | Subsidiary | 100 | Yes |
| 2 | Deepak Chem Tech Limited | Subsidiary | 100 | Yes |
| 3 | Deepak Nitrite Corporation Inc. | Subsidiary | 100 | Yes |

VI. CSR Details
22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
ii. Turnover: ₹ 3,033.55 Crores
iii. Net worth: ₹ 2,623.74 Crores
VII. Transparency and Disclosure 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 Mechanisms in Place (Yes/No) If Yes, then provide weblink for grievance redressal policy | FY 2022-23 | | | FY 2021-22 | | |
|---|--|--|--|--|--|--|--|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | No | 0 | 0 | | 0 | 0 | |
| Investors (other than shareholders) | No | 0 | 0 | | 0 | 0 | |
| Shareholders | Yes. https://www.godeepak.com/wp-content/uploads/2021/05/Investors-Grievance-redressal-policy.pdf | 18 | 0 | | 15 | 1 | |
| Employees and workers | Yes. https://www.godeepak.com/wp-content/uploads/2021/05/2-DNL-Whistle-Blower-Policy.pdf | 0 | 0 | | 0 | 0 | |
| Customers | Yes. Customer Complaints are received by the relevant Sales team and thereafter, the same are entered into dedicated software for the same and processed as per the Standard Operating Procedure https://www.godeepak.com/wp-content/uploads/2021/05/Policy-on-Stakeholder-Engagement-1-9-2020.pdf | 28 | 0 | Complaints received were related to delivery, packing, handling etc. All the complaints received during the year have been resolved. | 26 | 0 | Complaints received were related to packing, labelling, weightment, etc. All the complaints received during the year have been resolved. |
| Value Chain Partners | No | 0 | 0 | | 0 | 0 | |

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

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk or opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (indicate positive or negative implication) |
|---------------|----------------------------------|---|---|--|--|
| 1 | Sustainable Chemistry | Opportunity | The growing recognition of our planet's fragility is propelling the transition towards sustainable solutions. Within our industry, customers are displaying a growing inclination to collaborate with suppliers and business partners who share their dedication and commitment to reduce their environmental footprints. Neglecting to incorporate sustainability into our operations and providing products that meet customers' sustainability and performance expectations can impact our value creation and growth trajectory. | We are strongly committed to driving sustainability in our operations through various initiatives aimed at reducing our carbon and water footprint. Our unwavering dedication to sustainable chemistry is evident in our product portfolio, which increasingly features circular-economy-compatible products. These value-added chemicals are manufactured from by-products, showcasing our proactive approach in utilising resources responsibly with consideration for the environment. | Positive - The Company has been making consistent efforts for sustainability and thus it is in a better position to differentiate its products from competitors. |
| 2 | Product Innovation | Opportunity | Our range of chemical intermediates serves diverse end-user industries, including petrochemicals, pharmaceuticals, agrochemicals, personal care, paper, textiles and more. Our customers within these industries consistently seek niche and high-performing products that enhance their own operations. Failing to innovate and enhance our product offerings to meet their evolving demands can have a significant impact on expanding our customer base or strengthening our relationships with existing customers. | By actively monitoring global trends, engaging in close collaboration with our customers and gaining a deep understanding of their product preferences, we continually enhance our range of cutting-edge chemistry solutions. Our relentless commitment to research and development enables us to expand our portfolio and refine existing products. We maintain unwavering dedication to invest in innovation, recognising its paramount importance in ensuring our continued success, regardless of the market conditions. | Positive - Better quality products and the introduction of new products into the market will generate more revenue through greater business with existing customers and the addition of new Customers. |
| 3 | Health and Safety | Risk | Given the inherent nature of our operations, our employees face a range of operational and safety hazards. It is crucial to address any process safety gaps and prevent occupational health and safety (OHS) incidents that could potentially harm our employees. Neglecting employee well-being and safety not only jeopardises their physical welfare but also poses risks to achieving production targets and can have adverse effects on our assets, environment and overall business reputation. | We prioritise continuous safeguarding of occupational health, safety and employee well-being. Stringent safety measures are implemented at all our sites, including regular safety audits and the provision of appropriate personal protective equipment to our employees. We actively promote safety awareness through campaigns and training initiatives. | Negative - Employee health and safety issues, if not addressed, would result in negative financial implications. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk or opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (indicate positive or negative implication) |
|---------------|----------------------------------|---|---|---|---|
| 4 | Climate Change | Risk | Climate change stands as one of the most critical challenges confronting our planet today. Given the energy and water-intensive nature of chemical production, our failure to reduce our environmental footprint can have significant repercussions on our standing within the industry and our relationships with customers, investors and society as a whole. | We have embraced environmental consciousness through our commitment to sustainable manufacturing practices. This commitment is evident in our focus on reducing utility consumption, extracting value from waste and adopting clean technologies. We are continuously striving to enhance our energy efficiency. Additionally, we ensure that the effluents, emissions and waste generated at our manufacturing facilities remain within the permissible limits set by the respective Pollution Control Boards. | Negative - Climate change related issues, if not addressed, would result in negative financial implications in long run. |
| 5 | Growth and Profitability | Opportunity | Maintaining a leading financial performance, characterised by robust growth and profitability, is crucial for sustaining investor confidence in our Company. It also enables us to pursue comprehensive value creation for all stakeholders. Despite the challenges posed by escalating input and energy costs, as well as ongoing volatility in foreign exchange rates, we are committed to upholding a strong and stable financial position. By navigating these market dynamics, we aim to preserve our standing within the industry and foster positive relationships with our customers, investors and society as a whole. | We allocate financial resources efficiently and adhere to best business practices and good governance principles, laying the foundation for a sustainable long-term business. Alongside making disciplined investments within a clear framework, we also adopt a rigorous approach to cost management to optimise our financial performance. Our strategic expansion across the value chain and agility in responding to market changes contribute to our resilience and sustain our performance in a dynamic business landscape. | Positive - A systematic approach in investment in future opportunities and financial allocation will result in sustainable growth. |
| 6 | Customer Relationships | Opportunity | In a rapidly evolving and highly competitive operating environment, the growth of our business is intricately tied to our customer base. Strengthening our relationships with customers is, therefore, a crucial aspect that can profoundly influence our value-creation capabilities. | We are dedicated to providing innovative and cost-effective products to retain and attract customers. We place significant emphasis on actively engaging with them and comprehending their needs to enhance the overall customer experience. This customer-centric approach has proven instrumental in fostering customer loyalty, which stands as one of our most prominent strengths in driving profitable growth. | Positive - A structured and transparent relationship with customers has the potential to expand business in both the short and long run, resulting in a sustainable and lucrative business. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk or opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (indicate positive or negative implication) |
|--------|--------------------------------|--------------------------------------|--|---|---|
| 7 | Governance and Risk Management | Risk | Amid the dynamic landscape of the chemical industry, which is characterised by escalating macro-economic volatility, robust governance practices play a pivotal role in upholding ethical and transparent business operations. Meeting regulatory compliance requirements and effectively managing risks are paramount in ensuring responsible conduct and long-term sustainability. | <p>Our governance practices have been established by our competent and esteemed Board of Directors, comprising members with relevant industry expertise, independent thinking and extensive global exposure. Aided by practice transparency in financial reporting, sustainability efforts and other relevant disclosures and ethical decision-making processes, bolstered by effective risk management, serve as the foundation of our governance framework. We have instilled a culture of accountability and integrity across the company, recognising its vital role in promoting good governance practices.</p> <p>We implement and enforce a robust code of conduct and ethical standards to guide the behaviour and actions of employees at all levels. Our Board and management prioritise health, safety and environmental considerations by implementing robust safety protocols, promoting sustainable practices and minimising environmental impact. We have a comprehensive risk management framework to identify, assess and mitigate risks associated with operations, safety, environmental impact and compliance to solidify our governance approach. We ensure strict adherence to all applicable laws, regulations and industry standards to maintain compliance and mitigate legal and reputational risks. We have established Board Committees, such as Audit, Risk Management, Nomination and Remuneration committees and more to provide focussed oversight in critical areas. We regularly evaluate our governance practices, identify areas for improvement and implement necessary changes to enhance effectiveness and relevance and build trust with all stakeholders in line with global standards of ESG.</p> | Negative - Governance and Risk Management are essential for business sustainability, in case of their failure, it would have severe financial implications. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk or opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (indicate positive or negative implication) |
|--------|--|--------------------------------------|---|---|--|
| 8 | People Strength and Development | Opportunity | Neglecting to consistently have the right individuals in place can significantly impact our ability to achieve our business objectives. At the core of our success and sustainable growth trajectory are our people. Our talented and dedicated team plays a vital role in driving our success and achieving our business goals. Their deep domain expertise, technical skills and innovative thinking enable us to develop and deliver value-added products, maintain quality that meets the exact standards and needs of our customers. | We invest in professional development of our workforce by providing training and growth opportunities to enhance their capabilities and ensure they remain at the forefront of the industry. Moreover, we foster a culture of collaboration, teamwork and inclusivity, which helps us harness their collective strengths and diverse perspectives of our employees. Through their unwavering commitment and passion, we continue to thrive and excel in the dynamic landscape of the chemical industry. | Positive - Efforts in ensuring the skill development of the workforce will lead to a more efficient workforce and improved productivity of the Company. |
| 9 | Fair Remuneration and Growth Opportunities for Employees | Opportunity | Offering fair remuneration and growth opportunities is crucial for driving employee motivation and maintaining smooth operations within our organisation (without any disruption or unrest as well as high retention ratio). | By providing competitive and equitable compensation in line with industry standards, we foster a positive work environment, reduce the risk of disruptions or unrest and promote high employee retention rates. Moreover, by offering growth opportunities such as training, career advancement and skill development programmes, we empower our employees to reach their full potential, further enhancing their motivation and dedication to the Company. Furthermore, we implement performance-based incentives to ensure that employees are rewarded for their contributions. Our commitment to fair and transparent practices is evident in our annual performance-based appraisal system, which evaluates the performance of all employees. Wages and increments for workers are determined in accordance with agreed-upon terms. As a rapidly expanding Company, we place significant emphasis on providing ample growth opportunities to our employees. We follow a structured approach to succession planning and actively cultivate a leadership pipeline to ensure the long-term success and continuity of our organisation. | Positive - An approach to help the workforce grow financially and develop within the Company will lead to a dedicated workforce and subsequently a profitable and successful business. |

| S. No. | Material issue identified | Indicate whether risk or opportunity | Rationale for identifying the risk or opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (indicate positive or negative implication) |
|--------|--|--------------------------------------|---|---|--|
| 10 | Digitalisation | Opportunity | Digitisation in the chemical industry drives efficiency, innovation, improved decision-making and sustainability. Embracing digital transformation is essential for chemical companies to stay competitive, adapt to evolving market dynamics and unlock new growth opportunities. | We are the early adopters of digitisation and this has enabled us to streamline processes through automation, increased operational efficiency and productivity. To match the scale and accelerated growth witnessed in the past decade, digitisation has played an invaluable role in making a tangible impact on the performance of our core functions, including innovation and manufacturing of chemical intermediates, as well as enabling functions such as logistics, HR, finance and administration. Data analysis and optimisation of various operations, such as supply chain management and inventory control have helped us make informed and right strategic choices, leading to better business outcomes. We have also invested in various digitisation-led initiatives to support our sustainability efforts by optimising resource usage, reducing waste and monitoring environmental impact. | Positive - Digitalisation is an enabler of business, which helps in reducing cost, improving efficiency etc. Thus, it would have a positive financial impact. |
| 11 | Supply chain Efficiency and Logistics Management | Opportunity | Complex and interconnected supply chains to source raw materials, manufacture products and deliver them to customers are an important part of our operations. Efficient supply chain management is thus crucial for ensuring uninterrupted operations, timely delivery and cost optimisation. | Effective supply chain strategies encompass procurement, logistics, inventory management, demand planning and supplier relationships. Key factors to address them include traceability, sustainability, risk mitigation and compliance with regulations and safety standards. We maintain a strong inbound and outbound logistics and distribution network. Utilising secure modes of transportation with GPS tracking technology, we can monitor the movement of key raw materials and finished goods in real-time. Our well-organised warehousing and distribution systems ensure prompt delivery of customer orders. By leveraging our manufacturing expertise, integrated facilities and agile operations, we consistently deliver reliable performance. | Positive - Effective supply chain management results in reduced time and cost of transportation and ensures material availability at right time, which leads to positive financial impact. |
| 12 | Community Development | Opportunity | The acceptance and support of the community in which our businesses operate are indispensable to our success. Engaging in community development initiatives helps establish us as a Company that cares, has a rich legacy of over 50 years and looks at business beyond profit-making to fostering trust. | Through our dedicated CSR wings, Deepak Foundation and Deepak Medical Foundation, we have positively impacted the lives of over 2 million individuals through a range of programmes. For further information on our community engagement and development activities, please refer to details on CSR activities of the Company covered under Social and Relationship Capital Chapter on the 90 pages in this report. | Positive - Community development programmes result in better image of the Company and better brand value, resulting in positive financial impact. |

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 National Guidelines of Responsible Business Conduct (NGRBC) Principles and Core Elements

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

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|--|--|-----|-----|-----|-------------------------|---|----------|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? | Yes* | No* | No* | No* | No* | No* | No* | No* | No* |
| c. Web Link of the Policies, if available | https://www.godeepak.com/responsible-chemistry/ | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures? | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? | No | No | No | No | No | No | No | No | No |
| 4. Name of the national and international codes/certifications/labels/standards adopted by your entity and mapped to each principle. | | | | | ISO 45001 Certification | ISO 14001, Responsible Care Certification | ISO 9001 | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company has not set any specific goals with timeline, however, it is endeavour of the Company to ensure implementation of Principles of National Guidelines on Responsible Business Conduct. The Company will carefully assess its strategic position and develop specific goals, targets and commitments with timeline in due course. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met. | The performance against the goals and targets will be assessed in the subsequent Financial Years | | | | | | | | |
| Governance, leadership and oversight | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements: Please refer to Statement of Shri Maulik D. Mehta at the beginning of this Report. | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Shri Maulik D. Mehta, Executive Director & CEO | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details. | Yes, Shri Maulik D. Mehta, Executive Director & CEO is Director responsible for decision-making on sustainability related issues. | | | | | | | | |

*Note: Certain policies do not require approval of Board of Directors under any statute. Such policies have been approved by Executive Director & CEO of the Company.

10. Details of Review of NGRBCs by the Company:

| Subject of Review | Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee and Frequency | | | | | | | | |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| - Performance against above policies and follow-up action | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| - Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Dedicated team for decision-making on Sustainability issues, led by Shri Maulik D. Mehta, Executive Director & CEO. The review is done on half yearly basis. | | | | | | | | | |
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | No | No | No | No | No | No | No | No | No |
| 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. | | | | | | | | | |

SECTION C

ESG DISCLOSURES

PRINCIPLE 1

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

Essential Indicators

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

| Segment | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact | %age of persons covered by the awareness programmes |
|-----------------------------------|--|---|---|
| Board of Directors | 4 | Business Sustainability | 100 |
| Key Managerial Personnel | 4 | Business Sustainability | 100 |
| Employees other than BoD and KMPs | 56 | Business Sustainability | 69 |
| Workers | 9 | Business Sustainability | 80 |

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

| | NGRBC Principle | Name of the regulatory/enforcement agencies/judicial institutions | Amount (In ₹) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|---------------------|---|---|-------------------|--|--|
| Monetary | | | | | |
| Penalty/Fine | - | - | - | - | - |
| Settlement | Principle 6 - Respect and make efforts to protect and restore the environment | Gujarat Pollution Control Board | ₹ 1,00,00,000 | There was a fire incidence around warehouse of the manufacturing facility of the Company at Nandesari ('Plant') on June 2, 2022. The fire which included burning of bags and products within, also caused liberation of grey smoke thereby affecting ambient air quality in the nearby area, as per air monitoring carried out by Gujarat Pollution Control Board ('GPCB'). Further, dousing of fire generated large amount of waste water which was non-compliant due to usage of foam, as per samples drawn by GPCB outside the factory premises from GIDC storm water drain. As a consequence and considering the effluent so generated, both gaseous and liquid, GPCB, under provisions of Air (Prevention and Control of Pollution) Act, 1981 ('Air Act') and Water (Prevention and Control of Pollution) Act, 1974 ('Water Act'), had issued directions for closure of the Plant. The Company was directed by GPCB for payment of ₹ 1 Crores as an interim Environmental Compensation and to submit Bank Guarantee of ₹ 5 Lakhs each under Air Act and Water Act, along with revocation application. | No |
| Compounding fee | - | - | - | - | - |
| Non-Monetary | | | | | |
| | NGRBC Principle | Name of the regulatory/enforcement agencies/judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) | |
| Imprisonment | - | - | - | - | - |
| Punishment | - | - | - | - | - |

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.

| S. No. | Case Details | Name of the regulatory/enforcement agencies/judicial institution |
|--------|----------------|--|
| 1 | Not Applicable | NA |

4. a. Does the entity have an anti-corruption or anti-bribery policy?

Yes

b. If yes, provide details in brief.

The Code of Conduct of the Company, which is applicable to all the employees, covers the Anti-Corruption and Anti-Bribery Policy of the Company.

c. Provide weblink (if any)

https://www.godeepak.com/wp-content/themes/twenty-sixteen/companyfiles/corporate_governance_report/Code%20of%20Conduct_Senior%20Management.pdf

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

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

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

| | FY 2022-23 | | FY 2021-22 | |
|--|----------------------|------------|----------------------|------------|
| | Number of complaints | Remarks | Number of complaints | Remarks |
| Complaints received in relation to issues of Conflict of Interest of the Directors | 0 | Not | 0 | Not |
| Complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | Applicable | 0 | Applicable |

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

Not applicable.

Leadership Indicators

1. a. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board?

Yes

b. If yes, provide details for the same.

As per the Code of Conduct applicable to the Board of Directors, Directors must avoid any conflicts of interests with the Company. Directors will not enter into, without the prior approval of the disinterested members of the Board, any transaction or relationship with the Company in which they have a financial or personal interest (either directly or indirectly, such as through any relative (as defined under Section 2(77) of the Companies Act, 2013 or any statutory modification or re-enactment thereof), or an organisation with which the Director is affiliated, or any transaction or situation which otherwise involves a conflict of interest. The link to the Code of Conduct for Directors is https://www.godeepak.com/wp-content/themes/twenty-sixteen/companyfiles/corporate_governance_report/Code_of_Conduct_for_Director.pdf

PRINCIPLE 2**Businesses should provide goods and services in a manner that is sustainable and safe.****Essential Indicators**

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

| Type | FY 2022-23 | FY 2021-22 | Details of improvements in environmental and social impacts |
|--------------------|------------|------------|--|
| R&D ¹ | 6% | 6% | Efficiency improvement, emission reduction, energy conservation, improved effluent treatment. |
| Capex ¹ | 5% | 5% | Reduction in usage of non-renewable energy, increased water recovery, recycling capacity, improved organic reduction efficiency. |

Note 1: Estimated Figures.

2. **a. Does the entity have processes for sustainable sourcing?**

Yes

The sustainable sourcing policy of the Company is available at the link: <https://www.godeepak.com/wp-content/uploads/2021/05/Sustainable-Procurement-Policy-1-4-2021.pdf>

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

19% of the inputs were sourced sustainably.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for Plastics, E-waste, Hazardous waste and other waste**

| Product | Details |
|--------------------------------|---|
| Plastics (including packaging) | All plastic waste generated was given to Extended Producer's Responsibility ('EPR') registered plastic waste processor. |
| E-waste | All e-waste generated was given to Pollution Control Board ('PCB') registered recycler |
| Hazardous Waste | All hazardous waste generated was disposed to PCB-registered, TSDF, CHWIF, Co-processing facility, Pre-processing facility. |
| Other Waste | Not applicable |

Plastics (including packaging): The Company recycles all its plastic waste through authorised vendors.

E-Waste: This is not applicable as the Company is not reclaiming any electronic items. All E-waste generated in-house is handed over to certified vendors for safe disposal.

Hazardous Waste: The Company ensures responsible waste management practices where waste is being segregated, stored, labelling, transportation and sold to recyclers/co-processing to cement industries/disposed to third party treatment facility in line with legal compliance under Hazardous and Other Waste (Management and Transboundary Movement) Rules, 2016.

4. **a. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities?**

Yes

- b. Whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

Yes

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 | Health insurance | | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
|---------------------------------------|------------------|--------------|------------|--------------------|------------|--------------------|------------|--------------------|----------|---------------------|----------|
| | Total (A) | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| PERMANENT EMPLOYEES | | | | | | | | | | | |
| Male | 1,425 | 1,425 | 100 | 1,425 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 44 | 44 | 100 | 44 | 100 | 44 | 100 | 0 | 0 | 0 | 0 |
| Total | 1,469 | 1,469 | 100 | 1,469 | 100 | 44 | 100 | 0 | 0 | 0 | 0 |
| OTHER THAN PERMANENT EMPLOYEES | | | | | | | | | | | |
| Male | 91 | 91 | 100 | 91 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 91 | 91 | 100 | 91 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Category | Health insurance | | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
|-------------------------------------|------------------|--------------|------------|--------------------|------------|--------------------|----------|--------------------|----------|---------------------|----------|
| | Total (A) | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| PERMANENT WORKERS | | | | | | | | | | | |
| Male | 225 | 225 | 100 | 225 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 225 | 225 | 100 | 225 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| OTHER THAN PERMANENT WORKERS | | | | | | | | | | | |
| Male | 2,327 | 2,327 | 100 | 2,327 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 2,327 | 2,327 | 100 | 2,327 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Benefits | FY 2022-23 | | | FY 2021-22 | | |
|----------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (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 | Yes | 100 | 100 | Yes |
| Gratuity | 100 | 100 | Yes | 100 | 100 | Yes |
| ESI* | 100 | 100 | Yes | 100 | 100 | Yes |

* Note: As per applicability under the Employees' State Insurance Act, 1948.

3. a. 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?

No

4. a. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

b. If so, provide a web-link to the policy

<https://www.godeepak.com/wp-content/uploads/2021/05/Diversity-Equal-Opportunity-and-Freedom-of-Association-1-9-2020-.pdf>

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

| Gender | Permanent Employees | | Permanent Workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to Work Rate | Retention Rate | Return to Work Rate | Retention Rate |
| Male | NA | NA | NA | NA |
| Female | 100% | NA | NA | NA |
| Total | 100% | NA | NA | NA |

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 | Details |
|--------------------------------|--------|--|
| Permanent Workers | Yes | Each recognised union have their grievances committee covering all permanent workers. These committees approach the management for grievances and grievances are resolved judiciously. |
| Other than Permanent Workers | Yes | Periodic Meetings of representatives of Human Resources Department are held with other than permanent workers to resolve their grievances, if any. |
| Permanent Employees | Yes | Grievance Committees are in place to redress the grievances. |
| Other than Permanent Employees | Yes | Periodic Meetings of representatives of Human Resources Department are held with other than permanent employees to resolve their grievances, if any. |

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

| | FY 2022-23 | | | FY 2021-22 | | |
|---------------------------|--|--|---------|--|--|---------|
| | Total employees/workers in respective category (A) | No. of employees/workers in respective category, who are part of Association(s) or Union (B) | % (B/A) | Total employees/workers in respective category (C) | No. of employees/workers in respective category, who are part of Association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | 1,469 | 0 | 0 | 1,370 | 0 | 0 |
| - Male | 1,425 | 0 | 0 | 1,330 | 0 | 0 |
| - Female | 44 | 0 | 0 | 40 | 0 | 0 |
| Total Permanent Workers | 225 | 225 | 100 | 231 | 231 | 100 |
| - Male | 225 | 225 | 100 | 231 | 231 | 100 |
| - Female | 0 | 0 | 0 | 0 | 0 | 0 |

8. Details of training given to employees and workers:

| Category | FY 2022-23 | | | | | FY 2021-22 | | | | |
|------------------|-------------------------------|--------------|--------------|----------------------|--------------|-------------------------------|------------|--------------|----------------------|--------------|
| | On Health and Safety Measures | | | On Skill Upgradation | | On Health and Safety Measures | | | On Skill Upgradation | |
| | Total (A) | No.(B) | % (B/A) | No.(C) | % (C/A) | Total (D) | No.(E) | % (E/D) | No.(F) | % (F/D) |
| EMPLOYEES | | | | | | | | | | |
| Male | 1,425 | 989 | 69.40 | 752 | 52.77 | 1,330 | 864 | 64.96 | 584 | 43.91 |
| Female | 44 | 18 | 40.91 | 23 | 52.27 | 40 | 15 | 37.50 | 18 | 45.00 |
| Total | 1,469 | 1,007 | 68.55 | 775 | 52.76 | 1,370 | 879 | 64.16 | 602 | 43.94 |
| WORKERS | | | | | | | | | | |
| Male | 225 | 225 | 100 | 27 | 12 | 231 | 231 | 100 | 10 | 4.33 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 225 | 225 | 100 | 27 | 12 | 231 | 231 | 100 | 10 | 4.33 |

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|------------------|--------------|--------------|------------|--------------|--------------|------------|
| | Total (A) | No. (B) | % (B/A) | Total (D) | No. (C) | % (C/D) |
| EMPLOYEES | | | | | | |
| Male | 1,425 | 1,425 | 100 | 1,330 | 1,330 | 100 |
| Female | 44 | 44 | 100 | 40 | 40 | 100 |
| Total | 1,469 | 1,469 | 100 | 1,370 | 1,370 | 100 |
| WORKERS | | | | | | |
| Male | 225 | 225 | 100 | 231 | 231 | 100 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 225 | 225 | 100 | 231 | 231 | 100 |

10. Health and safety management system:
a. Whether an occupational health and safety management system has been implemented by the entity?

Yes

If yes, the coverage of such system?

All the manufacturing facilities of the Company, have implemented HSE management system in line with ISO 45000 and ISO 14001. Plan-Do-Check-Act cycle is followed for the continual improvement.

Key features of HSE systems:

- 1) Occupational Health & Safety (OHS) is considered as line-management responsibility.
- 2) Well defined and communicated responsibility, accountability and authority of persons who identify, evaluate or control OHS hazards and risks.
- 3) Promote cooperation and communication among members of the organisation, including workers and their representatives, to implement the elements of the organisation's OHS management system.
- 4) Well established HSEQ policy and measurable objectives.
- 5) Identification and elimination or control of work-related hazards and risks and promote health at work.
- 6) Health promotion programmes are being organised.
- 7) Periodic review by Top leadership on the performance of the OHS management system.
- 8) DNL is Responsible Care Logo holder Company. All locations are audited and performance is evaluated through team of auditors.
- 9) Following seven codes of Responsible Care are in practice:
 - I) Process Safety Code
 - II) Employee Health & Safety
 - III) Pollution Prevention
 - IV) Distribution Safety
 - V) Product Stewardship
 - VI) Community Awareness & Emergency Response
 - VII) Security Code
- 10) DNL has received EcoVadis Silver medal in its latest assessment done in the year 2022.

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

Hazard Identification and Risk Assessment ('HIRA') and Hazard and Operability Study ('HAZOP').

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

Yes

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

Yes

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

| | | FY 2022-23 | FY 2021-22 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.6104 | 0 |
| | Workers | 0 | 0 |
| Total recordable work-related injuries | Employees | 10 | 7 |
| | Workers | 7 | 5 |
| 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.**1. DNL is a Responsible Care logo holder company. Some of the measures for safe working environment is listed below:**

- 1) Regular training on HSE-related matters are provided to all employees, workers as well as to new joiners.
- 2) We maintain an organised and orderly facility.
- 3) We communicate hazards to everyone in the facility.
- 4) DCS controlled processes.
- 5) We are using engineering controls.
- 6) Treatment of waste in ETP.
- 7) All statutory requirements are fulfilled.
- 8) We provide PPE for everyone entering our plants.

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

| | FY 2022-23 | | | FY 2021-22 | | |
|--------------------|-----------------------|---|---------|-----------------------|---|---------|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Working Conditions | 0 | 0 | | 0 | 0 | |
| Health & Safety | 0 | 0 | | 0 | 0 | |

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|---------------------------|--|
| Health & Safety Practices | 100 |
| Working Conditions | 100 |

Assessments are carried out by the following:

- 1) Responsible Care Audit
- 2) Third Party Audits
- 3) IMS Audit
- 4) Internal Audit

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.

1. There was an incidence of fire at the Nandesari facility of the Company, on June 2, 2022. As part of corrective actions, following steps have been taken:
 - 1) The Company has carried out thorough Safety Assessment of all the manufacturing facilities through Ernst & Young.
 - 2) Risk assessment of all plants before restarting operations.
 - 3) Strengthening of Fire hydrant system.
 - 4) Strengthening of Fire smoke detector and manual call points with hooter.
 - 5) Strengthening of CO₂ flooding system for all MCC panel.
 - 6) Procurement of fire tender & fire jeep.

Apart from the above, various corrective actions/measures have been taken as recommended in the third party independent assessment.

Leadership Indicators

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

| | Employees | Workers |
|--|------------------|----------------|
| Any life insurance or any compensatory package in the event of death of employees or workers | Yes | Yes |

The Company has in place a Death in Harness Policy for all the employees and workers of the Company.

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

Standard terms of the Contracts with Value Chain partners contain clauses requiring value chain partners to comply with such legal requirements for collection/deduction of statutory dues and depositing the same with appropriate authorities. Further, the payment to such value chain partners are released upon verification of such deposition.

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|-----------|--|--|--|--|--|--|
| | Total No. of affected Employees/ Workers | No. of Employees/ Workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | Remarks | Total No. of affected Employees/ Workers | No. of Employees/ Workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | Remarks |
| Employees | 0 | 0 | No such incidence of employees suffering high consequence work-related injury or ill health. | 0 | 0 | No such incidence of employees suffering high consequence work-related injury or ill health. |
| Workers | 0 | 0 | No such incidence of workers suffering high consequence work-related injury or ill health. | 0 | 0 | No such incidence of workers suffering high consequence work-related injury or ill health. |

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

No.

PRINCIPLE 4**Businesses should respect the interests of and be responsive to all its stakeholders.****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company believes that the stakeholders who are affected the most by the business as well as those who affect the Company, the most are key Stakeholders for the Company. The Key Stakeholders are identified as Customers, Investors, Community, Employees and Suppliers.

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

| S. No. | Stakeholder Group | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--------|-------------------|--|---|--|--|
| 1 | Customers | No | Email Face-to-face Meetings Pamphlets Phone Calls SMS Website Virtual meetings Advertisement | Daily | Routine discussions like price variation, timely supply of products, etc. |
| 2 | Investors | No | Face-to-face Meetings Notice Board/Stock Exchange Announcements Website Phone Calls Earnings concalls Email Newspaper | Quarterly | Financial performance, Operational performance, Growth plans, challenges faced by the Company, Material information, Notices of general meeting, Board meetings. |
| 3 | Community | Yes | Community Meetings Advertisement Face-to-face Meetings Newspaper Notice Board Pamphlets Website | Monthly | Community shares their experiences, views and expectations from the Company. |
| 4 | Employees | No | Email Face-to-face Meetings Notice Board Pamphlets Phone Calls SMS Intranet Other | Daily | Feedback on policies, suggestions, queries on HR policies, trainings on sustainability, health and safety, career development. |

| S. No. | Stakeholder Group | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--------|-------------------|--|--|--|---|
| 5 | Suppliers | No | Advertisement Email Face-to-face Meetings Newspaper Pamphlets Phone Calls SMS Website Virtual meetings | Daily | Quantity and quality of products and services, payment terms, deliverables. |

Leadership Indicators

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

The Company has been working for betterment of community since over 40 years with Deepak Foundation, which was set up in 1982 by Shri C. K. Mehta, Chairman Emeritus & Founder of the Company. Deepak Foundation is in constant touch with the community in and around surrounding area of the Company's operations to address issues, if any relating to social development. Further, the CSR Programs of the Company are designed and aimed keeping in mind the needs of the community, including vulnerable/marginalised groups, after detailed need assessment.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

| | 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 Employees | 1,469 | 1,469 | 100 | 1,370 | 1,370 | 100 |
| Other than permanent Employees | 91 | 91 | 100 | 83 | 83 | 100 |
| Total Employees | 1,560 | 1,560 | 100 | 1,453 | 1,453 | 100 |
| WORKERS | | | | | | |
| Permanent Workers | 225 | 225 | 100 | 231 | 231 | 100 |
| Other than permanent Workers | 2,327 | 2,327 | 100 | 1,840 | 1,840 | 100 |
| Total Workers | 2,552 | 2,552 | 100 | 2,071 | 2,071 | 100 |

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

| Category | FY 2022-23 | | | | | FY 2021-22 | | | | |
|----------------------|-----------------------|---------|---------|------------------------|---------|-----------------------|---------|---------|------------------------|---------|
| | Equal to Minimum Wage | | | More than Minimum Wage | | Equal to Minimum Wage | | | More than Minimum Wage | |
| | Total (A) | No. (B) | % (B/A) | No. (C) | % (C/A) | Total (D) | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | 1,469 | 0 | 0 | 1,469 | 100 | 1,370 | 0 | 0 | 1,370 | 100 |
| Male | 1,425 | 0 | 0 | 1,425 | 100 | 1,330 | 0 | 0 | 1,330 | 100 |
| Female | 44 | 0 | 0 | 44 | 100 | 40 | 0 | 0 | 40 | 100 |
| Other than Permanent | 91 | 0 | 0 | 91 | 100 | 83 | 0 | 0 | 83 | 100 |
| Male | 91 | 0 | 0 | 91 | 100 | 83 | 0 | 0 | 83 | 100 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Workers | | | | | | | | | | |
| Permanent | 225 | 0 | 0 | 225 | 100 | 231 | 0 | 0 | 231 | 100 |
| Male | 225 | 0 | 0 | 225 | 100 | 231 | 0 | 0 | 231 | 100 |
| Female | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent | 2,327 | 0 | 0 | 2,327 | 100 | 1,840 | 0 | 0 | 1,840 | 100 |
| Male | 2,327 | 0 | 0 | 2,327 | 100 | 1,840 | 0 | 0 | 1,840 | 100 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

3. Details of remuneration or salary or wages:

| | Male | | Female | |
|---------------------------------------|--------|--|--------|--|
| | Number | Median remuneration/ salary/wages of respective category | Number | Median remuneration/ salary/wages of respective category |
| Board of Directors (BoD) ¹ | 8 | ₹ 15,00,000 | 1 | ₹ 25,00,000 |
| Key Managerial Personnel ² | 5 | ₹ 3,79,00,000 | - | - |
| Employees other than BoD and KMP | 1,420 | ₹ 6,41,551 | 44 | ₹ 7,58,321 |
| Workers | 225 | ₹ 7,46,655 | - | - |

Notes:

- Consisting of Non-Executive Directors and Independent Directors.
- Key Managerial Personnel include Chairman & Managing Director, Whole-time Directors, Chief Financial Officer and Company Secretary.

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

The Executive Directors of the Company led by the Chairman & Managing Director are primarily responsible for addressing the issues arising out of impact, if any, caused by the business.

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

Mechanism is in place for redressal of grievances of human rights issues.

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

| | FY 2022-23 | | | FY 2021-22 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | 0 | 0 | 0 | 0 |
| Discrimination at Workplace | 0 | 0 | 0 | 0 | 0 | 0 |
| Child Labour | 0 | 0 | 0 | 0 | 0 | 0 |
| Forced Labour/Involuntary Labour | 0 | 0 | 0 | 0 | 0 | 0 |
| Wages | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Human Rights Related Issues | 0 | 0 | 0 | 0 | 0 | 0 |

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

The Company has a Policy on Ethics, Human Rights and Labour, which anonymity of the complainant and also prevents victimisation of the complainant.

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

Yes

9. Assessments for the year on human rights issues

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

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

Awareness and training sessions are conducted regularly to spread awareness and promote human rights.

Leadership Indicators
1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

Nil, as there were no human rights grievances or complaints.

PRINCIPLE 6
Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|--|-------------|-------------------|-------------------|
| Total electricity consumption (A) | MJ | 32,98,88,473 | 32,90,63,416 |
| Total fuel consumption (B) | MJ | 1,09,74,64,366 | 1,36,40,41,655 |
| Energy consumption through other sources (C) | - | 0 | 0 |
| Total energy consumption (A+B+C) | MJ | 1,42,73,52,839 | 1,69,31,05,071 |
| Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) | MJ/₹ | 0.05 | 0.07 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - | - |

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No. However, the Company is under process of obtaining assurance from an independent agency for GHG emissions.

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?

No

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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|--|-------------|-------------------|-------------------|
| Water withdrawal by source (in kilolitres) | kilolitres | 0 | 0 |
| (i) Surface water | kilolitres | 0 | 0 |
| (ii) Groundwater | kilolitres | 0 | 0 |
| (iii) Third party water | kilolitres | 14,01,633 | 14,85,063 |
| (iv) Seawater/desalinated water | kilolitres | 0 | 0 |
| (v) Others | kilolitres | 0 | 0 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | kilolitres | 14,01,633 | 14,85,063 |
| Total volume of water consumption (in kilolitres) | kilolitres | 14,01,633 | 14,85,063 |
| Water intensity per rupee of turnover (Water consumed/turnover) | kilolitre/₹ | 0.000046 | 0.000059 |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | 0 | 0 |

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No.

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

The unit-II of Hyderabad facility of the Company has implemented Zero Liquid Discharge system (ZLD).

Details of ZLD system are as follows:

1. Effluents with high TDS are first given primary treatment and then processed through a multi-effect evaporator system, from which the concentrate effluent is sent to a fluidised bed recovery system to recover sodium sulfate salt and treated water is being reused in the process.
2. Sewage treated in Sewage Treatment Plant followed by RO plant. RO permeate for reuse and RO reject for evaporation.

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

| Parameter | Please specify unit | FY 2022-23 | FY 2021-22 |
|-------------------------------------|---------------------|------------|------------|
| NOx | ppm | 11.691 | 14.879 |
| SOx | ppm | 54.579 | 62.213 |
| Particulate matter (PM) | mg/Nm3 | 38 | 48 |
| Persistent organic pollutants (POP) | - | 0 | 0 |
| Volatile organic compounds (VOC) | - | 0 | 0 |
| Hazardous air pollutants (HAP) | - | 0 | 0 |

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No.

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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|--|---|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 1,38,304 | 1,84,346 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 84,305 | 74,039 |
| Total Scope 1 and Scope 2 | Metric tonnes of CO ₂ equivalent | 2,22,609 | 2,58,385 |
| Total Scope 1 and Scope 2 emission per rupee of turnover | | 0.0000073 | 0.0000103 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | - | - | - |

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No. However, the Company is under process of obtaining assurance from an independent agency for GHG emissions.

7. Does the entity have any project related to reducing Green House Gas emission

The Company is making various efforts towards reduction of Green House Gases (GHG) by investing in newer technologies and equipment, which help improving efficiency and thus reducing input at the same time lower energy consumption. In addition, the Company is also making efforts in increasing use of renewable energy by installation of rooftop solar power plants. The recycling of waste water and waste generated is also aimed at reducing GHG emissions.

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) | 202.27 | 219.86 |
| E-waste (B) | 0.11 | 0.79 |
| Bio-medical waste (C) | 0.02 | 0.01 |
| Construction and demolition waste (D) | 0 | 0 |
| Battery waste (E) | 0.22 | 0.46 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste. Please specify, if any. (G) | 74,710.30 | 79,092.17 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 0 | 0 |
| Total (A+B + C + D + E + F + G + H) | 74,912.92 | 79,313.29 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste - Hazardous waste | 0 | 0 |
| (i) Recycled | 64,190.94 | 65,472.21 |
| (ii) Re-used | 0 | 0 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 64,190.94 | 65,472.21 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste - Hazardous waste | 0 | 0 |
| (i) Incineration | 4.80 | 2,246.84 |
| (ii) Landfilling | 10,717.16 | 11,594.24 |
| (iii) Other disposal operations | 0 | 0 |
| Total | 10,721.96 | 13,841.08 |

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No.

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

The Company ensures responsible waste management practices whereby waste is being segregated, stored, labelling, transportation and sold to recyclers/co-processing to cement industries/disposed to third party treatment facility in line with legal compliance under Hazardous and Other Waste (Management and Transboundary Movement) Rules, 2016. Moreover, 86% of the total waste generated in FY 2022-23 has been sent for reuse/recycle purpose i.e. 45,158 MT of waste sent to recycler for producing the value-added product out of waste and 19,033 MT of co-processing waste sent to third party Cement plant as alternative fuel resources material.

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

| S. No. | 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. |
|---------------|---------------------------------------|---------------------------|--|
| - | - | - | - |

The Company does not have any operations or offices in or around ecologically sensitive areas.

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 |
|-----------------------------------|----------------------|------|---|--|-------------------|
| - | - | - | - | - | - |

Environmental Impact Assessment was not required to be done during the financial year 2022-23 since the Company has valid Environment Clearances for all of its manufacturing facilities.

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).

Yes

Subject to disclosure made at Question 2 of Principle-1 of this report, the Company is compliant with all the above mentioned acts and rules.

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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|---|-----------|-----------------------|-----------------------|
| From renewable sources | | | |
| Total electricity consumption (A) | MJ | 9,141 | 0 |
| Total fuel consumption (B) | MJ | 0 | 0 |
| Energy consumption through other sources (C) | - | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | MJ | 9,141 | 0 |
| From non-renewable sources | | | |
| Total electricity consumption (D) | MJ | 32,98,88,473 | 32,90,63,416 |
| Total fuel consumption (E) | MJ | 1,09,74,64,366 | 1,36,40,41,655 |
| Energy consumption through other sources (F) | - | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) | MJ | 1,42,73,52,839 | 1,69,31,05,071 |

2. Provide the following details related to water discharged:

| Parameter | FY 2022-23 | FY 2021-22 | Level of treatment |
|---|-----------------|-----------------|---|
| Water discharge by destination and level of treatment (in kilolitres) | | | |
| (i) To Surface water | | | |
| - No treatment | 0 | 0 | - |
| - With treatment – please specify level of treatment | 0 | 0 | - |
| (ii) To Groundwater | | | |
| - No treatment | 0 | 0 | - |
| - With treatment – please specify level of treatment | 0 | 0 | - |
| (iii) To Seawater | | | |
| - No treatment | 0 | 0 | - |
| - With treatment – please specify level of treatment | 0 | 0 | - |
| (iv) Sent to third-parties | | | |
| - No treatment | 0 | 0 | - |
| - With treatment – please specify level of treatment | 6,92,413 | 5,67,737 | The effluent is being treated in well-designed effluent treatment facility followed by primary, biological and tertiary treatment |
| (v) Others | | | |
| - No treatment | 0 | 0 | - |
| - With treatment – please specify level of treatment | 0 | 0 | - |
| Total water discharged (in kilolitres) | 6,92,413 | 5,67,737 | |

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No.

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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|--|---|------------|------------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 4,76,792 | - |
| Total Scope 3 emission per rupee of turnover | | 0.000016 | - |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | - | - | - |

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?

No. However, the Company is under process of obtaining assurance from an independent agency for GHG emissions.

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

| Sr. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along with summary) | Outcome of the initiative |
|---------|------------------------------|--|-----------------------------------|
| 1 | Water recycled from effluent | Established low temperature evaporation technology based on mechanical vapour compression system. Around 95% high quality condensed water is recovered from the generated effluent without use of heat generation and rejection units, with lower water recovery cost. Further, recovered water has been reused in operations for washing purpose. | Conservation of natural resources |

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

Yes, onsite and offsite emergency preparedness plan is in place.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant impact.

PRINCIPLE 7

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

Essential Indicators
1. a. Number of affiliations with trade and industry chambers/associations: 5
b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

| S. No. | Name of the trade and industry chambers/associations | Reach of trade and industry chambers/associations (State/National) |
|--------|--|--|
| 1 | The Federation of Indian Chambers of Commerce and Industry | National |
| 2 | Indian Chemical Council | National |
| 3 | Confederation of Indian Industry | National |
| 4 | Federation of Gujarat Industries | State |
| 5 | Gujarat Employees Organisation | State |

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

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| - | - | - |

There were no issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities, hence no corrective actions were required.

PRINCIPLE 8**Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency | Results communicated in public domain | Relevant Web link |
|-----------------------------------|----------------------|----------------------|--|---------------------------------------|-------------------|
| - | - | - | - | - | - |

There was no requirement for Social Impact Assessments (SIA)

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 FY (In ₹) |
|--------|--|-------|----------|---|--------------------------|-----------------------------------|
| - | - | - | - | - | - | - |

There are no projects underway for which Rehabilitation and Resettlement (R&R) are required.

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

The Company's Environmental, Health and Safety Department as well as Corporate Affairs function remain in constant touch with the community and other associated organisation.

The Company has been working for the betterment of community since over 40 years with Deepak Foundation, which was set up in 1982 by Shri C. K. Mehta, Founder of the Company. Deepak Foundation is in constant touch with the community in and around the surrounding area of the Company's operations to address issues, if any relating to social development.

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

| | FY 2022-23 | FY 2021-22 |
|--|------------|------------|
| Directly sourced from MSMEs/small producers | 11% | 13% |
| Sourced directly from within the district and neighbouring districts | 19% | 19% |

Leadership Indicators

1. **Details of beneficiaries of CSR Projects:**

| S. No. | CSR Project | No. of persons benefited from CSR Projects | % of beneficiaries from vulnerable and marginalised groups |
|--------|--|--|--|
| 1 | Help Desk Project | 1,93,588 | 0.42 |
| 2 | De-addiction Centre | 4,609 | 3.43 |
| 3 | Mobile Health Unit | 1,11,333 | 49.28 |
| 4 | Laboratory and Diagnostics Services | 20,196 | 7.53 |
| 5 | Palliative Care Facilities | 597 | 31.66 |
| 6 | Nutrition and Wellness Programme for ICDS | 8,222 | 51.75 |
| 7 | Adolescent Anaemia | 3,300 | 84.45 |
| 8 | Mobile Library | 7,163 | 46.52 |
| 9 | ICDS Programme | 7,881 | 12.97 |
| 10 | Remedial Education in English and Maths | 509 | 45.78 |
| 11 | Home Health Aid | 450 | 95.78 |
| 12 | Entrepreneurial Activities for SHGs | 268 | 100 |
| 13 | Vocational Training - Samaj Suraksha Sankul | 256 | 5.47 |
| 14 | Housekeeping and Cookery Course | 135 | 43.70 |
| 15 | Udyojika | 104 | 100 |
| 16 | Skills Training for Palliative Care | 285 | 27.72 |
| 17 | Integrated Animal Healthcare | 424 | - |
| 18 | Use of Sexed Semen Technology to Benefit Dairy Farmers | 400 | - |
| 19 | Smart Village Development | 5,470 | 50 |
| 20 | Sangaath | 57,925 | 70.26 |
| 21 | Flood Relief | 805 | - |

PRINCIPLE 9
Businesses should engage with and provide value to their consumers in a responsible manner
Essential Indicators
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

| Mechanism | Details |
|--|--|
| Web-based system for Customer Complaints | Customer Complaints are received by the relevant Sales team and thereafter, the same are entered into dedicated web-based system for Consumer Complaints Management and processed as per the Standard Operating Procedure. Site-specific SOPs are established and these SOPs have detailed workflow and resolution process. The Process is stringently followed across the Company. |

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

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

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

| | FY 2022-23 | | | FY 2021-22 | | |
|--------------------------------|--------------------------|-----------------------------------|--|--------------------------|-----------------------------------|---|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0 | 0 | | 0 | 0 | |
| Advertising | 0 | 0 | | 0 | 0 | |
| Cyber-security | 0 | 0 | | 0 | 0 | |
| Delivery of essential services | 0 | 0 | | 0 | 0 | |
| Restrictive Trade Practices | 0 | 0 | | 0 | 0 | |
| Unfair Trade Practices | 0 | 0 | | 0 | 0 | |
| Other | 28 | 0 | Complaints received were related to delivery, packing, handling etc. All the complaints received during the year have been resolved. | 26 | 0 | Complaints received were related to labelling, packing, handling etc. All the complaints received during the year have been resolved. |

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

| | Product | Number | Reasons for recall |
|-------------------|---------|--------|--------------------|
| Voluntary recalls | 0 | 0 | NA |
| Forced recalls | 0 | 0 | NA |

5. a. Does the entity have a framework/policy on cyber security and risks related to data privacy?

Yes. The Company has a robust framework for cyber security and for protection of Data. The IT infrastructure of the Company is secured with robust firewall systems, intrusion detection and prevention systems and access controls. The systems of the Company are protected with strong authentication mechanisms and encryption technologies to safeguard sensitive information and minimise the risk of data breaches.

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

Not Applicable

Leadership Indicators**1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**

| S.No. | Channel | Web-link |
|-------|----------|---|
| 1 | Website | https://www.godeepak.com/catalog/ |
| 2 | Brochure | https://www.godeepak.com/wp-content/uploads/2021/05/Product-Brochure.pdf |

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

1. Being an Intermediate chemicals manufacturer Company, the Products of the Company are as per requirements of the customers and the customers are well aware about the safe usage of the products of the Company. However, the Company regularly updates the customers as well as supply chain partners about the safe and responsible usage of the products through various means.

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

1. Though the Company is not providing any essential services, it maintains a healthy communication with the customers and keep them regularly informed about any planned stoppage of plant operations which may cause any delay in supply of products. Apart from the above, the Company also keeps all the stakeholders informed about disruption in operations, if any, caused due to any reason through regular channel of communication with each of the stakeholders.

4. Provide information relating to data breaches.

- a. Number of instances of data breaches along with impact.
No instances of data breaches were observed.
- b. Percentage of data breaches involving personally identifiable information of customers.
Nil