



An AS 9100D Certified

Regd. Off. Add.: Aerospace SEZ Sector, Plot Nos. 29,30 and 107,
Hitech Defence and Aerospace Park, Kavadasanahalli,
Bengaluru Rural – 562110, Karnataka, India

DCX SYSTEMS LIMITED
CIN: L31908KA2011PLC061686

(Formerly known as DCX Cable Assemblies Pvt Ltd)

Email:cs@dcxindia.com
Tel: 080-67119555
Web:www.dcxindia.com

August 30, 2023

BSE Limited P J Towers Dalal Street, Fort Mumbai – 400001 Scrip Code – 543650	National Stock Exchange of India Ltd Exchange Plaza, C-1, Block G Bandra Kurla Complex, Bandra (E) Mumbai – 400051 Symbol – DCXINDIA
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Dear Sir/Madam,

Sub: Submission of Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23.

The above information will also be available on the website of the Company at www.dcxindia.com.

Kindly take the above information on record and acknowledge.

Thanking you,

Yours Sincerely,

For **DCX Systems Limited**

Nagaraj R Dhavaskar
Company Secretary, Legal & Compliance Officer
M. No: F12503

Enclosed: A/A

ANNEXURE-8

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)



ABOUT THE COMPANY

DCX Systems Limited (Formerly known as DCX Cable Assemblies Pvt Ltd) is a prominent and preferred Indian Partner for Foreign Original Equipment Manufacturers (OEMs) for their offset and non-offset programs operating in Defence and Aerospace Sector. The Company specializes in providing Built to Print Electronic Sub-Systems and Electromechanical Modules, System Integration, Kitting and Cable and Wire Harness Solutions.

One of the key strengths of DCX Systems is its strong track record in the industry, which has earned it a reputation for operational efficiency and timely deliveries. The Company places a high emphasis on maintaining the highest standards of product security and quality control, which has contributed to build enduring partnership with leading OEM Customers.

To ensure top-notch quality and efficiency, DCX focuses on implementing robust quality management systems and effective supply chain management strategies. These system driven approaches help streamline operations and maintain operational efficiency even when dealing with long lead times.

The Company's commitment to maintaining clear revenue visibility allows it to plan effectively for future projects and seize opportunities as they arise. This ensures a strong financial position and the ability to meet the demand of its OEM customers efficiently.

DCX Systems, is a reliable and efficient partner for Foreign OEMs in the Defence and Aerospace Sector, offering a comprehensive range of services and solutions while upholding the highest standards of Quality and Product security.

DCX reports BRSR to demonstrate its commitment to responsible business practices, including environmental sustainability, social impact, and corporate governance. The BRSR provides transparency on DCX's efforts to address sustainability challenges and serves as a benchmark for measuring progress towards its goals, fostering trust and accountability.

In this report, the words – 'DCX', 'DCX Systems', 'We', 'Company', 'Our' are used interchangeably to denote DCX Systems Ltd.

Important Achievements: Our Path to Excellence

2011-

Established as a privately owned corporation

2012-

Successfully fulfilled the initial deemed export order. Received certification from DQS Inc. for compliance with AS-9100:2016 and ISO 9001:2015 standards

2013-

Completed the inaugural deemed export order

2015-

Obtained an industrial license from the Department of Industrial Policy and Promotion, Ministry of Commerce and Industry, Government of India, allowing the manufacturing of various products such as microwave components, electronic components, and the assembly and testing of microwave modules.

2018-

Received authorization to export Munitions List items to M/s IAI Elta System in Israel for the exclusive use of the Indian Air Force and Navy.

Finalized a lease agreement for 6,070 square meters of land in the Aerospace SEZ Sector of the Hitech, Defence & Aerospace Park.

2020-

Inaugurated a state-of-the-art manufacturing facility at the Hi-Tech Defence and Aerospace Park SEZ in Bengaluru, Karnataka.

2022-

DCX through its Wholly Owned Subsidiary Raneal Advanced Systems Private Limited is setting up to manufacture Printed Circuit Board Assemblies (PCBAs) for captive consumption and cater to other customers.

DCX equity shares are listed on both the BSE and NSE Exchanges in November 2022.

Snapshots of Awards and Accolades

**BEST MSME INDIA 5000 AWARD-
May 2018 from MSME India**



**“INDO-NEPAL RATAN AWARD FOR EXCELLENCE” by
President and Members of Economic Growth Society
of India for Outstanding contributions to National
Development.**



**ET Pioneer 2021 achievers award for
exemplary contribution in the Aerospace and
Defence field.**



**“MAHATMA GANDHI SAMMAN” Award by NRI Welfare
Association at House of Commons, London.**



**“INTERNATIONAL ACHIEVERS AWARDS – Dubai 2021 –
Business Leadership Award – Excellence in Defence Electronics Exports.**



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L31908KA2011PLC061686						
2.	Name of the Listed Entity	DCX Systems Limited (Formerly known as DCX Cable Assemblies Pvt Ltd)						
3.	Year of incorporation	2011						
4.	Registered office address	Aerospace SEZ Sector, Plot Nos. 29, 30 and 107, Hitech Defence and Aerospace Park, Kavadasanahalli, Bengaluru Rural, 562110 Karnataka, India						
5.	Corporate address	Aerospace SEZ Sector, Plot Nos. 29, 30 and 107, Hitech Defence and Aerospace Park, Kavadasanahalli, Bengaluru Rural, 562110 Karnataka, India						
6.	E-mail	cs@dcxindia.com						
7.	Telephone	+91 80 – 6711 9555						
8.	Website	www.dcxindia.com						
9.	Financial year for which reporting is being done	2022-23						
10.	Name of the Stock Exchange(s) where shares are listed	<table border="1"> <thead> <tr> <th>Name of the Exchanges</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>BSE Limited</td> <td>543650</td> </tr> <tr> <td>National Stock Exchange of India Limited</td> <td>DCXINDIA</td> </tr> </tbody> </table>	Name of the Exchanges	Stock Code	BSE Limited	543650	National Stock Exchange of India Limited	DCXINDIA
Name of the Exchanges	Stock Code							
BSE Limited	543650							
National Stock Exchange of India Limited	DCXINDIA							
11.	Paid-up Capital	₹ 19,34,47,342/-						
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Nagaraj R Dhavaskar – Company Secretary, Legal and Compliance Officer Tel - +91 80-6711 9555 E-mail - cs@dcxindia.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 disclosures made under this report are made on a standalone basis for DCX Systems Limited.						

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of Defence and Aerospace related Products	99.45%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Systems Integration Assemblies and Kitting	27320	97.12%
2.	Cable and Wire Harness	27900	2.33%
3.	Other Professional and technical Services	74909	0.55%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	0	1
International	0	0	0

17. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	Nil

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

98.90% (including deemed exports)

- c. A brief on types of customers

DCX Systems Limited serves a diverse range of customers in both domestic and international markets, with a primary focus on the Defence and Aerospace sectors. The Company's client base includes organizations primarily located in Israel, India, Korea and the United States of America. The Company plays a crucial role in manufacturing the customer specific requirements by providing value added services through system integration, build to print, cable and wire harness. By catering to both national and international clients, the Company has established itself as a trusted partner in the Defence and Aerospace industry, leveraging its expertise, skilled man power, quality product and timely deliveries to support the critical needs of Defence and Aerospace Industry.

IV. Employees

18. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	58	51	87.93%	7	12.07%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	58	51	87.93%	7	12.07%
WORKERS						
4.	Permanent (F)	37	36	97.30%	1	2.70%
5.	Other than Permanent (G)	30	28	93.33%	2	6.67%
6.	Total workers (F + G)	67	64	95.52%	3	4.48%

- b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	9	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	7%	3%	10%	7%	2%	9%	6%	0%	6%
Permanent Workers	2%	1%	3%	0%	0%	0%	2%	0%	2%

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/ 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.	Raneal Advanced Systems Private Limited	Subsidiary	100	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(i) Turnover (in ₹) – 12,536.29 Mn

(ii) Net worth (in ₹) – 5,670.58 Mn

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)	FY 2022-23		FY 2021-22	
		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	Yes, https://dcxindia.com/contact-us/				
Investors (other than shareholder)	Yes, https://dcxindia.com/contact-us/				
Shareholders	Yes, https://dcxindia.com/contact-us/				
Employees and workers	Yes, as per HR Policy	No Complaints or grievances received from any of the mentioned stakeholders			
Customers	Yes, https://dcxindia.com/contact-us/				
Value Chain Partners	Yes, https://dcxindia.com/contact-us/				
Other (please specify)	Yes, https://dcxindia.com/contact-us/				

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	R	Energy plays a vital role since the Company is in the aerospace and defense manufacturing industry, with purchased electricity being the primary expense, followed by purchased fuels. The specific energy sources, consumption levels, and management strategies employed depend on the products being manufactured. The energy mix, which includes on-site generation, grid electricity, and alternative energy, can impact the cost and dependability of the energy supply. As a result, it has the potential to influence the entity's cost structure and regulatory risk.	To mitigate the potential challenges associated with energy in aerospace and defense manufacturing, the Company can adopt several strategies. Firstly, they can invest in energy-efficient technologies and processes to reduce overall energy consumption. This can be coupled with the integration of renewable energy sources to decrease reliance on traditional energy providers and enhance sustainability. Additionally, implementing robust energy management systems and conducting regular energy audits can help identify areas for improvement and optimize energy usage. By diversifying the energy mix and adopting proactive measures, The Company can mitigate cost volatility, enhance energy reliability, and reduce regulatory risks in their operations.	Negative * There was no negative financial impact in the reporting period of FY 22-23.
2.	Product Quality & Safety	O	Product safety is critical for aerospace and defense entities due to their significant role in aviation and military operations.	The products are built as per the design and specifications provided by the customers. The products are manufactured/tested as per standard operating procedures with Automatic Testing Equipment's (ATEs) provided by the OEMs (Original Equipment Manufacturers) meeting the requirement of Quality and safety standards for manufacturing.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Data Security	R	Given the Aerospace & Defense industry's involvement in developing sensitive military and advanced aviation products, entities within this sector face a heightened risk of cyber-attacks. Compromised information systems due to data security breaches can lead to significant costs for both the entity and its clients.	The Company's endeavor and continuous efforts to safeguard all data security related aspects. Data security is of utmost priority for the organization being in defence and aerospace manufacturing. To ensure data security, the Company has allocated resources and well-defined Standard Operating Procedures regarding information security, cyber-attacks and data theft. Regular security audits and vulnerability assessments can help identify and address potential weaknesses and any associated risks. Implementing employee training programs on cybersecurity with best practices is crucial. Collaboration with cybersecurity experts and participation in information sharing networks can enhance threat intelligence. By taking these preventive steps, the Company can minimize the financial and reputational impacts of data breaches, ensuring the integrity of their systems, protecting client information, and maintaining the trust of their customers.	Negative * There was no negative financial impact in the reporting period of FY 22-23.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Materials Sourcing & Efficiency	R	Aerospace and defense entities face supply chain risks associated with the use of critical materials in their products. These materials have limited or no substitutes and are often obtained from deposits concentrated in a few countries, making them susceptible to geopolitical uncertainties. Additionally, growing global demand for these materials from various sectors creates competition, leading to price increases and supply risks. To mitigate potential financial impacts arising from supply disruptions and volatile input prices, entities in this industry can reduce their reliance on critical materials by exploring alternative options and actively securing their supply chains.	To mitigate the supply chain risks associated with critical materials, the Company can adopt strategic measures. The Company engages with pre-approved and vetted suppliers as per the OEM's requirements. This coupled with established supply chain management, ensures that the Company is not exposed to challenges of delay/ damage of materials needed for manufacturing with well planned supply chain schedules for timely deliveries. Establishing strong supplier relationships and implementing robust supply chain management practices, such as monitoring and early warning systems, can enhance resilience.	Negative. * There was no negative financial impact in the reporting period of FY 22-23.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Policies available in the Company's Website:								
	Name of the Policy		Web-link					Principles Mapped	
	CSR Policy		https://dcxindia.com/wp-content/uploads/2022/04/1_CSR_Policy.pdf					P4, P8	
	Risk Management Policy		https://dcxindia.com/wp-content/uploads/2022/04/2_Risk_Management_Policy.pdf					P1, P2	
	Vigil Policy	Mechanism	https://dcxindia.com/wp-content/uploads/2022/04/3_Vigil_Mechanism_Policy.pdf					P1	
	Whistle blowers operating guidelines		https://dcxindia.com/wp-content/uploads/2022/04/4_Whistle_Blower_Operating_Guidelines.pdf					P1	
	Remuneration Policy		https://dcxindia.com/wp-content/uploads/2022/04/5_Remuneration_Policy.pdf					P3, P4	
	Code of Conduct		https://dcxindia.com/wp-content/uploads/2022/12/6_Code_of_Conduct_v2.pdf					P1	
	Policy on Succession planning		https://dcxindia.com/wp-content/uploads/2022/04/8_Policy_on_Succession_Planning.pdf					P1, P3, P8	
	Familiarization programme for Independent Directors		https://dcxindia.com/wp-content/uploads/2022/04/9_Familiarisation_Programme_for_Independent_Directors.pdf					P1	
	Policy on Board Diversity		https://dcxindia.com/wp-content/uploads/2022/04/10_Policy_on_Board_Diversity.pdf					P1	
	Code of Practices and procedures for Fair disclosures of unpublished and Price Sensitive Information		https://dcxindia.com/wp-content/uploads/2023/03/22.-CODE-OF-PRACTICES-AND-PROCEDURES-FOR-FAIR-DISCLOSURE-OF-UNPUBLISHED-PRICE-SENSITIVE-INFORMATION.pdf					P1	
	Policy on preservation of documents and Archival Policy		https://dcxindia.com/wp-content/uploads/2022/04/11_Policy_on_Preservation_of_Documents_Archival_Policy.pdf					P1	
	Policy on determination of Materiality of events		https://dcxindia.com/wp-content/uploads/2022/04/12_Policy_for_Determination_of_Materiality_of_Event_or_Information.pdf					P1, P4	

Materiality Policy	https://dcxindia.com/wp-content/uploads/2022/04/13_Materiality_Policy.pdf	P1
Material Subsidiaries	https://dcxindia.com/wp-content/uploads/2022/04/14_Material_Subsidiaries.pdf	P1
Dividend Distribution Policy	https://dcxindia.com/wp-content/uploads/2022/04/15_Dividend_Distribution_Policy.pdf	P3, P4
Policy on Determination of Legitimate Purpose	https://dcxindia.com/wp-content/uploads/2022/04/16_Operating_Guidelines_for_determination_of_legitimate_purpose_under_the_SEBI_Insider_Trading_Regulations.pdf	P1
Policy on Related Party Transactions	https://dcxindia.com/wp-content/uploads/2022/04/17_Policy_on_Related_Party_Transactions.pdf	P1, P4, P7
Anti-Bribery Anti-Corruption Policy	https://dcxindia.com/wp-content/uploads/2022/04/18_Anti_Bribery_Anti_Corruption_Policy.pdf	P1, P7
POSH Policy	https://dcxindia.com/wp-content/uploads/2022/04/19_POSH_Policy.pdf	P5
The Company has other policies and Procedures in their Intranet, Like: Occupational, Health and Safety Policy; Environmental, Health and Safety Procedure; Store Management Procedure; Resource Planning and Control; etc.		

2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Certifications:</p> <ul style="list-style-type: none"> Protection of Electrical and Electronic Parts, Assemblies and Equipment (Excluding Electrically Initiated Explosive Devices): ANSI ESD S20.20-2014 Quality Management Systems- Requirement of Aviation, Space and Defense Organization: AS9100:2016 Quality Management Systems: ISO 9001: 2015 Certified IPC trainer: IPC/WHMA-A-620 				
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	In order to ensure continuous upgrade and timely renewal of certifications, the company sets specific commitments, goals, and targets with defined timelines. These targets serve as a roadmap to track and achieve certification renewal within predetermined timeframes, ensuring ongoing professional development and compliance.				
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	DCX has identified long-term sustainability goals/targets and tracks them annually. They have developed an action plan that includes resource allocation, stakeholder engagement, performance measurement, and continuous improvement. Through integration into their business strategy and external collaborations, the Company aims to achieve sustainable outcomes and ensure long-term business resilience.				

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)

I strongly believe that taking into account environmental, social, and governance (ESG) factors is vital not only for ensuring the long-term prosperity of our business but also for the overall health of our planet and society.

We are committed to acknowledging the impact of our operations on the environment, employees, local communities, and stakeholders. Therefore, we dedicate ourselves to integrating ESG considerations into every aspect of our business strategy and decision-making. DCX Systems prioritizes global environmental sustainability by actively reducing ecological impact and promoting renewable energy and energy-efficient technologies to lower greenhouse gas emissions.

Additionally, the company acknowledges the pressing need to tackle climate change. They are committed to actively supporting initiatives aimed at reducing greenhouse gas emissions, adapting to climate risks, and collaborating with partners to develop sustainable solutions that contribute to a low-carbon future.

Our success is closely linked to the well-being and growth of our employees, the communities we serve, and society at large. We prioritize health and safety by ensuring a secure working environment and implementing comprehensive protocols. Our employees are our most valuable asset, and we foster diversity, equality, and inclusion while encouraging their professional development and meaningful contributions to the company and society.

We have a strong commitment to upholding the highest ethical standards in all our operations, promoting transparency, integrity, and accountability. Adherence to applicable laws, regulations, and international best practices is strictly followed. Engaging with stakeholders to understand their expectations and concerns is a priority, maintaining open communication for mutual trust and collaboration.

We have robust systems for identifying, assessing, and managing risks related to ESG factors, ensuring compliance with regulations and industry standards. By embracing ESG principles, DCX Systems aims to create long-term value for shareholders, employees, customers, and society. Responsible decisions, innovation, and technical expertise are utilized to drive positive change and contribute to a sustainable future for generations to come.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Dr. H S Raghavendra Rao
Chairman and Managing Director

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, Risk Management Committee Overviews Sustainability related issues and is responsible for giving recommendations to the Board for decision making.
The members of Committee are as follows:
1. Dr. H.S. Raghavendra Rao - Chairman
2. Mr. Sankarakrishnan Ramalingam – Member
3. Mr. Kalyanasundaram Chandrasekaran – Member

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								
	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	The Company regularly monitors and evaluates its performance against sustainability policies. If any deviations or non-compliance are identified, prompt follow-up actions are taken. This includes conducting investigations, implementing corrective measures, and reviewing policies to ensure adherence and continuous improvement towards sustainability goals.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with all statutory requirements and no non-compliance of the same has been reported.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	Operational issues are being addressed on an 'ongoing basis' as and when identified.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1 to P9								
	Dhir & Dhir Associates, a Law Firm, assessed the implementation and efficacy of policies. Their evaluation focused on examining how effectively the policies were functioning. Furthermore, the department heads and business heads periodically review and revise the policies, which are then approved by the management or board. It is important to note that internal auditors and regulatory bodies may scrutinize the processes and ensure compliance with relevant regulations and requirements.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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)						NA			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Plant Visit and Interactive session to understand the business model of the Company	100%
Key Managerial Personnel	1	Awareness on ESD, AS-9100	100%
Employees other than BoD and KMPs	25	1. On Job Process Training 2. 5S Training 3. QMS Process, Etc.	100% (Production, Quality and Stores)
Workers	37	1. On Job Process Training 2. 5S Training 3. QMS Process, Etc.	100% (Production, Quality and Stores)

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):

Monetary							
NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)			
Penalty/Fine		NIL					
Settlement		NIL					
Compounding Fee	Principle 1 The Regional Director, South East Region, The Ministry of Corporate Affairs, Hyderabad	Compounding Amount charged on the Company for ₹0.2 Mn, on Mr. Neal Jeremy Castleman, Director, for ₹ 0.1Mn and on Dr. H S Raghavendra Rao, Managing Director for ₹0.05 Mn	A compounding order from the Regional Director on 11.04.2022 was passed in respect of violation of Section 96 of the Companies Act, 2013 for the FY 2021-22. The Order was passed before the Company got listed on stock exchanges	No			
Non-Monetary							
Imprisonment		NIL					
Punishment		NIL					

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

The Company did not file for an appeal to the compounding order mentioned in Question no. 2.

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.

The Company upholds the principles of anti-bribery as an integral part of its code of conduct. The Company places great importance on maintaining the highest standards of corporate governance and ethical business behavior. Recognizing the significance of preventing bribery, the Company considers it a crucial element of its corporate governance framework. This approach helps the Company to ensure adherence to legal requirements, safeguard its reputation, mitigate risks, and foster a culture of ethical business practices. It is worth noting that while the Company prioritizes anti-bribery measures within its code of conduct, it does not currently have a separate policy specifically dedicated to this aspect.

URL of the Policy: https://dcxindia.com/wpcontent/uploads/2022/04/18_Anti_Bribery_Anti_Corruption_Policy.pdf

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

	FY 2022-23	FY 2021-22
Directors	Nil. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/KMPs/Employees/Workers in the reporting year.	
KMPs		
Employees		
Workers		

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

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

Nil. No complaints were received in relation to issues of conflict of interest against any of our Directors or KMPs in the reporting year and in the year before that.

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 because there were no such complaints raised in the reporting year.

Leadership Indicators

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

Total number of awareness programmes held	Topic/ principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
		NIL

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

The Company has implemented a comprehensive Code of Conduct policy that addresses the issue of Conflict of Interest concerning Directors and Senior Management which sets guidelines and expectations for these key positions within the Company. Additionally, the Company has a dedicated handbook specifically designed for its employees which covers the topic of Conflict of Interest, outlining the expectations and protocols for all employees to prevent any situations that may compromise their loyalty or impartiality towards the company.



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.

	Current Financial Year	Previous Financial Year	Details of improvements in the environmental and social impacts
R&D	No R&D investments has been done by the Company in both the FYs		
Capex	Assessment of Capital Expenditure spend is in line with its possible impact on the betterment of social & environmental components associated with business activities. The costs are inseparable and hence separate identification of such cost is not feasible.		

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

Currently, the Company does not have a formalized system in place to govern sustainable sourcing practices. Nevertheless, the Company recognizes the significance of sustainable sourcing and intends to adopt a procedure to address this aspect in the future. By acknowledging the importance of sustainable sourcing, the Company demonstrates its commitment to environmental and social responsibility. The Company aims to establish a framework that will guide its sourcing practices towards sustainable and ethical standards, ensuring that its supply chain aligns with its values and objectives.

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

As of now, no specific percentage of inputs can be attributed to sustainable sourcing in the Company, as the Company has not yet implemented a formal procedure for sustainable sourcing. Therefore, all input materials are sourced without consideration of sustainable practices. However, the Company has plans to implement a sustainable sourcing procedure in the future, which will enable them to track and quantify the percentage of sustainably sourced inputs. Once the procedure is in place, the Company will be able to provide accurate information regarding the percentage of inputs sourced sustainably.

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.

Waste	Disposal method
Plastic (including packaging)	All Plastic waste including packaging materials is disposed through an agency authorized by Pollution Control Board.
Hazardous waste	Hazardous waste is categorized and is sent for proper disposal in accordance with local and national regulations.
E-waste	E-waste is handed over to an agency authorized by Pollution Control Board.

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.

Considering the Company's Business operations of Cable Assembly and System Integration, EPR is not applicable to the Company as per CPCB (Central Pollution Control Board)'s regulations.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the Web-link
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The Company's operation does not lead to a comprehensive evaluation of environmental impacts throughout its life cycle, therefore LCA is not being conducted for the Company.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
NIL.	The Company manufactures products as per designs and specifications provided by the OEMs.	

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 22-23	FY 21-22
	NIL	

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)			0.466			0.064
E-waste			0.536			0
Hazardous Waste	Not Applicable		0	Not Applicable		0
Other waste			3.736			6.091

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
	Not Applicable

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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	51	51	100	51	100	0	0	0	0	0	0
Female	7	7	100	7	100	7	100	0	0	0	0
Total	58	58	100	58	100	7	12.069	0	0	0	0
Other than Permanent Employees											
Male											
Female											
Total											

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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	36	36	100	36	100	0	0	0	0	0	0
Female	1	1	100	1	100	1	100	0	0	0	0
Total	37	37	100	37	100	1	2.70	0	0	0	0
Other than Permanent workers											
Male	28	28	100	28	100	0	0	0	0	0	0
Female	2	2	100	2	100	0	0	0	0	0	0
Total	30	30	100	30	100	0	0	0	0	0	0

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (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	NIL					

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, The Company adheres to the requirements mentioned under 'The Rights of Persons with Disabilities Act, 2016' in furtherance of making the facilities easily accessible to differently abled employees and workers by providing Ramp Facilities, Work Area and Rest Rooms.

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.

While the Company is taking necessary steps to ensure equal opportunity for all employees, it does not currently have a specific policy in place. However, the Company recognizes the importance of promoting equal opportunities and fostering an inclusive work environment. Efforts are underway to develop and implement an equal opportunity policy that aligns with the provisions of the Rights of Persons with Disabilities Act, 2016.

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			
Female	1	100%	NIL	
Total	1	100%		

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	The Company has implemented a system where all employees have access to grievance registers to address any concerns or complaints they may have. The company's management takes these grievances seriously and strives to resolve them in a fair and amicable manner. It is noteworthy that, up to this point, the company has not received any grievances from its employees and workers.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker 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						
Male						
Female						
Total Permanent Worker						
Male						
Female						

NIL

8. Details of training given to employees and workers:

	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	51	51	100	0	0	51	51	100	0	0
Female	7	7	100	0	0	7	7	100	0	0
Total	58	58	100	0	0	58	58	100	0	0
Workers										
Male	36	36	100	36	100	36	36	100	36	100
Female	1	1	100	1	100	2	2	100	2	100
Total	37	37	100	37	100	38	38	100	38	100

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	51	51	100	51	51	100
Female	7	7	100	7	7	100
Total	58	58	100	58	58	100
Workers						
Male	36	36	100	36	36	100
Female	1	1	100	2	2	100
Total	37	37	100	38	38	100

10. Health and safety management system:

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

Yes, an occupational health and safety management system has been implemented by the Company. This system provides comprehensive coverage for various aspects of health and safety in the workplace. It includes processes for identifying

and assessing risks, developing and implementing policies and procedures, conducting regular training and education programs, establishing incident reporting and investigation protocols, and ensuring continuous improvement. The system aims to create a safe and healthy work environment, protect the well-being of employees, and comply with occupational health and safety regulations. By implementing this system, the entity demonstrates its commitment to prioritizing the health and safety of its workforce and maintaining a responsible and compliant approach to occupational health and safety management.

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

The Company identifies work-related hazards in following ways:

- The Company designates a dedicated Hazardous Material Storage Area that is clearly marked and includes Material Safety Data Sheets (MSDS) for all hazardous materials. The Data sheet is maintained, containing essential information such as the Date of Manufacturing (DOM) and Date of Expiry (DOE) for each hazardous material.
- The employees responsible for handling these hazardous materials undergo regular reviews and assessments to ensure their safety knowledge and practices are up to date.
- The Company prioritizes employee safety by providing them with Personal Protective Equipment (PPE) such as aprons, safety eyeglasses, hand gloves, and safety shoes. Additionally, the Company supplies employees with Electrostatic Device (ESD) slippers to mitigate the risk of static discharge.

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

Yes, the Company has processes in place for workers to report work-related hazards and to remove themselves from such risks. These processes encourage workers to report hazards or unsafe conditions they encounter in the workplace, ensuring their ability to prioritize their safety and well-being by taking appropriate measures to mitigate or remove the risks.

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

Yes, the Company has implemented comprehensive Standard Operating Procedures (SOP's) that serve as guidelines for both employees and workers. These procedures outline the specific steps to be followed in the event of any adverse safety incidents, ensuring a systematic and effective response.

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

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

12. Describe the measures taken by the entity to ensure a safe and healthy work place:

The Company conducts regular First-Aid and Fire Safety training sessions for its employees, prioritizing their well-being and preparedness. The Company diligently maintains fire safety equipment, ensuring timely refilling of fire extinguishers and prominently displaying emergency escape route maps and conducts mock drills. Additionally, SOPs (Standard Operating Procedures) are prominently showcased in the working areas, serving as a visual reference for employees to follow established protocols.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions			NIL			
Health & Safety						

14. Assessments for the year:

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

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.

Not applicable as no safety-related incidents and no significant risks/ concerns arising from assessments of health & safety practices and working conditions were reported.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Currently, the Company does not offer any specific life insurance or compensatory package. However, the company acknowledges the importance of providing support during such unfortunate circumstances and is open to considering the formulation of such packages in the future. The Company recognizes the value of employee welfare and understands that providing financial security to employees and workers' families in case of unexpected events is a crucial aspect of a comprehensive benefits program.

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

The Company ensures the timely payment of contractor bills by following a thorough verification process. Before clearing the bills, they ensure that all necessary statutory dues have been remitted to the relevant authorities. This verification is done by carefully examining the deposit or remittance Challans submitted along with the bills.

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees			NIL	
Workers				

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

No, the Company is yet to provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable. As no concerns were raised and assessment was not conducted.

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 maintains regular communication and engagement with its key stakeholders, which include Investors, Customers, Suppliers, and Employees. The Company's management actively interacts with these stakeholders to foster strong relationships and gather valuable insights. They have established dedicated committees for Risk Management and Corporate Social Responsibility (CSR) which are responsible for monitoring and updating the progress of actions related to economic, environmental, and social topics.

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
Customers	No	Plant Visits, Meetings, personal visits, E-Mail	Regular	Feedback of Products, Updates/ requirement for improvement if any, Customer trust and satisfaction, Timely and efficient redressal of complaints
Suppliers	No	Suppliers Meetings, E-Mail	Frequent	Fair and accountable supply chain practices
Employees	No	E Mail, Notice Board, workshops, One-on-One interactions	Regular	Compensation structure, providing a safety culture and inculcating healthy and safe work practices and work conditions among employees, Ongoing desire for more flexible working hours, Improving Diversity and Inclusion, Incidents and grievance redressal, Information on Company activities
Investors (Other than Shareholders)	No	Investor Meet, E Mail, Website	Periodic, Quarterly	Financial Performance of the Company
Shareholders	No	General Meetings, E-Mail, Website, Newspaper Publications, Annual Report	Annually/ As and when required	Financial and non- financial (ESG) Performance of the Company, Shareholder Return, Effective Corporate Governance
Government and Regulatory Bodies	No	E-Mail, Letters, Meeting	Need Based	To ensure compliance of applicable statutory laws and regulations, Positive environmental and social impact of business

Leadership Indicators

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

The Company maintains regular communication and engagement with key stakeholders, including investors, customers, suppliers, and employees. The company's management recognizes the importance of fostering relationships with these stakeholders and values their input. To ensure effective governance and address pertinent issues, they have established dedicated committees for Risk Management and Corporate Social Responsibility (CSR). These committees provide updates on the progress of actions related to economic, environmental, and social topics to the Board of Directors.

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

Yes, the Company places great importance on maintaining regular and proactive engagement with its key stakeholders. This active involvement enables them to effectively develop and implement strategies related to Environmental, Social, and Governance (ESG) initiatives while ensuring transparency in reporting the outcomes. In compliance with current regulations and based on interactions with stakeholders, they conduct periodic evaluations to review and update its policies as necessary.

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

The Company actively engages with its stakeholders through various communication channels and implements a range of initiatives to foster interaction. The company ensures engagement through initiatives such as feedback processes, Code of Conduct briefings, and investor meetings.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials 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	39	39	100	51	51	100
Other than permanent			Not Applicable			
Total Employees	39	39	100	51	51	100
Workers						
Permanent	37	37	100	38	38	100
Other than permanent	30	30	100	36	36	100
Total Workers	67	67	100	74	74	100

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	58	0	0	58	100	58	0	0	58	100
Male	51	0	0	51	100	51	0	0	51	100
Female	7	0	0	7	100	7	0	0	7	100
Other than Permanent										
Male	NIL									
Female										
Workers										
Permanent	37	0	0	37	100	38	0	0	38	100
Male	36	0	0	36	100	36	0	0	36	100
Female	1	0	0	1	100	2	0	0	2	100
Other than Permanent										
Male	28	0	0	28	100	34	0	0	34	100
Female	2	0	0	2	100	2	0	0	2	100

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	5		1	
Key Managerial Personnel	9		0	
Employees other than BoD and KMP	43	₹ 0.36 Mn	7	₹ 0.36 Mn
Workers	36		1	

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 Company has designated the HR (Human Resource) Head as the person responsible for overseeing the human resources aspect within the organization. This includes managing various HR functions such as recruitment, employee relations, training, and development. The HR Head plays a crucial role in ensuring that the Company's workforce is effectively managed and that employees' needs and concerns are addressed.

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

The Company considers the respect for human rights to be a foundational and integral aspect of its values. Upholding human rights is of utmost importance to the Company, and it actively endeavours to support, protect, and advance these rights. This commitment extends to both its business practices and employment policies, with a focus on promoting fairness and ethics. The Company is dedicated to creating a safe and harmonious environment in both the business operations and the workplace. It recognizes the significance of fostering an atmosphere where every individual feels secure, valued, and respected.

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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment						
Discrimination at workplace						
Child Labour	Nil. No complaints were raised with regards to the abovementioned human rights issues in the reporting year and the previous year.					
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

The Company is fully committed to upholding equal opportunities for all individuals and strongly opposes any form of discrimination or harassment based on various protected characteristics, such as race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identity and expression (including transgender identity), political opinion, medical condition, language, and other factors as defined by relevant laws.

To ensure inclusivity and diversity, the Company has implemented a Policy against Sexual Harassment at Workplace, Code of Business Conduct and Ethics and Vigil Mechanism Policy. The primary objective of these policies is to ensure that the Company remains an inclusive employer that respects and embraces diversity across various groups, including gender identity, disability, caste, creed, colour, religion, marital status, age, sexual orientation, expression, medical condition, language, and other relevant aspects. The policy aims to foster an open and inclusive culture for all stakeholders and emphasizes a zero-tolerance approach towards discrimination.

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

Yes, human rights requirements can form a part of the Company's business agreements and contracts where relevant. The Company recognizes the importance of incorporating human rights considerations into its contractual relationships and business agreements. By including human rights requirements in these agreements, the Company seeks to ensure that its business partners, suppliers, and other stakeholders adhere to ethical practices and respect human rights throughout their operations.

9. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The Company has conducted a Self- assessment for the reporting year.
Forced/involuntary labour	
Sexual Harassment	
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.

There were no significant risks/ concerns found arising from the assessments at Question 9 above hence, this point is not applicable.

Leadership Indicators

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

As there have been no grievances or complaints raised regarding human rights issues within the Company, the specific point pertaining to human rights is not applicable. This suggests that there have been no known instances or concerns related to human rights violations or infringements within the organization.

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

The Company currently does not undertake any Human rights due diligence, However, it is open to assessing the relevance of it and implementing it in the upcoming years.

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

Yes, The Company adheres to the requirements mentioned under The Rights of Persons with Disabilities Act, 2016 in furtherance of making the facilities easily accessible to differently abled employees and workers by providing Ramp Facilities, Work Area and Rest Rooms.

4. Details on assessment of value chain partners:

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

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

Not Applicable, as assessment has not been done.

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 (values presented in Gigajoules):

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	569.74	514.94
Total fuel consumption (B)	147.36	255.19
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	717.10	770.13
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000000057	0.00000007
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? (Y/N) If yes, name of the external agency-

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

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

Not Applicable, as the Company is not identified as a Designated Consumer under the PAT Scheme. (According to the official gazette of Ministry of Power - National Mission for Enhanced Energy Efficiency - NMEEE)

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 kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	2,410	2,730
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0	0
Total volume of water consumption (in kilolitres)	2,410	2,730
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000002	0.00000025
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

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

Currently, the Company has not implemented Zero Liquid Discharge (ZLD) practices. Recognizing the importance of sustainable water management, the Company acknowledges that adopting ZLD can significantly reduce its environmental impact by minimizing water pollution and conserving water resources. By implementing ZLD, the Company can effectively treat and reuse wastewater generated during its operations, ensuring that no wastewater is discharged into the environment.

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			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Nil, The Company does not emit any of the gases/matters mentioned in the first column.

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-

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	137	203.35
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	128.19	115.86
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	0.00000002	0.00000003
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	Nil

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

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

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

No, the Company has not started any project related to GHG Emission. However, the Company anticipate and endeavour to reduce carbon emissions by adopting innovative approaches.

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)	0.46	0.06
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4.27	6.09
Total (A+B + C + D + E + F + G + H)	4.73	6.15
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used		NIL
(iii) Other recovery operations		NIL
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		NIL
(iii) Other disposal operations		NIL
Total		

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-

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

Plastics Waste (including packaging) - Plastic Items including packaging materials is disposed through an approved agency authorized by Pollution Control Board.

E- Waste - An agency authorised by the Pollution Control Board is selected for ensuring safe disposal of e-waste with minimal environmental impact.

Hazardous Waste - Hazardous waste is categorised as per the Rules and is sent for proper disposal in accordance with local and national regulations.

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 follows a waste management strategy centred on the principles of Reduce, Reuse, and Recycle. Our aim is to achieve zero waste to landfills by actively minimizing waste generation and investing in recycling technologies. We are committed to streamlining our systems and processes to optimize waste management practices and minimize our environmental footprint.

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	Types 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.
Not Applicable. As the entity is not situated on or near any ecologically sensitive 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
Not Applicable. As per MoEF (Ministry of Environment, Forest & Climate Change); our industry/operations do not have to provide any environmental clearance/EIA					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
The Company is complying with all applicable environmental laws, regulations, and guidelines in India. There is no non-compliance on part of the Company. No penalties /fines /action taken by the Regulatory Authorities /Agencies.				

Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	569.74	514.94
Total fuel consumption (E)	147.36	255.19
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	717.10	770.13

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-

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

2. Provide the following details related to water discharged:

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

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-

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format: The Company does not withdraw, consume or discharge water in areas of water stress

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		Not Applicable
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Water discharge by destination and level of treatment (in kilolitres)

(i) Into Surface water
- No treatment
- With treatment – please specify level of treatment
(ii) Into Groundwater
- No treatment
- With treatment – please specify level of treatment
(iii) Into Seawater
- No treatment
- With treatment – please specify level of treatment
(iv) Sent to third-parties
- No treatment
- With treatment – please specify level of treatment
(v) Others
- No treatment
- With treatment – please specify level of treatment

Not Applicable

Total water discharged (in kilolitres)

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-

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

The above mentioned table is not applicable to the Company, as none of the Company's offices are not situated near any water stress areas.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Considering the level of quantification required for scope 3 calculation, currently the Company is not evaluating the emission and intensity. However, shall start assessing the same from the coming year.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Considering the Company's Business Operations, evaluation is not being conducted from any external agency.

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

Not Applicable. The Company has no operations/offices in/around ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Not Applicable			

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

The Company implements comprehensive strategies to safeguard its operations and ensure resilience in the face of potential disruptions. This includes conducting risk assessments, developing contingency plans, establishing redundant systems, training employees and conducting regular drills to test the plan's effectiveness. The Company prioritizes maintaining essential functions, minimizing downtime and swiftly responding to crises to ensure the continuity of critical operations and services for its customers and stakeholders. Additionally, the Company actively engages with key stakeholders, suppliers, and partners to foster a collaborative approach to disaster management. Regular reviews and updates to the plan, based on lessons learned from past incidents, demonstrate the Company's commitment to continuously improving its business continuity and disaster management capabilities.

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

Not Applicable

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not Applicable

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

Essential Indicators

1.

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

The Company affiliated with 1 trade and Industry chambers/ associations. Details are listed down below (1.b).

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	Society of Indian Aerospace Technologies and Industries (SIATI)	National

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 active taken
Not Applicable		

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
NIL					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web Link
Not Applicable , as the Company does come under the requirements of Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (Social Impact Assessment and Consent) Rules, 2014					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

The Company has implemented multiple methods to address and resolve complaints from different individuals or groups involved. The Human Resources department is responsible for maintaining a Register of Grievances, which serves as a platform for receiving and resolving grievances from the community. Additionally, the Company has established a Whistle-blower Policy that enables all stakeholders to report their concerns or complaints. The detailed guidelines and procedures for utilizing this policy can be accessed on the company's website at <https://dcxindia.com/investors/policies/>.

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	9.27%	13.86%
Sourced directly from within the district and neighbouring districts	NIL	

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No	State	Aspirational District	Amount spent (In INR)
The Company has no ongoing projects on any of the aspirational district mentioned on my.msme.gov.in			

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

No, there is no preferential procurement policy in place that prioritizes purchasing from suppliers belonging to marginalized or vulnerable groups. Instead, the Company follows a sourcing policy that is primarily based on attributes, quality, costs, and capability as recommended by the OEMs. The procurement is strictly adhered as per the pre-approved vendor list provided by the OEMs, as the product manufactured is supplied to the Defence and Aerospace sector.

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

Not applicable, in line with the answer mentioned in 3(a)

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

Not applicable, in line with the answer mentioned in 3(a)

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
The Company, being a built to print and system integrator does not possess any Intellectual Property Rights (IPR) for the manufactured products. The Company's focus is on manufacturing Electro Mechanical modules as per the Original Equipment Manufacturers (OEMs) requirement with value added services.				

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

Name of authority	Brief of the case	Corrective Action taken
		Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	People For animals	The Company ensures welfare of animals and Community as well. The Company puts up various efforts through its CSR Initiatives/Projects for the ecosystem.	The Company's CSR activities reflect its philosophy of helping to build a better and more sustainable society. The CSR amount spent during the year was towards Eradicating hunger, promoting education, meals scheme for under privileged children and animal welfare activities. This CSR initiative was benefitted to large number of people including vulnerable and marginalized groups, which is difficult to quantify.
2.	Jagadguru Sri Shivarathreeswara Mahavidyapeetha		
3.	Swami Shivanand Seva Samiti		
4.	Tapas Trust		

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

The Company prioritizes customer satisfaction as its primary focus in conducting business operations, ensuring that each customer concern is promptly addressed with a positive response at all levels. To handle customer complaints effectively, the Company has formed an internal team dedicated to this task. The team carefully analyses the issues raised by customers and holds structured and regular meetings to devise an action plan for resolution. Throughout the entire complaint resolution process, the Company maintains open communication with the customer, keeping them informed about the progress being made. The Company actively engages with the customer by making phone calls, establishing connections, and providing the final resolution to ensure that their complaints are fully addressed and resolved.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Negligible Value - ₹ 0.07 Mn for FY 2022-23
Recycling and/ or safe disposal	

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

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

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		NIL

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

Yes, the Company acknowledges the importance of maintaining a high level of confidentiality in its operations. To ensure the security of its information and data, the Company has implemented a comprehensive Cyber Security Policy. This policy outlines the guidelines and measures that need to be followed internally within the organization. It serves as a framework to protect sensitive information, prevent unauthorized access or breaches, and mitigate potential cyber threats. By adhering to this policy, the Company prioritizes the confidentiality of its operations and safeguards its data from unauthorized disclosure or misuse.

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.

No such matter/issues came forth for any of the instances mentioned in the table 3.

Leadership Indicators

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

Information on products and services offered by the Company can be accessed through various channels/platforms. For detailed information, please visit the official website at <https://www.dcxindia.com>.

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

Due to the direct supply of the Company's products to original equipment manufacturers (OEMs) who then assemble and supply the products to end customers, the Company's ability to directly inform and educate the end users about the safe and responsible usage of its products is restricted. As a result, the Company faces limitations in directly reaching out to end users to provide information and guidance on the proper and responsible utilization of their products.

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

The Company has developed a contingency plan to address the potential risks associated with the disruption or discontinuation of essential services. The Company's team emphasizes quality and customer service, enabling them to proactively identify issues before they escalate and collaborate with customers to find mutually beneficial solutions. Additionally, the Company maintains a functional website that is regularly updated to provide stakeholders with timely information on material news and events.

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

Taking into consideration the Company's need to maintain confidentiality being in Defence and Aerospace sector which covers National Security, the entity does not display product information on the product beyond what is mandated by local laws.

5. Provide the following information relating to data breaches:

a) Number of instances of data breaches along-with impact

No such instances of data breach were marked.

b) Percentage of data breaches involving personally identifiable information of customers

NIL



ESG (Environment, Social and Governance) Chapter mapped with Sustainable Development Goals (SDGs) and BRSR Principles

ENVIRONMENT:



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION: Mapped with Principles: P2, P6, P8



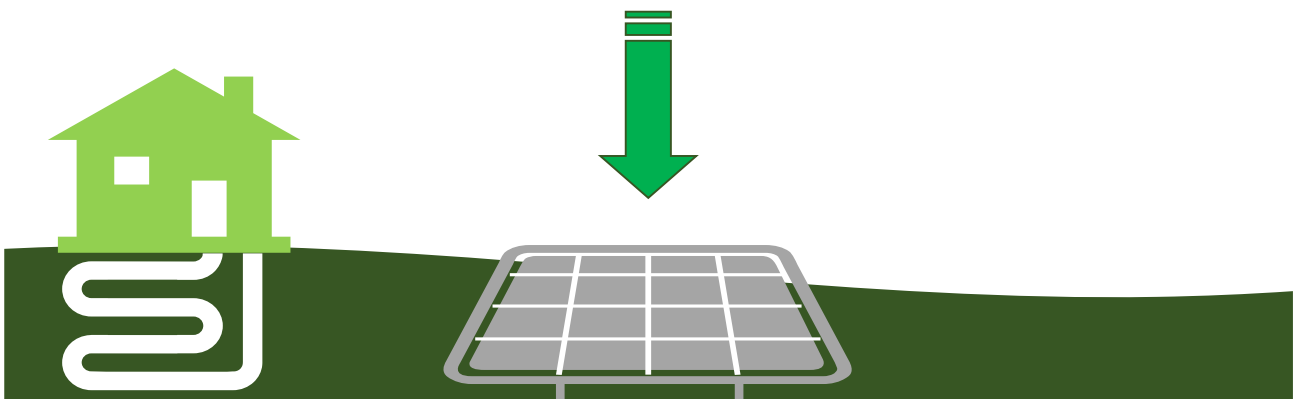
- The Company has planted various type of fruit trees and other type of trees within the Company's premises so that the Company employees can consume good amount of clean oxygen.
- The Company has celebrated environmental day by planting various types of saplings within the industrial area (outside the company premise) where the Company operates.



SDG 15: LIFE ON LAND

Mapped with Principles: P2, P6

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SOCIAL



SDG 1: NO POVERTY **Mapped with principles:** **P3, P4, P8**

- 350 Food Kits were given to underprivileged individuals living below the poverty line in Gangawara Village, Devanahalli Taluk, Bangalore Rural District, aiming to eliminate hunger in the vicinity of Devanahalli Taluk with ongoing dedication.
- The Company is offering complimentary Noon Meals to its employees, workers, contract employees, and outsourced cab drivers. Any surplus food will be distributed among the needy individuals residing in and around the Company's premises.



SDG 3: GOOD HEALTH AND WELL-BEING **Mapped with Principles:** **P3, P8**

- The Company is offering a cost-free "group medical insurance scheme" to all its employees, regardless of their category.
- The Company's contribution to the CSR implementing agency, as part of the CSR scheme, aims to support underprivileged students by providing them with accommodation, food, healthcare, and education.



SDG 5: GENDER EQUALITY **Mapped with Principles:** **P3, P4, P5, P8**

- The Company is dedicated to its vision of offering equal employment opportunities for women. Our HR Policies prioritize and stress the provision of a safe and secure working environment for female employees, ensuring there is no gender discrimination within the Company premises and no risk of harassment.

GOVERNANCE



SDG 6: CLEAN WATER AND SANITATION **Mapped with Principles:** **P2, P6, P8**

The Company places great importance on the well-being of its employees, and as a result, it has implemented measures to provide clean and healthy water for them. The Company's policy is focused on environmental preservation, which led to the construction of a concrete tank to store wastewater, preventing it from seeping into the soil. Proper procedures have been adopted to dispose of this wastewater through a Government-approved vendor. It is noteworthy that the Company does not dispose of any chemical-mixed wastewater as a by-product of its manufacturing activities.



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE: **Mapped with Principle 3, 4 and 8**

Our facility spans more than 30,000 square feet, accommodating assembly, system integration, and conducting environmental and electrical testing.





As a System Integrator and build to print specialists, we assure our customers that they can depend on us to collaborate closely and fulfil all their comprehensive program requirements.

We possess a broad range of in-house capabilities, spanning from production to inspection and testing.



DCX Systems invests in skilled workforce, on job training and supply chain management to drive the manufacturing capability and deliver quality products to Defence and Aerospace sector. DCX always believes in providing end-to-end solutions in system integration, kitting and cable and wire harness.



**SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION:
Mapped with Principle 2, 6, 9**

Our distinctiveness arises from our dedication to the Quality First approach

Throughout our journey, we have emphasized the development of manufacturing systems and procedures that align with Health & Safety, Environmental, Social, and Governance standards. We uphold an exceptional quality management system compliant with AS9100:2016, ISO 9001:2015, and ANSI ESD 20:20-2014. Furthermore, we possess highly skilled personnel, including a Certified IPC Trainer for IPC 620B/WHMA, IPC 610D certified technicians for printed circuit board assemblies, and J-STD certified technicians for soldering tasks. These certifications showcase our unwavering commitment to maintaining the highest quality standards in our cable and wire harness manufacturing processes.





The Company is dedicated to attaining customer satisfaction through the timely delivery of quality products and services. This goal is achieved by fostering complete employee engagement and continuously improving both products and processes. The Company ensures on-time delivery to customers, offers employee training for skill enhancement, and remains committed to enhancing product and process quality through ongoing improvements.