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Ref: DNIL/L&S/2024/S-17C/29

March 22, 2024

**The Manager, Listing Dept.  
National Stock Exchange of India Ltd.  
Exchange Plaza, 5th floor,  
Plot No. C/1, G Block  
Bandra-Kurla Complex  
Bandra (E), Mumbai 400051  
Stock Code: DENORA EQ**

**The Manager, Listing Dept.  
BSE Limited  
Floor 25, Phiroze Jeejeebhoy Towers  
Dalal Street,  
Mumbai 400 001  
Scrip Code: 590031**

Dear Sir/Madam,

**Subject: Intimation under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”)**

Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”), we would like to inform that, the Company has received an Order No. CLE/(B-10)/2023/1012 dated March 15, 2024, from the O/o Commissioner, Labour and Employment, Government of Goa.

The said Order was received by the Company on March 21, 2024.

The details as required under Listing Regulations read with Circular no. SEBI/HO/CFD/CFD-PoD1/P/CIR/2023/123 dated July 13, 2023, are enclosed as Annexure A.

This is for your information and records.

Thanking you.

Yours faithfully,  
For **DE NORA INDIA LIMITED**

  
**Vinay Chopra  
Managing Director  
DIN: 06543610**

**Annexure A**
**Details required under the Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated 13 July 2023**

Sl. No.	Particulars	Details
1.	Name(s) of the Authority	Office of the Commissioner, Labour and Employment, Government of Goa,
2.	Nature and details of the action(s) taken, initiated or order(s) passed	Order directing the Company as to why penalty provided under Clause (b) of Section 4A (3) of the Employees Compensation Act, 1923, should not be levied against the Company.
3.	Date of receipt of direction or order, including any ad-interim or interim orders, or any other communication from the authority	Date of receipt of order by the Company is March 21, 2024.
4.	Details of the violation(s)/contravention(s) committed or alleged to be committed	Alleged contravention under Employees Compensation Act, 1923 and initiation of penalty proceedings under the same.
5.	Impact on financial, operation or other activities of the listed entity, quantifiable in monetary terms to the extent possible	The Company will be filing appropriate response to the said order within the prescribed timeline.  The Company does not foresee any material impact on financial or operational activities.

