

August 30, 2024

To
BSE Limited
Listing Department
P.J Tower, Dalal Street
Mumbai – 400001

Stock Symbol -540047

To
National Stock Exchange of India Ltd.
Exchange Plaza, C-1, Block G
Bandra Kurla Complex,
Bandra (E), Mumbai – 400051

Stock Symbol –DBL

Sub: - Business Responsibility and Sustainability Report for the FY 2023-24 under regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith a copy of the Business Responsibility and Sustainability Report for the financial year 2023-24. The said report forms part of the Annual Report for the financial year 2023-24.

Further, the Annual Report for the financial year 2023-24 is also available on the Company's website at www.dilipbuildcon.com

We hereby request you to take the information on your records.

With regards
For Dilip Buildcon Limited

Abhishek Shrivastava
Company Secretary

Encl: Copy of Business Responsibility and Sustainability Report for FY 2023-24

Regd. Office :

Plot No. 5, Inside Govind Narayan Singh Gate,
Chuna Bhatti, Kolar Road, Bhopal - 462 016 (M.P.)
Ph. : 0755-4029999, Fax : 0755-4029998

E-mail : db@dilipbuildcon.co.in, Website : www.dilipbuildcon.com



Business Responsibility & Sustainability Report

Section A: General Disclosures

Details of the listed entity

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L45201MP2006PLC018689
2.	Name of the Listed Entity	Dilip Buildcon Limited
3.	Year of Incorporation	12/06/2006
4.	Registered Office Address	Plot No. 5, Inside Govind Narayan Singh Gate, Chuna Bhatti, Kolar Road, Bhopal-462016, Madhya Pradesh (MP).
5.	Corporate Address	Plot No. 5, Inside Govind Narayan Singh Gate, Chuna Bhatti, Kolar Road, Bhopal-462016, Madhya Pradesh (MP).
6.	E-mail	investor@dilipbuildcon.co.in
7.	Telephone	0755-4029999
8.	Website	www.dilipbuildcon.com
9.	Financial Year for which report is being done	1 st April 2023- 31 st March 2024
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital (INR.)	1,462,149,710
12.	Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR report	Name: Ajay Kumar Gadia Telephone no: 0755-4029999 Email ID: internalaudit.esg@dilipbuildcon.co.in
13.	Reporting Boundary (Standalone or Consolidated basis)	The disclosures in this report are Consolidated, wherever unless stated.
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

Products and Services:

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

S. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	Infrastructure	Roads, Highways, Railways, and Utility projects.	100%

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

S. No.	Product/ Service	NIC Code	%of total turnover contributed
1.	Road and Highways	42101	52%
2.	Water Supply	36000	14%
3.	Irrigation	36000	11%
4.	Tunnel	42101	8%
5.	Mining	42101	6%
6.	Special Bridge	42101	4%

Operations:

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

Location	Number of Plants	Number of Offices	Total
National	-	59	59
International	-	-	0

19. Markets Served by the Entity:

a. Number of Locations:

Location	Number
National (No. of States)	The company has a nationwide operational footprint across India, encompassing all States and Union Territories.
International (No. of Countries)	Nil

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

Not applicable, as the company's operations are exclusively oriented towards the domestic market, emphasizing a steadfast commitment to serving within the national boundaries.

c. A Brief on types of customers?

As a distinguished infrastructure and construction company, our esteemed client base predominantly includes the Central Government, various State Governments, governmental agencies, and public sector enterprises. These entities represent the cornerstone of our clientele, underscoring our commitment to delivering high-quality services and solutions tailored to meet their specialized needs and requirements across the nation.

Employees:

20. Details as at the end of Financial Year 2023- 24:

a. Employees and Workers

Employees (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	19,010	18,978	99.83%	32	0.17%
2.	Other than Permanent Employees	71	68	95.77%	3	4.23%
3.	Total Employees (1+2)	19,081	19,046	97.80%	35	2.20%

Workers (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	5,322	5,319	99.94%	3	0.06%
5.	Other than Permanent Workers	19	19	100%	0	0
6.	Total Workers (4+5)	5,341	5,338	99.97%	3	0.03%

b. Differently abled Employees and Workers

Differently Abled Employees						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	13	13	100%	-	-
2.	Other than Permanent Employees	0	0	0	-	-
3.	Total Employees (1+2)	13	13	100%	-	-



Differently Abled Workers						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	2	2	100%	-	-
5.	Other than Permanent Workers	0	0	0	-	-
6.	Total Workers (4+5)	2	2	100%	-	-

21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	0	0

22. Turnover rate for permanent employees and workers:

	FY 2023- 24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	51.46%	19.05%	51.41%	50.71%	11.11%	50.64%	40.58%	32.14%	40.57%
Permanent Workers*	80.72%	0	80.69%	69.31%	0	69.30%	60.79%	0	60.77%

*: The turnover rate is higher for permanent workers which include category of workmen such as machine operators, drivers, and other unskilled/ semi-skilled workers, who generally prefer to work at sites in geographical proximity. Post project completion, the workers usually leave.

Holding, Subsidiary and Associate Companies (including joint ventures):

23. (a). Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate company/ joint venture	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
1	Bhavya Infra & Systems Private Limited	Subsidiary	100%	Yes
2	Jalpa Devi Engineering Private Limited	Subsidiary	100%	Yes
3	DBL-VPR Mining Private Limited	Subsidiary	74%	Yes
4	DBL Pachhwarra Coal Mine Private Limited	Subsidiary	74%	Yes
5	Deevin Seismic Systems Private Limited	Subsidiary	100%	Yes
6	DBL Transmission Private Limited	Subsidiary	100%	Yes
7	Dodaballapur Hoskote Highways Limited	Subsidiary	51%	Yes
8	Narenpur Purnea Highways Limited	Subsidiary	51%	Yes
9	Repallewada Highways Limited	Subsidiary	51%	Yes
10	DBL Infradevelopers Private Limited	Subsidiary	100%	Yes
11	Dhrol Bhadra Highways Limited	Subsidiary	51%	Yes
12	Bhopal Redevelopment Realty Private Limited	Subsidiary	100%	Yes
13	Bangalore Malur Highways Limited	Subsidiary	100%	Yes
14	DBL Poondiyankuppam Highways Limited	Subsidiary	100%	Yes

S. No.	Name of the holding/ subsidiary/ associate company/ joint venture	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
15	DBL-Siarmal Coal Mines Private Limited	Subsidiary	100%	Yes
16	DBL Viluppuram Highways Limited	Subsidiary	100%	Yes
17	Malur Bangarpet Highways Limited	Subsidiary	100%	Yes
18	Sannur Bikarnakette Highways Limited	Subsidiary	100%	Yes
19	DBL Infraventures Private Limited	Subsidiary	100%	Yes
20	DBL Infratech Private Limited	Subsidiary	100%	Yes
21	DBL Infra Assets Private Limited	Subsidiary	100%	Yes
22	Bangarupalem Gudipala Highways Limited	Subsidiary	100%	Yes
23	Raipur-Visakhapatnam CG-2 Highways Limited	Subsidiary	100%	Yes
24	Maradgi S Andola-Baswantpur Highways Limited	Subsidiary	100%	Yes
25	Mehgama-Hansdiha Highways Limited	Subsidiary	100%	Yes
26	Urga-Pathalgaon Highways Limited	Subsidiary	100%	Yes
27	Karimnagar-Warangal Highways Limited	Subsidiary	100%	Yes
28	Bengaluru-Vijayawada Expressway Package-1 Limited	Subsidiary	100%	Yes
29	Bengaluru-Vijayawada Expressway Package-4 Limited	Subsidiary	100%	Yes
30	Bengaluru-Vijayawada Expressway Package-7 Limited	Subsidiary	100%	Yes
31	Zuari Observatory Towers Limited	Subsidiary	100%	Yes
32	DBL - MBZ (JV)	Joint Venture	70%	No
33	DILIP BUILDCON LIMITED - VARAHA INFRA LIMITED (AMBALA)	Joint Venture	74%	No
34	DILIP BUILDCON - VARAHA INFRA LIMITED (VARANASI)	Joint Venture	51%	No
35	DBL-SRBG (JV)	Joint Venture	70%	No
36	DBL DECO (JV)	Joint Venture	90%	No
37	DBL-HCC (JV)-SAHEBGANJ-JHARKHAND	Joint Venture	74%	No
38	DBL-HCC (JV)-BHADBHUD-GUJRAT	Joint Venture	51%	No
39	HCC-DBL (JV)	Joint Venture	40%	No
40	DBL-AHC (JV)	Joint Venture	74%	No
41	DBL SIPL (JV) GANDHISAGAR	Joint Venture	65%	No
42	DBL SIPL (JV) REWA BANSAGAR	Joint Venture	74%	No
43	DBL PEL (JV)	Joint Venture	65%	No
44	DBL VKMPCL (JV)	Joint Venture	70%	No

CSR Details:

24.

(i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii). Turnover (in INR.)	120,119,043,304
(iii). Net Worth (in INR.)	43,696,456,842.51



Transparency and Disclosures Compliances:

25. Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	Yes. The Company has a mechanism to receive and redress grievances of communities through its implementing partners during the program implementation phase through regular communication and discussions, if any. https://dilipbuildcon.com/corporate-governance/	-	-	No complaints were received during FY 2023-24.	-	-	No complaints were received during FY 2022-23.
Investors (Other than shareholders)	Yes. The Company has an investor grievance redressal mechanism through all complaint or concerns of investors/ shareholders are duly resolved as per the whistleblower policy and code of conduct. https://dilipbuildcon.com/corporate-governance/	-	-	No complaints were received during FY 2023-24.	-	-	No complaints were received during FY 2022-23.
Shareholders	Yes. The Company has an investor grievance redressal mechanism through all complaint or concerns of investors/ shareholders are duly resolved as per the whistleblower policy and code of conduct. https://dilipbuildcon.com/corporate-governance/	-	-	No complaints were received during FY 2023-24.	-	-	No complaints were received during FY 2022-23.
Employees and Workers	Yes. The Company has a structured employee grievance redressal mechanism, where employees and workers raise and get their complaints/ issues resolved, which is available at each project site and offices. https://dilipbuildcon.com/corporate-governance/	1,063	-	All complaints were resolved within stipulated period.	265	-	All complaints were resolved within stipulated period.
Customers	Yes. The Company adheres to responsible consumer behaviour and through direct communication, emails, and letters, if any concern or issue is there, the same is reported and the same is thoroughly investigated and resolved as per Company's guidelines. https://dilipbuildcon.com/corporate-governance/	-	-	No complaints were received during FY 2023-24.	-	-	No complaints were received during FY 2022-23.
Value Chain partners	Yes. The Company upholds ethical business conduct with its vendors and supplier by engaging on a continuous and regular basis to identify and resolve concern or issue, if any to maintain long-term partnership and business engagements. https://dilipbuildcon.com/corporate-governance/	-	-	No complaints were received during FY 2023-24.	-	-	No complaints were received during FY 2022-23.
Implementation Partners (NGO)	Yes. The Company implements its CSR initiatives in partnership with NGOs and through direct communications and emails, if any concern or issue arises, the same is resolved in an amicable manner within a stipulated period. https://dilipbuildcon.com/corporate-governance/	-	-	No complaints were received during FY 2023-24.	-	-	No complaints were received during FY 2022-23.

26. 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 the opportunity (Negative/ Positive)
1.	Climate Risk	Risk	Climate change risks, particularly in coastal regions, may result in various impacts such as regulatory shifts, evolving customer preferences, and other significant changes in the operational landscape for our company.	The Company consistently monitors and meticulously stays abreast of the latest developments, diligently adopting necessary risk mitigation practices. This proactive approach includes thorough analysis and assessment of potential implications for our business operations.	Negative
2.	Climate Change	Opportunity	We view climate change as a significant opportunity as the response to these global changes will require that the world gets ready for new and better products, with significant change in thought process.	The Company is aware of these shifts and proactively preparing itself for the changing business environment as a result of climate change. We will keep track of these opportunities as and when they arise.	Positive
3.	Environmental Impact	Risk	The Company is in the construction business and the disruption in operations could lead to a risk of creating an adverse material economic and operational impact.	The Company has a robust mechanism to frame and update its 'Standard Operating Procedures' with protecting the environment as a key priority.	Negative
4.	Energy Conservation	Opportunity	Energy conservation leads to use of lesser energy for same or higher output and hence, it leads to lower costs and significantly helps in reducing environmental impact.	The Company is continuously conserving energy, such as installing more energy efficient technology and products. The company also evaluates its processes regularly to identify such opportunities.	Positive
5.	Carbon Emissions	Risk	Carbon emission is considered the primary driver of global climate change. The scientific studies have proven that carbon emissions from industries strengthen the greenhouse effect, causing climate change. The construction and infrastructure industry are one of these industries.	The Company is working on a plan to reduce the emissions and align itself to the national emission reduction commitments.	Negative



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 the opportunity (Negative/Positive)
6.	Water usage and management	Opportunity	Efficient water usage and management leads to lower costs and helps in reducing negative impact of operations on groundwater depletion and pollution in water bodies	The Company has a mechanism to recycle wastewater and it is processed accordingly. The Company is also committed to efficient use of water. This will help in creating a more positive image for the company in the ecosystem.	Positive
7.	Waste reduction	Opportunity	Waste reduction is the general practice of using less material to minimize waste generation. Waste reduction leads to conservation of natural resources and savings in costs.	The Company is committed to waste reduction to accomplish environmental and economic benefits. It potentially has both direct and indirect positive impact for the company.	Positive
8.	Material Handling	Risk	The Company is involved in material handling, including the movement and storage of materials and products, including hazardous ones. This includes various steps such as construction material handling, building operations, and other activities	The Company adopts the best in-class industry practices to deal with materials to ensure the most efficient and effective material handling. The company follows all safety processes by adopting the highest compliance standards.	Negative
9.	Supply Chain Management	Risk	The external and internal events could lead to difficulty in sourcing and transport of materials and end products leading to loss of business opportunity and revenues.	The Company regularly evaluates its supply chain and vendors to constantly optimize cost effectiveness and efficient deliveries. The materials are procured from reputed manufacturers to ensure delivery timelines.	Negative
10.	Customer Experience	Risk	The existence of any business and viability of its proposition is critically dependent on its customers. Any reduction or discontinuation in demand from the customers may have an adverse effect on the revenues and profitability of the Company.	The Company has been actively working on enhancing the quality and consistency of customer experience. The Company has also been making the efforts to de-risk the business model by diversifying the client base. The company's track record is good on this measure.	Negative
11.	Health & Safety	Risk	Because of the nature of its operations, the Company's business is exposed to risks, which involve jeopardizing the health and safety of our employees and customers. It requires that we make an objective assessment of hazards that can lead to the harm, injury, death, or illness of employees at the workplace or could harm customers.	The Company has 'zero tolerance' for any compromise or deviation from accepted safety norms and everyone is expected to abide by them. The Company endeavors and strives to fulfill all applicable compliance requirements related to health and safety. The health and safety of our people and customers was, is and will continue to be our topmost priority.	Negative

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 the opportunity (Negative/Positive)
12.	Talent Management	Opportunity	Attracting, developing and retaining the right talent is essential for business operations on a day-to-day basis and for sustaining the employee morale on a long-term basis. The future growth of the Company is critically dependent on these aspects.	The Company strongly believes that human capital is one of the most vital constituents for success. The Company has been actively working on this, with industry leading talent retention and management policies in place	Positive
13.	Employee Management	Opportunity	Employee engagement is a comprehensive objective and subjective measure of the interest, drive, level of enthusiasm and dedication employees feel toward their job and their general, broader organization responsibilities. This is an opportunity for the Company as it has been observed that more deeply engaged employees are more concerned about their work and about the performance of the Company.	The Company strives to provide a conducive and supportive work environment across the organization. In this context, the employees excel through various employee engagement programs. The management focuses on making available better tools, technology, techniques at the workplace to optimally harness the potential of employees and teams.	Positive
14.	Community Engagement	Opportunity	For business resilience and a positive and sustainable long-term engagement with the community, the organizations need to work collaboratively and with a clear vision. The people directly and indirectly associated and affiliated with the Company are important stakeholders and their perspective should be an important consideration for the company in framing its policies.	The Company endeavors to track its initiatives undertaken to ensure that the community is benefited. The programs and progress are regularly reviewed and assessed by the senior management. The company also regularly consults with the community it operates in and incorporates its concerns and views on important issues.	Positive
15.	Corporate Governance	Risk	The business requires a high trust environment for its functioning and adherence to strict corporate governance standards is one of the basic constituents for this. In the absence of compliance and stringent adherence, there are material implications for the company.	The company's corporate governance code is applicable to all Board Members and Key Managerial Personnel, employees, consultants, contractors, agency staff, agents or any other person associated with the Company or acting on behalf of the Company	Negative
16.	Cybersecurity	Risk	Cybersecurity risk is the risk of loss resulting from a cyber-attack or data breach in the organization. This could lead to potential loss or harm related to technical infrastructure and/or reputation of an organization.	The Company regularly assesses this and implements Cyber Risk Management procedures with focus on advanced Cyber Security measures to monitor and respond to any cyber incidents	Negative



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 the opportunity (Negative/Positive)
17.	Business Ethics	Risk	Business ethics risks are related to lack of ethical conduct in the organization. It is one of the most important dimensions of organizational risk and could lead to both financial and operational negative impact on the organization. Hence, it is crucial that these risks are regularly identified and managed appropriately.	The Company has 'zero tolerance' for corruption, bribery or any unethical practices. This is part of the Code of Conduct. This is applicable for everyone including all the directors, executives, employees and associated persons.	Negative
18.	Diversity, Equity and Inclusion	Opportunity	An organization's long-term growth and its sustainability depends on how it creates opportunities for the workforce and how integrated they feel in the system. As modern-day working environment continues to evolve, Diversity, equity and inclusion (DEI) are closely linked values which could play an important role in creating a cohesive workplace and high-performance environment.	Our company is an equal opportunity employer and there is no bias towards any specific races, ethnicities, religions, abilities, genders, and sexual orientations. Our company is also a responsive organization on all DEI related issues	Positive

Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	You can find detailed information about the policies of Dilip Buildcon Ltd at Corporate Governance .								
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	-	ISO 9001: 2015	ISO 45001: 2018	-	ISO 45001: 2018	ISO 14001: 2015 Green Building Certificate by Indian Green Building Council (IGBC) for Corporate Office, Bhopal	-	-	-
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>Dilip Buildcon Limited is committed to ethical practices and transparency by leveraging advanced technologies that optimize resource use and minimize environmental impact. Our dedication includes clear and open reporting of our sustainability achievements by adopting electric shovels and drills, we reduce fossil fuel dependency and promote sustainable resource management. We are also transitioning to energy-efficient equipment across our operations, significantly cutting energy consumption and greenhouse gas emissions, thereby supporting climate action. Our approach to resource optimization incorporates effective waste management practices, emphasizing reduction, recycling, and reuse. We prioritize employee welfare by providing a safe, healthy work environment and fostering a culture of environmental responsibility.</p> <p>Engaging actively with local communities, we promote environmental awareness and collaborate on sustainability initiatives, ensuring that our operations benefit both the environment and the communities we serve. Our commitment extends to upholding human rights throughout our supply chain, adhering to international labor standards. We continually assess and mitigate our environmental impact, adopting practices that reduce emissions, enhance resource efficiency, and support biodiversity. Through ongoing innovation and adaptation, we demonstrate our dedication to aligning with the NGRBC principles, ensuring our business practices not only meet regulatory requirements but also contribute to enduring sustainability and ecological stewardship.</p>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<p>The entity has excelled in its environmental sustainability commitments. Our shift to electric shovels and drills has significantly cut fossil fuel use and carbon emissions. Energy-efficient equipment has reduced energy consumption and greenhouse gas emissions. Employee welfare has improved with a safer, healthier work environment that promotes environmental responsibility. We have strengthened community engagement, boosting participation in environmental initiatives, and demonstrating positive social impact. Our proactive environmental assessments have led to better emissions reductions and support for biodiversity. Overall, our innovation and dedication to NGRBC principles highlight our success in meeting sustainability targets.</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership, and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)									
<p>At Dilip Buildcon, good governance is the cornerstone of our operational philosophy. We prioritize the interests of all stakeholders, including shareholders investing in our growth, clients entrusting us with their projects, suppliers collaborating with us, government entities we work alongside, and the communities surrounding our operations. Our corporate values of accountability, transparency, integrity, and open communication guide everything we do.</p> <p>We uphold the highest ethical standards across all facets of our business operations. Our commitment to Environmental, Social, and Governance principles is unwavering. We are actively aiming to reduce our environmental footprint and enhancing our community engagement initiatives. By integrating ESG considerations into our core business strategy, we aim to create lasting value for our stakeholders while making positive contributions to society and the environment.</p> <p>Our rigorous adherence to compliance not only meets but exceeds regulatory requirements, demonstrating our steadfast dedication. This holistic approach ensures that Dilip Buildcon remains a trusted partner and a leader in ethical business practices.</p>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Mr. Devendra Jain Managing Director and CEO								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If "Yes", provide details	Yes. Business Responsibility Committee is responsible for oversight of sustainability related issues.								

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									Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of Board: Business Responsibility Committee									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The company ensures compliance with all laws and regulations, which are overseen and reviewed by the Business Responsibility Committee of the Company, periodically.									Annually								

11. Has the entity done independent assessment/evaluation of its policies by an external agency? (Yes/No). If "Yes", provide the name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
At Dilip Buildcon Limited, policies are internally drafted, which are subsequently presented at intervals to external agencies and stakeholders as dictated by business imperatives. This approach enables to solicit feedback on the policies, which is then assimilated to refine and harmonize with the latest pertinent standards and trends.								

12. If Answer to Question (1) Above is "NO", i.e., not all Principles are covered by a Policy, reasons to be stated:

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

Section C: Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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 2023- 24:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	11*	The Board members are updated and informed about Company's visions and mission, business performance, strategy, roadmap, familiarization program, budget allocation, risks and opportunities, environment, social, and governance (ESG), proposed investments, and shareholder relationship.	99%
Key Managerial Personnel			
Employees other than BoD and KMPs	237	Training on various topics such as ethics training on policies, code of conduct, POSH, behavior training, technical training, health and safety training, fire safety trainings, on-job training, finance training, information and data security training, and awareness sessions on environment conservation.	65%
Workers			

*: This includes Board Meeting, Independent Directors meeting and Familiarization Program, held during the year.

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 discussed on the entity's website)

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR.)	Brief of Case	Has an appeal been preferred? (yes/ No)
Penalty/ Fine	Nil				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR.)	Brief of Case	Has an appeal been preferred? (yes/ No)
Imprisonment	Nil				
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
No opportunity for filing an appeal or revision arose, as it was not applicable to the company's circumstances.	



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

Yes, Dilip Buildcon Limited strictly upholds an Anti-Bribery and Anti-Corruption Policy that is applicable to all parties concerned. We are dedicated to maintaining the highest standards of ethical, moral, and legal conduct in our business operations. This policy's main objective is to encourage directors, employees, and stakeholders to behave with honor and integrity in all interactions on behalf of the Company. We are steadfast in our commitment to strictly adhere to the principles outlined in our anti-bribery and anti-corruption guidelines, ensuring that all decisions are based solely on legitimate considerations.

Embedded within our Code of Conduct, and in strict adherence to the Prevention of Corruption Act, 1988, alongside other relevant global statutes, we unequivocally prohibit the provision of bribes, whether directly or indirectly, to governmental officials and agents. Embracing lawful compliance and championing the loftiest standards of ethics and integrity, members of the Board, Senior Management Personnel, Employees, and Associates are enjoined from tendering any form of inducement to governmental or regulatory officials, business associates, contractors, vendors, agents, and similar entities in connection with the Company's operations.

For comprehensive understanding of our policies, we encourage you to consult the dedicated section on our website: <https://dilipbuildcon.com/wp-content/uploads/2024/01/8.Anti-BriberyandAnti-CorruptionPolicy.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:

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Directors	0	0
Key Managerial Personnel (KMPs)	0	0
Employees	0	0
Workers	0	0

6. Details of complaints regarding conflict of interest:

	Current Financial Year 2023- 24		Previous Financial Year 2022- 23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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.

During the reporting period, there have been no instances of conflict of interest or corruption, thus affirming our steadfast commitment to ethical conduct and integrity.

8. Number of days of accounts payables ((Accounts payable*365)/ Cost of goods/services procured) in the following format:

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Number of days of accounts payables	105	121

9. Openness of Business:

Provide details of concentration of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	Not applicable	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales		
	b. Number of dealers/ distributors to whom sales are made		
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	6.09%	6.13%
	b. Sales (Sales to related parties/ Total Sales)	66.76%	65.06%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	99.69%	99.75%
	d. Investments (Investments in related parties/ Total Investments made)	61.93%	44.41%

Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2023- 24:

Total number of awareness programmes held	Topics/ Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
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The company undertakes ad-hoc training and capacity-building initiatives for its vendors and suppliers, tailored to address specific needs and promote best practices in their operations. These sessions aim to enhance the capabilities of vendors and suppliers, fostering a collaborative environment that supports mutual growth and development. By providing targeted training, the company strives to ensure that its partners maintain high standards of performance and compliance, thereby strengthening the overall supply chain and fostering long-term partnerships based on shared goals and values.

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

Yes,

The Company has robust mechanisms and processes in place to prevent and manage conflicts of interest involving members of the Board. This framework ensures that board members refrain from leveraging their positions and actively avoid any potential conflicts with the Company. Upholding a zero-tolerance policy towards unethical business practices, the Company adheres strictly to comprehensive guidelines regarding conflict of interest.

The Code of Conduct for Directors and Senior Management mandates that the Board and Senior Management refrain from entering transactions that could conflict with the Company's interests. They are prohibited from involving their relatives or any other individuals or entities to circumvent personal interests. Furthermore, the Board of Directors and Senior Management are prohibited from assuming any positions or engagements that may prejudice the Company's interests. The Company also periodically solicits disclosures from directors regarding their interests or affiliations with other entities.

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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	78%	62%	The company invests in plant and equipment that have social and environment benefit.

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

b. If "Yes", what percentage of inputs were sourced sustainability?

The Company's technical strategy document outlines comprehensive guidelines and objectives for integrating responsible and sustainable practices across various business categories. It serves as a roadmap for implementing innovative solutions that prioritize environmental stewardship, ethical conduct, and social responsibility. By aligning business strategies with these principles, the company aims to enhance operational efficiency, mitigate risks, and foster long-term value creation for stakeholders and the community alike. This strategic approach underscores the company's commitment to achieving sustainable development goals while maintaining a competitive edge in the marketplace.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for:

- a. Plastics (including packaging)
- b. E-waste
- c. Hazardous waste
- d. Other waste

Dilip Buildcon's operations are primarily focused on infrastructure development, not applicable.

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 Board?
- If "Not", provide steps taken to address the same.

Yes. Extended Producer Responsibility (EPR) is applicable to Dilip Buildcon Limited and registered as "Importer" under Category- II with a target of 0.035 tonnes with Central Pollution Control Board (CPCB), under Plastic Waste Management Rules, 2016.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) 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 web-link
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The Company has not undertaken Life Cycle Assessment (LCA) of its product or service during the reporting period, as the nature of business is largely on execution of projects.

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
	The Company's mandate is to execute the project i.e., construction of roads, highways, tunnels, railways, metro, and utilities as per the mutually agreed contract with the state or central government authorities or bodies. As part of the assignment, the Company identifies the risks and prepares a Detailed Project Report (DPR) outlining the risks along with the proposed mitigation/ corrective plan, incorporating environmental and social concerns.	

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	
	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Tyre*	1.56%	2.76%

*: Retread- recycle tyre

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

	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable to Dilip Buildcon Limited, as the Company does not reclaim products or services at the end of life, which is practically not possible to do so, considering the nature of business operation.					
E-Waste						
Hazardous Waste						
Other Waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective category
	Not applicable.

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

Essential Indicators

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	18,978	18,978	100%	18,978	100%	0	0	0	-	0	-
Female	32	32	100%	32	100%	32	100%	0	-	0	-
Total	19,010	19,010	100%	19,010	100%	32	100%	0	-	0	-
Other than Permanent Employees											
Male	68	0	-	68	100%	0	-	0	-	0	-
Female	3	0	-	3	100%	3	100%	0	-	0	-
Total	71	0	-	71	100%	3	100%	0	-	0	-



1. b. Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	5,319	5,319	100%	5,319	100%	0	-	0	-	0	-
Female	3	3	100%	3	100%	3	100%	0	-	0	-
Total	5,322	5,322	100%	5,322	100%	3	100%	0	-	0	-
Other than Permanent Workers											
Male	19	0	-	19	100%	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	19	0	-	19	100%	0	-	0	-	0	-

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Cost incurred on well-being measures as a % of total revenue of the company	0.12%	0.14%

2. Details of retirement benefits, for Current FY 2023- 24 and Previous FY 2022- 23

Benefits	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	94.96%	99.64%	Yes	95.31%	99.62%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	4.18%	48.68%	Yes	3.23%	39.01%	Yes

Note: The data of FY 2022-23 is on standalone basis, while data disclosed for FY 2023-24 is based on consolidated basis.

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", then whether any steps are being taken by the entity in this regard.

The company focuses its efforts to enhance the accessibility of office premises and physical infrastructure for differently abled employees, aiming to create a more inclusive and supportive environment.

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

Yes, the Company has formally approved the Equal Opportunity Policy, which is available at: [Equal Opportunity Policy](#)

5. Return to work and Retention rates of permanent employees and workers that took parental leave for FY 2023- 24.

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

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

Permanent Workers	The Grievance Redressal Policy and procedure of the Company aims to establish a structured mechanism for promptly addressing individual employee grievances related to their employment, ensuring fairness and consistency. It aims to provide accessible channels for employees to communicate and resolve complaints and dissatisfaction effectively. By adopting these measures, the policy seeks to ensure timely resolution of grievances, thereby enhancing job satisfaction and ultimately improving the organization's productivity and efficiency. Overall, the policy endeavors to foster a positive and conducive working environment for all employees of Dilip Buildcon Limited. The policy can be accessed at the following web link: Grievance Redressal Policy- Employees
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	The Company does not have recognized association or union.					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. (a). Details of training given to employees and workers on "Skill Upgradation"

Category	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	18,978	1,567	8.26%	12,610	522	4.14%
Female	32	32	100%	29	29	100%
Total	19,010	939	4.94%	12,639	522	4.13%
Workers						
Male	5,319	89	1.67%	4,166	57	1.37%
Female	3	-	-	1	-	-
Total	5,322	89	1.67%	4,167	57	1.37%

Footnote: Training is provided on technical skills, hard skills, financial topics, information security training and other on-job related trainings.



(b). Details of training given to employees and workers on "Health and Safety Measures"

Category	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	18,978	16,631	88%	12,610	10,908	87%
Female	32	24	75%	29	25	86%
Total	19,010	16,655	88%	12,639	10,933	87%
Workers						
Male	5,319	4,721	89%	4,166	3,570	86%
Female	3	2	67%	1	1	100%
Total	5,322	4,723	89%	4,167	3,571	86%

9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	18,978	18,978	100%	12,610	1,516	12%
Female	32	32	100%	29	18	62%
Total	19,010	19,010	100%	12,639	1,534	12%
Workers						
Male	5,319	5,319	100%	4,166	87	2%
Female	3	3	100%	1	-	0
Total	5,322	5,322	100%	4,167	87	2%

Note: The data of FY 2022-23 is on standalone basis, while data disclosed for FY 2023-24 is based on consolidated basis.

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", then coverage of the system.	<p>Yes, Dilip Buildcon Limited is committed to maintaining a robust health and safety management system for all employees and workers. Our occupational health and safety system is certified for ISO 14001:2015 and ISO 45001:2018 standards and compliant with all relevant laws and regulations. Our OHS System are designed and developed in accordance with local regulations i.e., the Building and Other Construction Workers (BOCW) Act of 1996, the Factories Act of 1948, Indian Road Congress (IRC) guidelines, the Pollution Control Board and the guidelines provided by the Ministry of Forest and Environment.</p> <p>Dilip Buildcon Limited is dedicated to ensuring a safe and healthy work environment for everyone involved in, visiting, or residing near our projects. The Company's management across all levels is responsible and accountable for the occupational safety and well-being of our workforce. Our company employs a systematic approach to health and safety, encompassing:</p> <ol style="list-style-type: none"> EHS Policy and Planning Comprehensive Planning Effective Implementation and Operation Rigorous Checking and Corrective Actions Detailed Management Audits and Reviews Ongoing Continual Improvement
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b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	<p>Dilip Buildcon Limited conducts risk assessments in accordance with the Occupational Health and Safety (OHS) Assessment Methodology, which is an integral part of the organization's development and change management processes. For routine tasks, we perform comprehensive risk assessments based on HIRA framework and implement appropriate controls to mitigate identified risks/ threats.</p> <p>For non-routine tasks, we adhere to a permit-to-work process, which involves identifying potential hazards associated with the work and establishing controls to eliminate or minimize these risks.</p>
c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks? (Yes/No)	<p>Yes, workers are strongly encouraged to report any work-related hazards during daily toolbox talks or as soon as they encounter a potential hazard at the beginning of their tasks. Prompt reporting to the designated team is crucial. This proactive approach is reinforced by the EHS department through comprehensive safety training, including awareness videos, posters, and other educational materials. Upon receiving a hazard report, the responsible team promptly implements necessary measures to address and mitigate the risk, and these actions are clearly communicated to the workers. Supervisor/ Labour contractor is a part of the EHS committee at each operational site, who is responsible for circulating the minutes of meeting to the ground force/ workmen, capacitating them on health and safety measures.</p>
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	<p>Yes, both employees and workers have access to non-occupational medical and healthcare services. Employees are covered under the company's group medical insurance policy, which provides for cashless treatment at our network hospitals nationwide. Workers are protected by a comprehensive workmen's compensation policy. Emergency helpline numbers are prominently displayed on-site to facilitate immediate access in case of incidents.</p> <p>In the event of an emergency, we coordinate with the HR department to arrange for prompt transportation to the nearest affiliated hospital for treatment. Additionally, we have allocated a budget for initial medical treatment at the site for injured workers. We also organize regular medical health check-up camps at our project locations to offer free health screenings to both employees and workers. Moreover, a fully equipped first-aid center is available at each project camp to address immediate medical needs.</p>

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

Safety Incidents/ Number	Category	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.83	3.14
	Workers	1.81	2.60
Total recordable work-related injuries	Employees	80	95
	Workers	24	27
Number of fatalities	Employees	7	4
	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 workplace.

- A robust safety culture is fostered through proactive behavioral interventions across all organizational levels, emphasizing safety as a core personal value. Positive safety practices are encouraged, and corrective measures are swiftly applied to rectify unsafe behaviors through established protocols. Each site maintains a comprehensive emergency response plan, complemented by requisite facilities, ensuring employees are adeptly trained to respond effectively. Key provisions at project sites include:
- Deployment of dedicated EHS personnel and Safety Engineers to oversee workplace safety.
 - Provision of comprehensive PPE kits to all employees and workers as per applicable standards.
 - Accommodation facilities equipped with essential amenities, portable drinking water, and hygienic food provisions.
 - Accessible medical facilities catering to the health needs of employees and workers.

- e. Personal Accident Insurance coverage extended to all personnel.
- f. Ongoing safety training programs and awareness initiatives tailored for employees and workers.
- g. Implementation of Workmen's Compensation Act (WCA) policies for all project personnel, including non-permanent staff.
- h. Display of informative safety posters and motivational slogans promoting a safety-first ethos.
- i. Continuous real-time monitoring of weather conditions to preemptively address potential safety risks.

These measures collectively ensure a secure and conducive working environment, prioritizing the well-being and safety of all involved.

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

	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	47	-	All complaints resolved.	9	-	All complaints resolved.
Health and Safety	88	-	All complaints resolved.	16	-	All complaints resolved.

Note: The data of FY 2022-23 is on standalone basis, while data disclosed for FY 2023-24 is based on consolidated basis.

14. Assessment for the Year (2023- 24):

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%*
Working Conditions	100%*

*: The company undertakes internal assessment and safety/ fire drills to ensure compliance, identify gaps, recommend, and implement improvement action plan at offices and sites.

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

The Company conducts thorough investigations into all reportable incidents to pinpoint their root causes and implement corrective actions swiftly, aiming to prevent recurrence. Lessons learned from these incidents are disseminated across all our projects, fostering a culture of proactive incident prevention. Furthermore, we prioritize the closure of identified gaps identified during both internal and external audits and assessments, ensuring compliance with rigorous standards in a timely manner. In our commitment to safety, we have enhanced defensive driving training for heavy vehicle drivers/operators, promoting responsible driving practices. We have also intensified training in electrical safety and height work, conducting comprehensive assessments of industry benchmarks and promptly addressing any identified deficiencies. Moreover, we have refined our emergency response plan to facilitate quicker response times during emergencies, reflecting our dedication to maintaining a safe and secure working environment. These efforts underscore our proactive approach to continual improvement and safeguarding the well-being of our workforce.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.

The Company has life insurance and compensatory packages for employees and workers.

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 collaborates closely with its Finance team to diligently monitor statutory payments made by its vendors and suppliers.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 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 Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2023- 24	FY 2022- 23	FY 2023- 24	FY 2022- 23
Employees	-	-	-	-
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)

Dilip Buildcon Limited does not have a formal transition assistance program, however, the Company retains experienced employees basis their domain expertise and tenure within the sector/ industry.

5. Details on assessment of value chain partners (FY 2023- 24):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	The Company undertakes assessment of its critical vendors/ suppliers periodically to review its compliance status with social and governance indicators including working environment and health & safety practices.
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.

In accordance with our internal EHS audits and assessments, observations and instances of non-conformance are meticulously documented and promptly addressed for resolution. Prior to engaging in any work, every key supplier and contractor undergoes rigorous evaluation of their safety infrastructure and practices. This assessment is complemented by regular site visits and audits conducted by DBL EHS managers. Training sessions and capacity-building programs are tailored and delivered as needed. Throughout the reporting period, no significant risks or concerns were identified in the assessment of our employees and subcontractors. We encourage our personnel and contractors to promptly report any actual or suspected breaches, which we investigate thoroughly and discuss openly with the parties involved. Should remediation be necessary, we collaborate closely with our partners to pinpoint the root cause and develop a targeted corrective action plan within specified timelines. This proactive approach not only addresses issues effectively but also fosters continual improvement in safety practices. Our commitment to safety is further reinforced through regular audits conducted by both third-party audit firms and our suppliers. These audits ensure ongoing compliance and transparency, with audit companies mandated to furnish comprehensive documentation and outcomes from initial and follow-up audits. Similarly, suppliers are required to report progress on corrective actions taken in response to identified non-conformities, emphasizing accountability and continuous enhancement of safety standards. By cultivating a culture of partnership and proactive safety management, we endeavor to elevate industry practices and uphold the highest standards of safety across our operations.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

At Dilip Buildcon Limited, stakeholder mapping is undertaken with senior management, relevant experts, and the board member to identify groups of individuals who influence, can influence, or be influenced by the Company in short, medium, and long-term. Our stakeholder pool encompasses a diverse spectrum, including customers, investors, bankers, employees, local communities, regulatory bodies, government entities, and the general populace. These stakeholders are integral to both the internal dynamics and external interactions of our organization, and we deeply value the contributions of our stakeholders towards our growth trajectory and the promotion of sustainable business practices. With continuous engagement and feedback, our strategic initiatives are shaped, which plays a pivotal role in fostering a resilient business framework for Dilip Buildcon Limited to cater to the needs and aspirations of its stakeholders and economic growth, simultaneously.



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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Investors / Shareholders	No	AGMs, email, SMS, website, Stock Exchanges, RTA & Newspaper	Continuous	Information on company's financial and non-financial performance and strategy.
Employees and Workers	No	Email, SMS, Website, Notice Board, Meetings, Trainings, and Direct communication	Continuous	Skill training and capacity building, employee engagement, performance development, information and update on business strategy, growth, new developments, performance of the company, health and safety measures, data privacy and cyber security awareness, and many more topics of interactions.
Communities	Yes	Field visit, direct communications, and case studies	Need Based	Implementation of community led development initiatives and programs. Feedback on the program and identify area of intervention for CSR activities.
Implementing Partner (NGO)	No	Field visit, direct communications, and case studies	Quarterly & annually.	Program development, implementation, challenges and mitigation plan discussions, feedback on initiatives/ programs, and new areas/ themes for CSR initiative implementation or scaling up.
Customers	No	Email, SMS, Direct Communication, In-person visits, and site visits	Continuous	Customer need, price negotiation, quality and delivery discussions, project progress and status report, customer relation, and feedback.
Value Chain Partners	No	Email, SMS, Direct Communication, In-person visits, and site visits	Continuous	Vendor identification, onboarding, assessment, purchase order, price negotiation, supply management, relationship engagement, vendor meet, and feedback discussions.

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.

At Dilip Buildcon Limited, strong emphasis is laid on consulting with stakeholders on economic, environmental, and social matters through diligent deliberations and continuous engagement to identify risks, threats, and opportunities. The Company actively engages with stakeholders to seek varied opinion and gauge insights to integrate it in the Company's business strategic decision-making processes. This approach ensures that our business policies, strategies, and programs are aligned with the essential priorities of stakeholders and society at large.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (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 valuable input of stakeholders plays a crucial role in enhancing our understanding of their expectations and in aligning our business policies and practices with industry standards and benchmarks. The Company maintains a proactive and steadfast commitment to engage with all stakeholders, ensuring a thorough evaluation of the impact of its sustainability strategy. Regular consultations with stakeholders are essential for shaping the Company's CSR agenda and advancing its sustainability initiatives effectively.

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

The Company is dedicated to the welfare of disadvantaged, vulnerable, and marginalized segments of society. We are particularly focused on undertaking initiatives that address the needs of underrepresented groups, including children, impoverished individuals, women, the elderly, and persons with disabilities. Our commitment is to actively support and uplift these communities, ensuring that our efforts contribute meaningfully to their well-being and empowerment.

Principle 5: Businesses should respect and promote human rights.

Essential Indicators

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

Category	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (c)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	19,010	18,060	95%	12,588	9,441	75%
Other than permanent	71	71	100%	51	51	100%
Total Employees	19,081	18,131	95%	12,639	9,492	75%
Workers						
Permanent	5,322	4,790	90%	4,163	2,498	60%
Other than permanent	19	19	100%	4	4	100%
Total Workers	5,341	4,809	90%	4,167	2,502	60%

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

Category	Current Financial Year 2023- 24					Previous Financial Year 2022- 23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (c)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	19,010	34	0.09%	18,976	99.91%	12,588	2,080	17%	10,508	83%
- Male	18,978	34	0.18%	18,944	99%	12,561	2,080	17%	10,481	83%
- Female	32	0	-	32	100%	27	0	-	27	100%
Other than Permanent	71	0	-	71	100%	51	0	-	51	100%
- Male	68	0	-	68	100%	49	0	-	49	100%
- Female	3	0	-	3	100%	2	0	-	2	100%
Workers										
Permanent	5,322	625	5.88%	4,697	94%	4,163	390	9%	3,773	91%
- Male	5,319	625	11.75%	4,694	88%	4,162	390	9%	3,772	91%
- Female	3	0	-	3	100%	1	0	0%	1	100%
Other than Permanent	19	12	31.58%	7	18%	4	1	25%	3	75%
- Male	19	12	63.16%	7	37%	4	1	25%	3	75%
- Female	0	0	-	0	-	0	0	-	0	0



3. Details of remuneration/ salary/ wages, in the following format for FY 2023- 24:

a. Median remuneration/ wages:

	Male		Female	
	Number	Median salary/ wage of respective category	Number	Median salary/ wage of respective category
Board of Directors (BoD)	7	675,000	1	525,000
Key Managerial Personnel	4	96,430,496	0	0
Employees other than BoD and KMP	18,974	2,64,000	32	5,59,580
Workers	5,319	1,63,200	3	1,50,000

b. Gross wages paid to females as % of total wages paid lby the entity, in the following format:

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Gross wages paid to females as % of total wages	0.31%	0.28%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

The Company places paramount importance on the protection of human rights, with the board and senior management assuming full responsibility and commitment to addressing any related issues that may arise. Individuals or their representatives, whether internal or external, can communicate with the company through appropriate channels regarding these matters. However, currently, there is no designated focal point specifically tasked with addressing human rights impacts or issues stemming from the company's operations.

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

At Dilip Buildcon, we uphold the belief that every stakeholder should feel empowered to voice grievances and report any breaches or violations with confidence and trust. Stakeholders are encouraged to report any policy or procedural breaches within the Company. Grievances related to general human rights issues should be directed to the Head of Human Resources, immediate supervisors, or the Head of the Department, with provisions for escalation as needed. Incidents of sexual harassment should be reported directly to the Prevention of Sexual Harassment Committee (Internal Complaints Committee), the Head of Human Resources, and the Board. If a satisfactory resolution is not achieved, higher authorities can be approached for further action.

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

	Current Financial Year 2023- 24			Previous Financial Year 2022- 23		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	928	Nil	All complaints resolved.	240	Nil	All complaints resolved.

Note: The complaints relate to job role, amenities, employee benefits, and related issues. The data for FY 2022-23 is standalone basis and FY 2023-24 is on Consolidate basis.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the following format:

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

Complaints can be lodged without fear of retaliation, with the assurance that the Company will conduct a fair and impartial investigation. The Company strictly prohibits any form of threats or retribution against individuals who, in good faith, report or suspect violations of laws or company policies, or who assist in related investigations or processes.

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

Yes. The company's Service Order and Purchase Order have general terms and conditions, including clause on compliance with local and national laws and regulations, incorporating upholding requirements of human rights.

10. Assessment for the FY 2023- 24:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%*
Forced/ Involuntary Labour	100%*
Sexual harassment	100%*
Discrimination at workplace	100%*
Wages	100%*

*: The company undertakes assessment or review of its offices and sites on compliance with human rights issues such as child labour, forced labour, harassment, discrimination and wages through Human Resource and Internal Audit team, joint effort.

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

No significant risk/ concern was identified during the assessment.

Leadership Indicators

1. Details of a business process being modified/ introduced to address human rights grievances/complaints.

The Company is compliant with human rights requirements and adheres to the law of the land. The Company drives ethical business conduct and ensures commitment to enhance its business processes, strategies, and operational efficiency.

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

The Company has not carried out formal human rights due diligence; however, it ensures compliance with local and national laws and regulations of the land.

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?

The Company's facilities are not fully aligned with the accessibility requirements specified by the Rights of Persons with Disabilities Act, 2016 currently. Nevertheless, we are proactively engaging in enhancing and upgrading the premises to achieve full compliance and drive inclusivity. Our commitment to diversity and inclusivity is unwavering, and we are dedicated to creating an environment that is accessible and welcoming to all individuals, including those with disabilities.



4. Details on assessment of Value Chain Partners:

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	Nil
Forced/ Involuntary Labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil

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

Not applicable.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
From 'Renewable Sources'		
Total Electricity Consumption (A)	2,079	64
Total Fuel Consumption (B)	0	0
Energy consumption through Other Sources (C)	0	0
Total Energy Consumption from renewable sources (A+B+C)	2,079	64
From 'Non-Renewable Sources' (value in GJ)		
Total Electricity Consumption (D)	373,856	349,117
Total Fuel Consumption (E)	618,312	668,742
Energy consumption through Other Sources (F)	0	0
Total Energy Consumption from non-renewable sources (D+E+F)	992,169	1,017,859
Total Energy Consumption (Renewable + Non-Renewable Energy)	994,248	1,017,923
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00000828	0.00001006
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed/ Revenue from operations adjusted for PPP)	Not applicable	
Energy intensity in terms of physical output	Not applicable	

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **No**

Footnote: The data for FY 2023-24 is on Consolidate basis, while data for FY 2022-23 was reported on Standalone.

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? (Yes/No)

If "Yes", disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No.

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

Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Water withdrawal by source (in kilolitres- KL)		
(i). Surface Water	1,772,001	2,481,533
(ii). Groundwater	998,112	1,395,141
(iii). Third Party Water	162,300	322,516
(iv). Seawater/ Desalinated water	0	0
(v). Others (Please specify)	87,367	145,612
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	3,019,780	4,344,802
Total volume of water consumption (in KL)	2,929,187	4,215,851
Water intensity per rupee of turnover (Water consumed in KL/ turnover)	0.00002779	0.0000454
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	Not applicable	
Water intensity in terms of physical output	Not applicable	

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **NO**

Footnote: The data for FY 2023-24 is on Consolidate basis, while data for FY 2022-23 was reported on Standalone.

4. Provide the following details related to water discharge:

Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Water discharge by destination and level of treatment (in kiloliters)		
(i). To Surface Water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii). To Ground Water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iii). To Seawater		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iv). Sent to Third Parties		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(v). Others		
- No treatment	90,593	128,951
- With treatment- please specify level of treatment	0	0
Total water discharged. (in kilo-litres)	90,593	128,951

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **NO**

Footnote: The data for FY 2023-24 is on Consolidate basis, while data for FY 2022-23 was reported on Standalone.

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.

Dilip Buildcon Limited has Sewage Treatment Plant (STP) in its head office at Bhopal, Madhya Pradesh with an installed capacity of 5 KLD having electro chemical technology of treatment consist of primary, secondary, and tertiary treatment. During the reporting period, the treated wastewater is reused in utilities and gardening purpose.



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

Parameter	Please specify unit	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
NOx	Tonnes/year	405	215
SOx	Tonnes/year	333	147
Particulate Matter (PM)	Tonnes/year	645	10
Persistent organic pollutant (POP)	Not applicable to Dilip Buildcon Limited		
Volatile organic compounds (VOC)			
Hazardous air pollutant (HAP)			

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **NO**.

Footnote: The data for FY 2023-24 is on Consolidate basis, while data for FY 2022-23 was reported on Standalone. The data for FY 2022-23 has been recalculated to convert them to tonnes and disclose in one unit of measurement for both Financial Years.

7. Please provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:

Parameter	Please specify unit	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	472,698	511,340
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	74,356	69,435
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.000004554	0.000005739
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions/ Revenue from operations adjusted for PPP)		Not applicable	
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not applicable	

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **NO**.

Footnote: The data for FY 2023-24 is on Consolidate basis, while data for FY 2022-23 was reported on Standalone. The data for FY 2022-23 has been recalculated to convert them to tonnes and disclose in one unit of measurement for both Financial Years.

8. Does the entity have any project related to reducing Greenhouse gas emissions? If "Yes", then provide details.

Dilip Buildcon Limited employs a comprehensive strategy to manage its environmental footprint, with a strong emphasis on enhancing energy efficiency to mitigate environmental impacts. The Company's office building in Madhya Pradesh is certified to the highest green standards, underscoring its commitment to sustainable practices. DBL implements various initiatives including afforestation and energy conservation programs. Rigorous third-party environmental monitoring at project sites ensures pollution control, complemented by extensive awareness programs for employees and local communities.

In a significant move towards renewable energy, DBL and its subsidiaries have embarked on initiatives like installing rooftop solar systems at plants in Indore and Bhopal. These systems, generating substantial daily units of clean energy, exemplify DBL's proactive approach towards sustainable development. Furthermore, DBL is advancing its solar energy efforts nationwide, starting with the adoption of solar systems at toll plazas across India.

Moreover, DBL has introduced environmentally beneficial technologies at its Siarmal coal mines, such as the 14 cubic meter Liebherr R9250 shovel and the IDM 70 electric drill by Epiroc. These electric machines offer considerable environmental advantages over traditional diesel-operated equipment, notably reducing greenhouse gas emissions and improving air quality by eliminating harmful exhaust emissions. This shift underscores DBL's commitment to sustainable mining practices while achieving significant cost savings and environmental benefits.

The adoption of electric shovels and drills at Siarmal coal mines has already demonstrated substantial reductions in carbon footprint and averted 4,14,105L and 61,655L of diesel consumption respectively. These achievements not only support DBL's environmental stewardship but also underscore its commitment to sustainable business practices, contributing positively to both the environment and operational efficiencies.

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

Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Total Waste Generated (in metric Tonnes)		
Plastic Waste (A)	70	95
E-Waste (B)	39	0
Bio-medical Waste (C)	0 [#]	0 [#]
Construction and Demolition Waste (C&D) (D)*	145*	5,582*
Battery Waste (E)	94	297
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any) Classification- Lubricants, used oil)	484	639
Other Non-Hazardous Waste generated (H) (Please specify, if any: Paper, Wood, Food waste and Miscellaneous waste)	178	55
Total Waste Generated (A+B+C+D+E+F+G+H)	1,010	6,668
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	Not applicable	
Waste intensity in terms of physical output	Not applicable	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste		
(i). Recycled	39	0
(ii). Re-used	601	6,058
(iii). Other recovery operations	0	0
Total	640	6,058
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste		
(i). Incineration	0	0
(ii). Landfilling	0	0
(iii). Other disposal operations	370	610
Total	370	610

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **NO**



Footnote: The data for FY 2023-24 is on Consolidate basis, while data for FY 2022-23 was reported on Standalone.

*: The Company has moved into greenfield projects leading to lower reduction in C&D waste reduction in FY 2023-24 and most of the C&D waste generated has been reused for road construction purposes.

#: The quantum of bio-medical waste generated at site after first-aid treatment is negligible, which is not measurable; in majority of the cases, the Company ensures the employee or worker is referred to the nearest medical healthcare centre.

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

The Company has implemented rigorous measures to ensure effective waste identification, segregation, collection, and disposal at its project sites. Comprehensive waste management guidelines, policies, and procedures are in place, encompassing practices such as color coding and labeling of waste bins, segregation at the source, and classification based on waste properties and types. Various disposal methods are employed according to waste categories, with arrangements made with authorized vendors to ensure proper disposal and compliance with the Environment Management System (ISO 14001:2015) standards, where applicable.

For hazardous waste generated during operations, dedicated collection and storage facilities are established, labeled with detailed waste information. This hazardous waste is disposed of at regular intervals in strict adherence to regulations set forth by the Central and State Pollution Control Boards, utilizing authorized vendors. Disposal procedures strictly adhere to the Hazardous Waste Management Rules 2016 and guidelines provided by the State Pollution Control Boards.

DBL also conducts regular training and awareness programs on waste minimization and management techniques for employees and workers responsible for waste handling. Additionally, the Company ensures preparedness for emergencies by providing suitable firefighting equipment, spill kits, and drip trays for the safe handling and storage of waste materials. These initiatives underscore DBL's commitment to sustainable practices and environmental stewardship across its operations.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
1.	Bhanupali - Bilaspur	Tunnel Construction	Yes
2.	Mehgama Hansdiha	4 - Lane Road Construction	Yes
3.	Sargi - Basanwahi	6- Lane Economic corridor Construction	Yes
4.	Ummedpura-Nayagaon	Tunnel Construction	Yes
5.	Bhadbhut Dam	EC for Mining	Yes

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2023- 24:

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
Bundelkhand Expressway	407/Parya/SEAC/4632- 5156/2018	23.11.2019	Yes (Globus Environment Engineering Services)	Yes	CEIA Report Bundelkhand Expressway
Gorakhpur Expressway	569/Parya/ SEAC/5305-4603	25.01.2020	Yes (Globus Environment Engineering Services)	Yes	CEIA Report Gorakhpur Expressway

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Yes/ No).

If "Not", provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
DBL adheres fully to all relevant environmental laws, regulations, and guidelines in India, ensuring proactive compliance. As a result, regulatory agencies have not initiated any actions against the company.				

Leadership Indicators

**1. Water withdrawal, consumption and discharge in areas of 'Water Stress' (in kilo litres):
For each facility/ plant located in areas of water stress, provide the following information:**

- Name of area v
- Nature of operations
- Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23		
Water withdrawal by source (in kilo litres)				
(i). Surface Water	Not applicable			
(ii). Ground Water				
(iii). Third Party Water				
(iv). Seawater/ Desalinated Water				
(v). Others				
Total volume of water withdrawal (in KL)				
Total volume of water consumption (in KL)				
Water intensity per rupee of turnover (Water consumed/ Turnover)				
Water discharge by destination and level of treatment (in Kilo litres)				
(i). To Surface Water				
- No treatment	Not applicable			
- With treatment- please specify level of treatment				
(ii). To Ground Water				
- No treatment				
- With treatment- please specify level of treatment				
(iii). Sent to Third Party Water				
- No treatment	Not applicable			
- With treatment- please specify level of treatment				
(iv). Into Seawater				
- No treatment	Not applicable			
- With treatment- please specify level of treatment				
(v). Others				
- No treatment	Not applicable			
- With treatment- please specify level of treatment				
Total water discharged (in kilo-litres- KL)				

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **NO**

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

Parameter	Please specify unit	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not applicable	
Total Scope 3 emissions per rupee of turnover			

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **NO**

3. With respect to the ecologically sensitive areas reported in Qs. 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.

Dilip Buildcon Limited diligently adhere to all conditions stipulated in our environmental approvals and clearances across all project sites and applicable scenarios. While we have not yet conducted studies specifically addressing the significant direct and indirect impacts on biodiversity, including prevention and remediation measures, we remain committed to enhancing our practices in this area to ensure comprehensive environmental stewardship.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1.	GPS Adoption for construction Vehicles	DBL has integrated GPS technology into its machinery to monitor machine longevity, fuel usage, and consumables. This advanced technology also offers real-time alerts and notifications for precise vehicle location and mapping. Through the utilization of GPS, DBL effectively manages driver hours and enhances operator guidance.	Through the implementation of this technology, we achieve approximately 3% to 4% savings in fuel consumption relative to project costs.
2.	Manufacturing Sand	DBL produces construction sand in alignment with its environmental sustainability code. Over the years, DBL has decreased reliance on government-approved sand, thereby mitigating impacts on riverbanks. Concrete made with manufactured sand offers notable technological and commercial benefits. Natural sand has been entirely substituted in this process.	DBL has completely replaced natural sand with its manufactured sand, resulting in savings of approximately 1,682,829.297 metric tons.
3.	Solar Panels Installation	DBL is actively advancing its renewable energy portfolio. In the past year, DBL led several initiatives across multiple locations, reinforcing the Company's commitment to diminish its carbon footprint and foster sustainability. The Company and its subsidiaries have successfully deployed solar panels at various project sites nationwide.	In the fiscal year 2023-24, DBL successfully generated 2,148,673 units of solar power, achieving substantial savings amounting to INR 6,087,807 in energy costs.
4.	Geo Green Initiative	DBL's Geo Green initiative aims to mitigate soil erosion alongside road construction activities. During the construction phase, significant soil displacement poses a threat to the surrounding land quality. To counteract this, DBL strategically plants trees along dividers, cultivates grass on road surfaces, and enhances aesthetic appeal throughout the construction process. By prioritizing energy efficiency and minimizing environmental impact, DBL actively addresses soil erosion concerns along under-construction roads.	Approximately 424,183 plants have been planted across DBL projects, with an associated cost of approximately 1.75 crore rupees, aimed at combating soil erosion.

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

At our plants and project sites, Dilip Buildcon Limited has implemented robust disaster management and emergency preparedness plans (EPPs) to effectively address natural calamities such as floods, large-scale fires, and disease outbreaks, including the COVID-19 pandemic. These plans are seamlessly integrated into our Environment, Health, and Safety (EHS) protocols, ensuring swift and efficient responses during emergencies. Critical locations are equipped with emergency sirens, first aid stations, medical treatment facilities, and designated assembly points.

To uphold readiness, our employees and workers receive regular education on emergency procedures and participate in mock drills. We also conduct relevant training and capacity-building programs to enhance their preparedness. These initiatives are communicated comprehensively to all stakeholders, underscoring our firm commitment to prioritize the safety and well-being of everyone involved.

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

The Company has not identified any significant negative environment impact arising due to business operations; however, the company prepares a Detailed Project Report (DPR) clearly indicating the potential risks and threats along with proposed corrective action plan, which includes environmental parameters as well, including natural disaster.

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

Nil

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.

1

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

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	National Highway Builders Federation	National

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

Name of authority	Brief of the Case	Corrective action taken
-	-	-

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
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The company is deeply committed to the public good, exemplified through its responsible socio-economic practices. This commitment permeates diverse platforms, advocacy channels, and forums, where the company leverages its concepts, visions, knowledge, and thought leadership. Collaborating with pertinent groups, the company aligns efforts to bolster overarching business, social, environmental, and community objectives. Throughout the year, the company has not pursued specific advocacy on public policy matters.

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2023- 24:

Name and brief detail 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
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Not applicable to Dilip Buildcon Ltd, as the business is responsible for execution of the projects.

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 the 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 to Dilip Buildcon Ltd, as the business is responsible for execution of the projects.						

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

At Dilip Buildcon Limited, we have established a rigorous process to address grievances from our members. We actively encourage all internal and external stakeholders, including community members, to report any concerns they may have, ranging from ethical issues and fraud to misconduct, corruption, financial matters, conflicts of interest, insider trading, antitrust issues, theft, embezzlement, employee relations, human resources concerns, and any other relevant topics related to our operations.

Members can promptly raise their grievances through various communication channels and community platforms. Upon receiving a grievance, each matter is swiftly assigned to the appropriate personnel within the company to ensure prompt and effective resolution.

Our commitment is to receive and address grievances in a transparent and accountable manner, thereby fostering trust and accountability in all our endeavors at Dilip Buildcon Limited.

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

	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Directly sourced from MSMEs/ Small producers	40.95%	50.20%
Directly from within India	92.29%	100.00%

6. Job creation in smaller towns: Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of the total wage cost:

Location	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
Rural	11.04%	8.24%
Semi-Urban	42.04%	42.76%
Urban	30.88%	28.71%
Metropolitan	16.04%	20.28%

Note: Place to be categorized as per RBI Classification System- rural/ semi-urban/ urban/ metropolitan.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable to Dilip Buildcon Ltd, as the business is responsible for execution of the projects.	

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 not implemented any CSR program in aspirational district as per Government of India classification.			

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

No. The company prioritizes procurement from MSME and small producers as per the guidelines of Government of India.

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

Nil

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

Nil

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2023- 24), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
Not applicable to Dilip Buildcon Limited.				

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 Case	Corrective action taken
Not applicable to Dilip Buildcon Limited.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1.	Promoting Health Care including Preventive Health Care: Organizing medical and health check-up camp in the State of Jharkhand and Madhya Pradesh (MP).	13,406	100%
2.	Promoting Education Including Special Education (Distribution of Stationery Items, Contribution towards Human Safety, Prevention of Road Accident and Safe Transportation, Construction of School Walls, Distribution of Helmets and Swachhta Abhiyan at School in the State of Jharkhand and Madhya Pradesh.	205,358	100%
3.	To promote rural sports (Organising Cricket Tournament) in the State of Jharkhand and Madhya Pradesh.	1,505	100%
4.	Art and Culture (Cultural Programmes and Puja) in in the State of Jharkhand and Madhya Pradesh.	6,680	100%
5.	Animal Welfare (Building of Gaushala Cow Shed) In the Bhopal District of Madhya Pradesh.	400 Cows	100%

Principle 9: Business should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

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

Operating within the infrastructure and construction industry, the Company has implemented a well-structured communication channel and process dedicated to managing and addressing client complaints and feedback. We place a high priority on swiftly and efficiently resolving any issues that arise, ensuring that our clients' concerns are handled with utmost urgency and professionalism.

Our robust complaint management system is designed to facilitate timely responses and resolutions, reflecting our commitment to customer satisfaction and continuous improvement. We actively monitor and address all feedback to maintain high standards of service and client relations.

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

Parameters	As percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Current Financial Year 2023- 24		Remarks	Previous Financial Year 2022- 23		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	Nil	Nil	-	Nil	Nil	-
Advertising				Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Customer Complaints	Nil	Nil	-	Nil	Nil	-

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

	Number	Reasons for recall
Voluntary Recalls	Not applicable	
Forced Recalls		

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

Yes, we possess a comprehensive framework and policy concerning cybersecurity and risks associated with data privacy which can be read in detail in our [IT Policy](#).

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

Not applicable.

7. Provide the following information relating to data breaches:

(a). Number of instances of data breaches:

Nil

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

Nil

(c). Impact, if any, of the data breaches.

Nil

Leadership Indicators

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

Our company website provides comprehensive and up-to-date information about our products and services. For detailed insights, please visit: www.dilipbuildcon.com

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

The company conducts ongoing awareness and educational programs for clients, promoting safe and responsible user behavior.

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

At Dilip Buildcon Limited, we maintain ongoing communication with our customers, ensuring that any issues affecting timelines—whether due to controllable or uncontrollable factors—are promptly communicated to them to prevent misunderstandings. We also strive to minimize such incidents through proactive measures and diligent efforts.

1. (a). Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).

If "Yes", provide details in brief.

(b). Did your entity carry out any survey about customer 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).

(a). The Company provided adequate information to its customers through company's website and direct communication i.e., calls and emails.

(b). The Company gauges feedback from its customers on a regular basis through emails and direct communication, to identify customer needs and aspirations and exceeds in customer satisfaction.