

Dated: 13th July, 2023

To, BSE Ltd. Pheroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai-400001 Scrip Code: 523369	To, National Stock Exchange of India Ltd Exchange Plaza, 5th Floor, Plot No. C-1, G Block, Bandra Kurla Complex, Bandra (E) Mumbai- 400 051 Scrip Code: DCMSRIND
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Sub.: Business Responsibility and Sustainability Reporting for the Financial Year 2022-23.

Dear Sir(s),

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), 2015 ("Listing Regulations"), please find enclosed Business Responsibility and Sustainability Reporting for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23.

You are requested to take the same on record.

Thanking you,

Yours faithfully,

YAGYA DATT GUPTA Digitally signed by
YAGYA DATT GUPTA
Date: 2023.07.13
10:53:27 +05'30'

(Y. D. Gupta)
Company Secretary &
Compliance Officer
FCS 3405

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE F.Y. 2022-23

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L74899DL1989PLC035140
2. **Name of the Listed Entity** - DCM Shriram Industries Ltd.
3. **Year of incorporation** - 21.02.1989
4. **Registered office address** - Kanchenjunga Building, Barakhamba Road, New Delhi- 110001.
5. **Corporate address** - Kanchenjunga Building, Barakhamba Road, New Delhi- 110001.
6. **E-mail** - dsil@dcmsr.com
7. **Telephone** - 011- 43745000
8. **Website** - www.dcmsr.com
9. **Financial year for which reporting is being done** - 2022-23
10. **Name of the Stock Exchange(s) where shares are listed** - Bombay Stock Exchange (BSE) and National Stock Exchange (NSE)
11. **Paid-up Capital** - INR17.39 Crores
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** - Ms. Anjali Narula, Assistant Manager, Tel: 011-43745072, email- anjalinarula@dcmsr.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** Standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sugar & Distillery	Manufacture of all types of sugar and alcohol including ethanol, sugarcane research farm, manufacture of IMFL, Bio-Methanation, manufacture of aromatic chemicals, co-generation of power etc.	61%
2	Rayons & Nylons	Production of Industrial Fibre (Rayon Tyre Yarn, Cord and Fabric/chafer for tyres) and other industrial applications including stitching cord, reinforcing materials for V-Belts etc. The plant also produces chemicals such as Carbon Disulphide, Anhydrous Sodium Sulphate.	20%
3	Organic Chemicals	Manufacturing of Fine Chemicals used in Pharma, Agrochemicals, Fragrance/Perfumery, Dyes/Paints/Coatings, etc.	19%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Sugar*	1072	61%
2	Industrial Fibres & related products	1399/13999	20%
3	Chemicals	2011/20119	19%

* **Comprising of sugar, power and alcohol**

Note: Units Daurala Sugar Works (DSW), Shriram Rayons (SR), Daurala Organics & Daurala Chemicals Industries (DO) and Engineering Project Section (EPS).

DIRECTORS' REPORT (continued)

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	7	10
International	0	0	0

17. Markets served by the entity:

a. Number of locations	
Locations	Number
National (No. of States)	28 (+6 Union Territories)
International (No. of Countries)	European Countries, China, Japan, Asia, US, etc.

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

20.60%

c. A brief on types of customers

DCM Shriram caters to two kinds of customers through its various businesses:

Business-to Business (B2B)

Business-to-Consumer (B2C)

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1147	1112	97%	35	3%
2.	Other than Permanent (E)	3	3	100%	0	-
3.	Total employees (D + E)	1150	1115	97%	35	3%
WORKERS						
4.	Permanent (F)	1300	1300	100%	0	-
5.	Other than Permanent (G)	1224	1214	99%	10	-
6.	Total workers (F + G)	2524	2514	100%	10	-

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	3	25%
Key Management Personnel	3	0	0%

**20. Turnover rate for permanent employees and workers
(Disclose trends for the past 3 years)**

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.84%	6.90%	17.74%	6.73%	7.14%	13.87%	6.93%	0	6.93%
Permanent Workers	2.17%	0	2.17%	2.25%	0	2.25%	3.92%	0	3.92%

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

S. No.	Name of the holding /subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Daurala Foods & Beverages Private Limited	Subsidiary	100%	NO
2	DCM Shriram Fine Chemicals Limited	Subsidiary	100%	NO
3	DCM Shriram International Limited	Subsidiary	100%	NO
4	DCM Hyundai Limited	Associate	49.28%	NO

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	21,231,182,235
(iii) Net worth (in Rs.)	6,543,761,221

DIRECTORS' REPORT (continued)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	Nil	0	0	Nil
Investors (other than shareholders)		0	0	Nil	0	0	Nil
Shareholders		7	0	Nil	11	1	One complaint pending in the last quarter, was resolved after the close of FY 2021-22.
Employees and workers		0	0	Nil	0	0	Nil
Customers		0	0	Nil	0	0	Nil
Value Chain Partners		0	0	Nil	0	0	Nil
Other (please specify)		-	-	-	-	-	-

Every Stakeholders group has been provided with a grievance redressal platform, details of which are present on the Company's website.

Investors & Shareholders

Investors and shareholders have been provided with a grievance redressal platform, details of which are present on the Company's website under Investor Grievance Section. They also have access to the Company Secretary and Vice President of the Company through dedicated emails and contact details to report any concerns or grievances.

Employees and Workers

The Company has adopted a Whistle Blower Policy that provided a mechanism for employees, including both full-time, part-time employees and contractual workers to report any concerns or grievances. The policy aims to ensure that genuine complainants are able to raise their concerns in full confidence, without any fear of retaliation or victimization and also allows for anonymous reporting of complaint. Systems are also in place at the factories wherein workers can seek redressal of any grievances.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Cyber Security / Technology/ Information Security	R	Risk of data loss, information security and privacy breach can lead to accidental exposure of confidential information	The Company has implemented information security controls and processes to mitigate any internal or external threats such as firewall with anti-virus, encrypted VPN, etc.	Negative
2	External Environment: Implications of Govt. Policies changes in agri sector	R	With dynamically evolving regulation, business such as sugar, chemicals, are exposed to potential non-compliance which result in fines, penalties and adverse impact on our brand reputation.	Periodically monitoring and review changes in regulatory frameworks to ensure compliance.	Negative
3	Health and Safety	O	Several initiatives to ensure safety practices that includes certification of sites for ISO 45001 on Occupational Health & Safety standard.	N.A.	Positive
4	Pandemic Risk leading to Business disruption	R	COVID-19 pandemic has emerged as risk of disruption to our business continuity	Each business has taken adequate measures for its employees, customers and visitors through implementation of standard operating procedures in line with the norms prescribed by the Government to support employees.	Negative
5	Compliance to various laws and Listing requirements	R	Frequent amendments to regulations leads to onerous, stringent and complex responsibility	Any new statute, legal requirements or amendments to existing framework are being monitored continuously. Also, engagement of external experts or consultants on need basis.	Negative

DIRECTORS' REPORT (continued)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://dcmsr.com/company-policies/#company-policies								
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
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.	SEDEX	ISO-14001, ISO-45001, FSSC:22000, ISO 9001, KOSHER, HALAL	-	ISO 9001	SMETA 6.0	ISO-14001 Greenco rating Shriram Rayons complies to REACH & ROHS requirements. Product is also certified to DINCERTCO for Biobased Carbon content (falling in highest category having >85% biobased carbon content).	-	-	ISO-9001 Shriram Rayons complies to REACH & ROHS requirements.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We comply with the goals and targets (Statutory and Regulatory) as notified by the State and Central authorities	We always emphasize to maintain the specified certifications	-	-	-	FSC certification ISCC+ certification for sustainability	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Undergoes recertification audits every 3 years for ISO-9001, 14001 & 45001 and other certifications. In addition, also undergoes annual surveillance audits by TUV Nord. There are no issues in these certification audit findings Dincertco certification is valid till Apr'26.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

It gives us pleasure to present our 1st Business Responsibility and Sustainability Report (BRSR) for the year 2022-23. This report reflects our commitment and some of our initiatives and practices in pursuit of our long standing commitment to ESG. This report prepared in accordance with the nine principles of 'National Guidelines on Responsible Business Conduct' (NGRBCs), outlines our sustainability performance, which we have strived to achieve backed by the solid foundation of our integral values. It also elucidates our interventions which are aligned to fulfill our commitment towards the UN Sustainable Development Goals (SDGs).

Care for the environment is one of our core focus areas as we continue to contribute in shaping a better future, which is safe, inclusive and sustainable. Furthermore, we have designed business strategies that incorporate social well-being in everything we do. Our responsibility towards our stakeholders is deeply ingrained in our way of doing business since the founding days of the Company. This was evident during the pandemic when many of our employees came at the forefront to volunteer in COVID relief measures for the larger community. To augment government efforts, we initiated production of sanitizers at our distillery units and accelerated the production of disinfectants at our manufacturing sites, to support government agencies, hospitals, NGOs and communities at large.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board has constituted a 'Risk management Committee' which will be assigned the responsibility of overseeing the Business Responsibility & Sustainability Reporting.

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	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)									

DIRECTORS' REPORT (continued)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Companies Act, 2013, CSR & Financial Reporting, Operations of Shriram Rayons Plant explained in detail, live demonstration of ZEBU, the Light Bullet Proof Vehicle and a Drone	100%
Key Managerial Personnel	1	Code of Conduct, Whistle Blower Policy, Prevention of Sexual Harassment (POSH) Policy	100%
Employees other than BoD and KMPs	Refer Table A attached below		
Workers	Refer Table B attached below		

Table A

Topics	Session	Total Participants	%age of persons in respective category covered by the awareness programmes
7 Q. C. Tools	1	29	13
AIGA – VDA (PFMEA) POTENTIAL FAILURE MODE & EFFECT ANALYSIS	1	15	7
Awareness about the Quality Circle	1	23	10
Awareness session on Sustainability & G. H. G. Emission	1	28	12
Basic Computer Training	1	15	7
Computer Skills - MS Office (Excel, Word & Power Point)	1	18	8
Energy Management System (ISO 50001)	1	17	7
Finance for Non Finance	1	2	1
Goal setting & Income tax declaration details in HRMS	1	42	18
HRIS, Goal setting & Income tax declaration details in HRMS	1	33	14
HRMS Training for Investment proof documents submission	1	17	7
ISO 20400:2017 (Sustainable procurement requirement in Supply chain)	1	20	9
ISO 9001:2015 Refresher / Awareness	1	20	9
Kick off & Awareness session of IATF 16949	1	70	31

Online Training on Balancing Priorities	1	3	1
Online training on Mentoring: Specialized Training for Mentors	1	2	1
Online Training on Prevention of Sexual Harrassment	1	14	6
Product Safety and Conformity Representative (PSCR) Training	1	2	1
Safety	7	127	56
Shift Schedule preparation, correction & uploading in HRMS	1	22	10
Stress busting and Team Building	1	36	16
Supervisory Development	1	29	13
Training on Advance Excel	1	5	2
Tyre Technology & Product Performance Requirement	1	20	9
Wellness through Stress Management	1	38	17
Daurala Sugar Works	48	7	48
Corporate Office -Individual Financial Planning for employees, Understanding Mentoring, Diff. between mentoring and coaching, Purpose, challenges, change in role, the character of effective mentor, skills required, focus on communication process and related Advance Excel, Finance for Non-fiance, Lean Methodology, The new wage regime Exploring - The Code on Wages, 2019 II. Breach, Prevention & response colloquium (Cyber Security),Smart Manager,Essential Leadership Skill, Emotional Literacy, Balancing Priority, Advance Excel & VBA, Macros	12	-	100
EPS - Human Rights/ Sexual Harassment/ Business Development	3	-	100
DO - Electro-Static/ Basic Electrical Safety, Fire Fighting, First Aid and Ergonomic Hazard, TFS, Process Safety, Behaviour Based Safety, Machinery Guarding, Hygiene and Communicable Disease,Chemical Compatibility,Whistle Blower and Labour Laws,Code of Business Conduct and Ethics,Prevention & Control of Dust Explosion, Work Permit	14	-	88
DO - Delhi Office Training Operation of Fire Extinguisher,Training on Self Defence for Women,Excel Training - 2 days,Training on Fire Aid,Wellness and Healthy Eating, Awareness Session World Environment Day,Workshop on Posh,Advanced Excel Training (2 days),International Yoga Day ,Fire Safety Awareness,Monsoon Season- Safety Precaution,Hybrid Chair, Yoga,Stress Management, Yoga Session(incl. Zumba), Celebrating World Heart Day, Cancer Awareness Day,Yoga(Incl. Meditation), Refresher Excel - Basic and Avanced- 2 days.	23	-	100
Grand Total	131	-	-

Table B

Topics	Session	Total Participants	%age of persons in respective category covered by the awareness programmes
5 S Awareness	4	307	44
Adjustment of Fabric roll width on Rerun machine	1	12	2
Bobbin Handling	25	333	48
Defensive Driving & Road Safety awareness	1	15	2
Detail training on PC machine Process & Quality parameters	5	50	7
Detail training on Spinning Process & Quality parameter	1	6	1
Detail training on Textile & Dipping Maintenance activities	2	18	3
Fire Fighting Awareness	2	37	5
General First Aid Awareness	4	68	10

DIRECTORS' REPORT (continued)

General Information / Safety / First Aid	1	7	1
HR / Safety / 5 S / First Aid Induction	1	17	2
On the Job Training	30	277	40
Online Training on Occupational Safety & Health	1	30	4
Safety - (Plant Safety, Hazardous Waste & Emergency Response Plan)	5	355	51
Spinning Maintenance Activities	5	42	6
Textile Maintenance Activities	11	87	12
Training on Back Winding Process	14	110	16
Training on Rayon Weaving Process & Quality parameters	2	15	2
Daurala Sugar Works	52	6	45
EPS- Human Rights/ Sexual Harassment/Workshop Safety & Security	3	-	100
DO- Electro-Static/ Basic Electrical Safety, Fire Fighting, First Aid and Ergonomic Hazard, TFS, Process Safety, Behaviour Based Safety, Machinery Guarding, Hygiene and Communicable Disease, Chemical Compatibility, Whistle Blower and Labour Laws, Code of Business Conduct and Ethics, Prevention & Control of Dust Explosion, Work Permit	14	-	88
Grand Total	184	-	-

2. Details of fines/penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format .

Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not applicable	NA	Not applicable	Not applicable
Settlement	Nil	Not applicable	NA	Not applicable	Not applicable
Compounding fee	Nil	Not applicable	NA	Not applicable	Not applicable

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not applicable	Not applicable	Not applicable
Punishment	Nil	Not applicable	Not applicable	Not applicable

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

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

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

The Company has laid down an Anti-Corruption and Anti-Bribery Policy. The Policy is available on Company's website.

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

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

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

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

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.

Nil

Leadership Indicators

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

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

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

Yes, the Company has put in place stringent procedures to avoid any conflicts of interest involving members of the Board. Code of Conduct and Policy on Related Party Transactions are applicable to all Directors on the Board and provides guidelines for avoiding conflict of interest. As per the policy, Board Members and Senior Management Personnel will not involve in a situation in which he/ she may have direct/ indirect interest that conflicts with the interest of the Company. In case any such situation arises, the same is required to be disclosed to the Board of directors of the Company for appropriate consideration.

Policy on Related Party Transactions intends to ensure that proper reporting, approval, and disclosure processes are in place for all transactions between the Company and related parties. The Policy disallows the concerned or interested Director to participate in any discussion or approval of contracts or arrangements with related parties.

DIRECTORS' REPORT (continued)

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	R & D process done at Units are for process improvement. There is no R&D investments made in the area to improve the environmental and social impacts of product and processes.		
Capex	2.08%	1.30%	Decanter for processing of Sludge & wet scrubber for controlling of SPM level of boiler. Rural Development through ENV Clearance, Upgradation of aeration system for effluent treatment.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes
 b. If yes, what percentage of inputs were sourced sustainably?
 Shriram Rayons- 92%
 Daurala Organics- 23%
 Daurala Sugar Works- 83%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a)	Plastic	Shriram Rayons (SR)- Input materials for our customers who in turn finally produce the finished products. Once the products are sold they would not come back to the company. Hence, the Unit is not in a position to reclaim the products.
		Daurala Sugar Works (DSW)- EPR applicable for plastic packaging is being fulfilled as per Plastic Waste Management Rule 2016.
		Daurala Organics (DO)- The unit is engaged in manufacturing of fine chemicals & Agro Chemicals. The samples and packaging materials are disposed to authorised vendors as per authorization.
(b)	E-waste	This is not applicable as the Company is not reclaiming any electronic items. All e-waste generated in-house is handed over to certified vendors for safe disposal.
(c)	Hazardous waste	DSW- Entire hazardous waste generated is being incinerated.
		Shriram Rayons- Not applicable as our products are 100% bio-degradable however in house generation of hazardous waste is handled, stored and disposed by agency authorised by Rajasthan State Pollution Control Board.
		Daurala Organics- The related waste are disposed to authorised vendor as per authorization.
(d)	Other waste	i) Returnable packaging ie. metallic shell rolls are recalled from the customers which are re-used for further supply. ii) We are following the disposal process of other waste (Steel Scrap) in a safe manner.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Daurala Sugar Works- Waste collection plan is in line with EPR plan submitted to Pollution Control Board.

Shriram Rayons- Not Applicable to the Unit, The Unit manufactures products which are intermediate products (input materials) for our customers who in turn finally produce the finished products. Therefore, these products packaging materials becomes pre-consumer waste to our customers who recycle it through certified recyclers.

Daurala Organics- Yes, EPR under Plastic waste management has been taken care and Compliance are being done by the EPR agency.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
13124	High Tenacity Rayon tyre grade Yarn/Cord/Fabric (Greige /Dipped)	95%	Gate to Gate	No	No
2060	Sugar	65%	Gate to gate	Yes, Under process	No

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
CS2	Fire and Health hazard	Gas concentration detectors, Use of flame proof lighting and tools are in place.
Sodium Sulphate	Ingestion of large amount may cause health hazards, No significant environmental impact	Use of PPEs in plant

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Not Applicable to our Rayons Unit.		
Daurala Organics- Since our final products are meant for pharma / Agro Chemical Industry, hence, all the input materials are virgin.		

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	1361.7 MT	Under Process by our Organics Unit	Nil	816.99 MT	299 MT
E-waste	Nil	Nil	Under Process by our Organics Unit	Nil	Nil	1.35 MT
Hazardous waste	Nil	1.056 MT	1010 MT	Nil	1.043 MT	1. Waste Oil-2400 Litres 2. Discarded Containers- 249 Nos. pieces 3. ETP Sludge- 884.87 MT 4. Others- 1047 MT
Other waste	1353 Nos.	Nil	Nil	1039 Nos.	Nil	Nil

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 % of total products sold in respective category
DSW & SR had Nil reclaimed products & their packaging material. Further, DO is meant for pharma/ agro chemical industry, hence all the input materials are virgin.	

DIRECTORS' REPORT (continued)

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1117	616	55%	1112	100%	0	0	0	0	0	0
Female	30	17	57%	30	100%	17	57%	0	0	0	0
Total	1147	633	55%	1147	100%	17	1%	0	0	0	0
Other than Permanent employees											
Male	3	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	3	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1300	523	40%	1300	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	1300	523	40%	1300	100%	0	0	0	0	0	0
Other than Permanent workers											
Male	1214	354	29%	935	77%	0	0	0	0	0	0
Female	10	0	0%	10	100%	0	0	0	0	0	0
Total	1224	354	29%	945	77%	0	0	0	0	0	0

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	100%	100%	Y	100%	100%	Y

3. Accessibility of workplaces

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

Yes, Most of working locations of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016

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

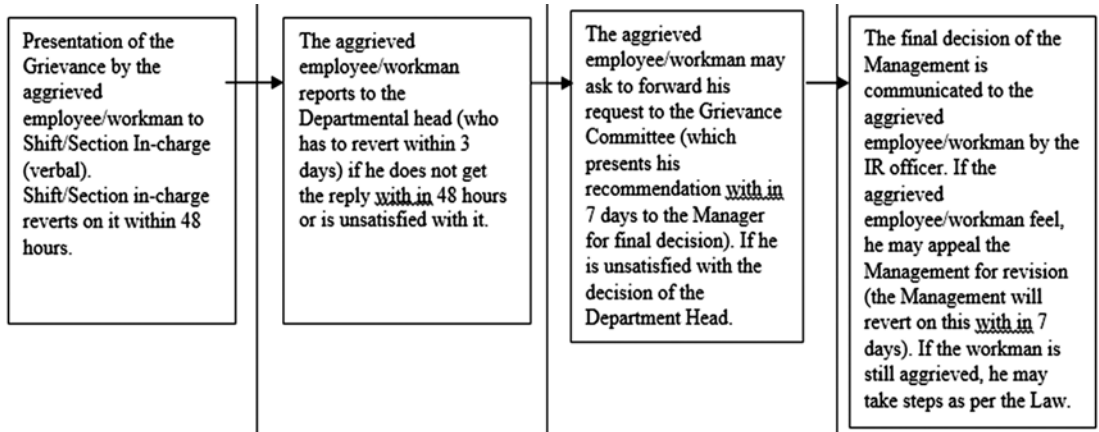
Yes, the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. We don't have any web link as such but follows the regulatory provisions. And to ensure employee has appropriate opportunity , we periodically organize workshops for them.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N/A			
Female				
Total				

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

	Yes/No
Permanent Workers	Yes, as per Grievance Redressal Committee. Flow chart of the process are mentioned below.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	



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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or Union(D)	% (D /C)
Total Permanent Employees						
Male	780	396	51%	791	375	47%
Female	0	0	0	0	0	0
Total Permanent Workers						
Male	1289	1288	100%	1363	1362	100%
Female	0	0	0	0	0	0

DIRECTORS' REPORT (continued)

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1120	1120	100%	1120	100%	1117	1117	100%	1117	100%
Female	30	30	100%	30	100%	28	28	100%	28	100%
Total	1150	1150	100%	1150		1145	1145		1145	
Workers										
Male	2514	2514	100%	2514	100%	2705	2705	100%	2705	100%
Female	10	10	100%	10	100%	12	12	100%	12	100%
Total	2524	2524	100%	2524	100%	2717	2717	100%	2717	100%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1120	1120	100%	1117	1117	100%
Female	30	30	100%	28	28	100%
Total	1150	1150	100%	1145	1145	100%
Workers						
Male	2514	2514	100%	2514	2514	100%
Female	10	10	100%	10	10	100%
Total	2524	2524	100%	2524	2524	100%

10. Health and safety management system:

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

Yes, Coverage: Health & safety policy, safety risk management, safety assurance, statutory compliance, safety promotion, safety education, training & awareness etc. The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners which is in compliance to ISO 45001 Occupational health & safety management system and it ensuring the protection of environment and health & safety of its employees, contractors, visitors and relevant stakeholders.

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

As part of implementation of ISO standard, procedures for Hazard Identification and Risk Assessment (HIRA) have been established and implemented within the Plant. HIRA, QRA (Qualitative risk assessment), safety audit, safety inspection, JSA (Job Safety analysis), AIA, HAZOP studies, etc. are conducted for routine and non-routine activities. Work related hazards are identified by people involved in the operations, Security and safety officers and contractor representatives. Adequate Training was provided to the workers by the Supervisor from time to time for identification and its solution.

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

Yes, Units has established a robust system of reporting Unsafe Acts and Unsafe Conditions (UAUC), near misses and incident reporting. Workers are encouraged to report UAUC, near miss and incidents and to immediately remove themselves from such risks. Direct report to section incharge or safety officer, routine safety inspections, Safety committee meetings etc.

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

Yes, Internal Medical Dispensary is maintained, with Doctor & medical staff. Employees and workers have access to Dispensary, also preventive health check up and Wellness programs are offered as part of non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.76	1.76
Total recordable work-related injuries	Employees	0	0
	Workers	1	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- SR has a well defined & managed work permit system.
- Daily Tool Box Talks are conducted for Contract Workmen in the morning.
- Safety Inspection & Audits are conducted on regular basis.
- Central Safety Committee (quarterly) & Departmental Safety Committee meetings (monthly) are organised with workmen representatives.
- Unsafe Conditions & Unsafe actions are captured by Safety department & followed up till resolved.
- Near miss reporting & closure.
- Every dept has its own HIRA & AI.
- Safety Displays & SOP displays in Hindi Language.
- Providing the training and conducting seminars for creating a safe and healthy work place includes Training Operations on Fire Extinguisher, Training on Self Defence for Women, Training on Fire Air, Fire Safety Awareness, Monsoon Season Safety Precautions and 9 trainings on Health which includes multiple sessions on Yoga, Stress management, World Health Heart Day, Cancer Awareness, Wellness and Healthy Eating.
- All the requirements of ISO 14001, ISO 45001 and as per applicable Laws are being followed.

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

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

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% through Internal assessment and customer audit.
Working Conditions	100% through Internal assessment and customer audit.

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

Daurala Sugar Works reported the following observation:

Observation- 1. It was noted during facility tour that 30 out of 150 employees were not found using of safety shoes in milling section, Cane Yard, and boiling section.

DIRECTORS' REPORT (continued)

Corrective Action- Safety shoes has been provided to the employees working in the identified working station. Observation - 2. It was noted during document review that evacuation drill was not conducted in night shift Corrective Action- Mock drill has been conducted in Night Shift.

Observation -3. It was noted during facility tour that secondary exit were not provided in central office first floor (around 50 employees working are found on the day of audit) and rest room first floor in periphery area (24 Bed were provided for employees in rest room).

Corrective Action- Secondary exit has been provided in central Office first floor and Rest room.

All the incidents are properly investigated as per defined procedure and corrective actions decided are properly implemented and verified by safety officer. Every Departments has identified high risks activities of its day to day operations. HIRA- Hazard identification & Risk Assessment of all such activities is being done & documented in HIRA register by each department. It is being updated & reviewed regularly.

Leadership Indicators

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

Yes, Through EDLI Policy .

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

Yes, we follow all the Statutory norms. The contractors payments are being made on submission of proof of statutory dues (ESI/PF etc.) 25th of next month, challan with payment register has been verified by concerned person of IR Department. Instruction passed to the value chain partners and audit for the same has been conducted by the DSIL.

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

	Total no. of affected employees/workers		No.of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	1	2	Nil	Nil

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

No

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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.**

There is a penalty clause and if still its not satisfactory and the contractors services can be terminated.

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

Essential Indicators

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

List Attached

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No, Company provides an Equal Opportunity encouraging diversity in the workplace	Email, Notice Board, Written Internal communication, Company Intranet and Website, Regular updates are put up on our internal social media group, virtual meetings, in house journals.	Important communications and reports are sent on daily basis to all employees	Top-down communication about important changes, policies, well-being initiatives, safety concerns and various engagement activities.
Government & Regulatory bodies	NO	Filing of returns, Physical Meeting at their/our Offices, Through Emails & Letters addressed to Designated Govt officials.	As per the requirements of the Act / Rules or atleast once in six months or normally once in 2 months.	Government Policy on Sugar Export, Monthly Quota & Excise Policy, Legal Compliance & taking advise from them on issues.
Shareholders & Investors	NO	Annual General Meeting, Company's website, Annual Report, Grievance Redressal Mechanism, Email, Newspaper, Notice board.	Quarterly, need basis & Annually.	Improved profitability and growth of organisation, future business plans, transparent and effective communication and Good Corporate Governance practices.
Customers	NO	Sales meet, Emails, Website, Webinars, Newsletter, Fairs and Tradeshows, Customers visit.	Day-to day basis and as & when required.	Quality related issues, business development Promotion and information on Business offerings.
Suppliers, Dealers and Distributors	NO	Email, official meetings, Website, Webinars, Newsletter, Suppliers visit, Fairs and Tradeshows	Need basis	Supply chain Issues, Quality related matters, to understand the new market trends and educating the suppliers.
Farmers	NO	Face to Face Communication, Village meet, Farmers Gosthi, Ganna Patrika, Mediators, calls, SMS	Day-to -day basis and Twice in a year during husk season	Cane Supply, Cane Plantation know-how, adoption of latest technology, Area for Cane Growing. To provide assurance of purchase and to communicate about Quality, timely delivery and payments.
Local Communities	NO	Face to Face Communication or via email or call	Regular / Ongoing process	Local Market issues, Upliftment of socially & economic weaker section of the society and other environmental, health & safety issues.
Civil Society	NO	Community Meetings and Collaboration of various CSR projects	Regular / Ongoing process	Community development such as Education, Women & Child Development, Tribal & Rural areas development, local area hygiene, environment protection, etc.
Industry Associations	NO	Trade fairs, Meetings, Seminars, Workshops, emails or calls	As and when required	Promote the industrial environment and safeguard the interest of employee & employer. To resolve Industry issues i.e Export policy, Molasses Policy.
Media	NO	Newspaper Advertisements, Ganna Patrika, meetings, email, calls, Social Media Platform like LinkedIn, etc.	As and when required	To provide Product list, usage and technical details, Mills performance impact on Local Society. Awareness programme about the industry and development efforts taken by the company.

DIRECTORS' REPORT (continued)

Leadership Indicators

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

The Company management regularly interacts with key stakeholders i.e. customers, suppliers, government bodies, farmers, etc.

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

Yes, through materiality study, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics. The Company puts continuous efforts in raising awareness among farmers to utilize water efficiently using best agricultural practices, non-chemical pest control and promoting use of bio-compost. This helps in providing better returns to farming community with increased productivity and water conservation. In addition, it also enhances soil fertility and protects and preserves the environment from undue chemicals.

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

The Company regularly educates the farmers on good farming practices to produce sugarcane by using less irrigation water through trash mulching, trench planting, press mud application, laser land leveling and in addition using bio-control measures for controlling pests and diseases in sugarcane crop. At the Annual General Meetings, the shareholders are given opportunity to raise issues and the same are analysed and redressed to the extent practicable.

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	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employ- ees/ workers covered (D)	% (D / C)
Employees						
Permanent	1147	386	34%	1143	383	34%
Other than permanent	3	3	100%	2	2	100%
Total Employees	1150	389	34%	1145	385	34%
Workers						
Permanent	1300	522	40%	1377	595	43%
Other than permanent	1224	291	24%	1340	296	22%
Total Employees	2524	813	32%	2717	891	33%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B /A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	1117	0	0	1117	100%	1115	0	0	1115	100%
Female	30	0	0	30	100%	28	0	0	28	100%
Other than permanent										
Male	3	0	0	3	100%	2	0	0	2	100%
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	1300	0	0	1300	100%	1377	0	0	1377	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent										
Male	1214	211	17%	1003	83%	1328	217	16%	1111	84%
Female	10	4	40%	6	60%	12	5	42%	7	58%

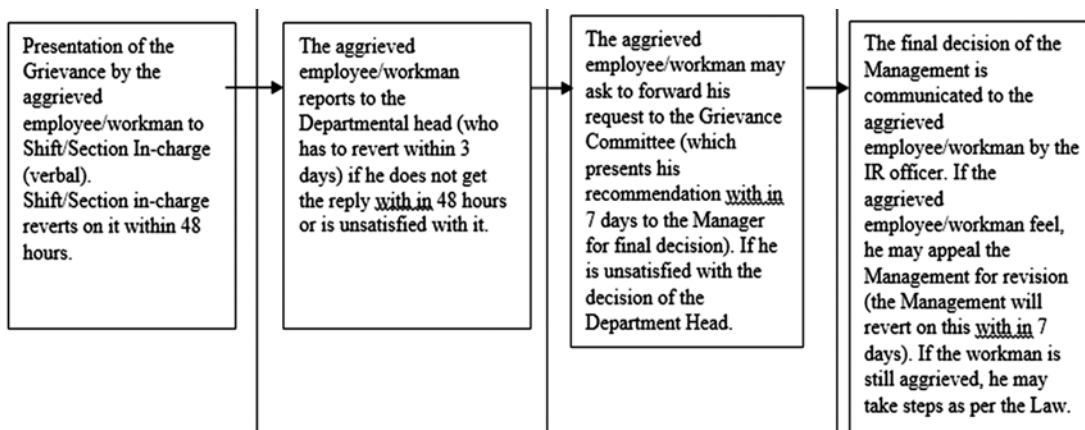
3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	2,031,000	3	1,799,000
Key Managerial Personnel	3	7,314,362	0	-
Employees other than BoD and KMP	1123	414,350	35	726,944
Workers	1228	322,900	0	-

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

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

We have grievance redressal committee in place and described as follows:



DIRECTORS' REPORT (continued)

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL					
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

The Company has Internal Complaint Committees (ICC) to address any kind of complaint w.r.t., Sexual Harassment. All complaints of sexual harassment will be kept and treated as confidential to the extent practicable under the circumstances. Only those individuals who receive the complaint or are necessarily involved in an investigatory process and in decision regarding resolution of the complaint will ordinarily be provided access to the information regarding the allegation of sexual harassment. All information regarding the sexual harassment will be kept with the Personnel Department.

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

Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% through Internal assessment and customer audit.
Forced/involuntary labour	100% through Internal assessment and customer audit.
Sexual harassment	100% through Internal assessment and customer audit.
Discrimination at workplace	100% through Internal assessment and customer audit.
Wages	100% through Internal assessment and customer audit.
Others – please specify	-

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

No such concerns has been detected so far.

Leadership Indicators

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

Not Applicable as there was no complaint/grievances related to human rights during the reporting year.

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

No such due diligence.

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	-

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

No such concerns has been detected so far.

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:

(in MegaJoule)

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	856703912	818613314
Total fuel consumption (B)	8593935	8449551
Energy consumption through other sources (C)	477299304	474409998
Total energy consumption (A+B+C)	1342597151	1301472863
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.06	0.06
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Shriram Rayons- Yes, mandatory energy audit completed by R.K. Online Solution in Oct-Nov 2021. Daurala Organics- Yes Energy Audit was conducted by Wire Consultant. Daurala Sugar Works- No.

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

Shriram Rayons- Yes, PAT Cycle IIInd (2018-19) Target was 2.7681 TOE/Tonne and Achieved is 1.1411 TOE/Tonne.

DIRECTORS' REPORT (continued)

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	2104010	2195256
(ii) Groundwater	1258014	1354864
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3362024	3550120
Total volume of water consumption (in kilolitres)	3362024	3550120
Water intensity per rupee of turnover (Water consumed / turnover) KL/Lacs INR	14.30	16.72
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

DO- Yes, Water audit was carried by PHDCCI, in Dec 2021 DSW- Yes, Environmental and Technical Research Centre, Lucknow. SR- No

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

DSW- Zero liquid discharge is implemented in Distillery unit. Entire waste water is treated in CPU and re-cycled in process. SR- No as such this policy is not mandatorily required to be implemented in Rajasthan. DO- Not Applicable.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	mg/nm ³	33	31
	µg/m ³	34	31
SOx	mg/nm ³	10	9
	µg/m ³	18	16
Particulate matter (PM)	mg/nm ³	67.54 & 78.51	78.56 & 80.3
	µg/m ³	35.2(PM 2.5)	41.6 (PM 2.5)
Persistent organic pollutants (POP)	µg/m ³	<1.0 (Benzene)	<1.0 (Benzene)
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		Pb -<0.05 ng/cu.m; CO - 0.71mg/cu.m	Pb -<0.05 ng/cu.m; CO - 0.67mg/cu.m
Others– please specify		NIL	NIL

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

Yes,
DSW- Enviro Tech GZB
SR- Newcon Consultants & Laboratories
DO- Enviro Tech Services

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	641240	662303
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	21677	25508
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes CO ₂ e / Revenue in Lacs INR	0.09	0.12
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	-	-	-

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

Yes, Shriram Rayons- TUV India Pvt Ltd. Validated emission data as per ISO 14064 part I. The Unit is participating in CDP- carbon disclosure project.

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

Yes, Shriram Rayons- The Unit has achieved 173% reduction in FY: 2021-22 for combined GHG emission (Scope 1 & 2) against our project target of 40% Reduction than base year(FY: 2025-26). DSW- CO₂ bottling plant installed to capture the CO₂ gas generated from Distillery fermentation. No such project in DO Unit.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1425	1711
E-waste (B)	0	711
Bio-medical waste (C)	0.0072	0.009515
Construction and demolition waste (D)	10800	0
Battery waste (E)	1.581	1.235
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	794	888
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	356	497
Total (A+B + C + D + E + F + G + H)	13376.3442	3807.4575
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2.4	2.4
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	2.4	2.4
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	77561	69881
(ii) Landfilling	13671	14591
(iii) Other disposal operations	Rest are majorly sold	
Total	91232	84472

DIRECTORS' REPORT (continued)

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

DSW- -- Entire waste generated is being treated and utilized to maximum extent. -- All the process chemicals are of food grade category. Separate safe storage and handling is adopted for toxic chemicals. **SR**- -- In Order to reduce generation of hazardous waste, following actions has been initiated- -- Installation of decanter at ETP for handling ETP sludge, this will reduce moisture content in sludge thus reducing the overall quantity. -- Switching to higher capacity carboys in place of smaller for hazardous chemicals thus reducing the hazardous waste generation. **DO**- Authorization and procedure are in place for disposal of various waste generated in facility. Waste generated is disposed to government Authorized vendor.

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
None				

Leadership Indicators

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

(in Mega Joule)

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	757744911	703428148
Total fuel consumption (B)	8582252	8387999
Energy consumption through other sources (C)	446312580	433771716
Total energy consumed from renewable sources (A+B+C)	1212639743	1145587863
From non-renewable sources		
Total electricity consumption (D)	97499470	113972476
Total fuel consumption (E)	11683	61552
Energy consumption through other sources (F)	32446255	41850972
Total energy consumed from non-renewable sources (D+E+F)	129957409	155885000

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

Yes, Shriram Rayons has mandatory energy audit completed by R.K. Online Solution in Oct-Nov 2021.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	59089	61374
- No treatment	0	0
_ With treatment-please specify level of treatment	Secondary treatment	Secondary treatment
(ii) To Groundwater	0	0
- No treatment	-	-
_ With treatment-please specify level of treatment	-	-
(iii) To Seawater	0	0
- No treatment	-	-
_ With treatment-please specify level of treatment	-	-
(iv) Sent to third- parties	0	0
- No treatment	-	-
_ With treatment-please specify level of treatment	-	-
(v) Others	1102045	1218229
- No treatment	0	0
_ With treatment-please specify level of treatment	After treatment through ETP for irrigation & Secondary treatment	After treatment through ETP for irrigation & Secondary treatment
Total water discharged (in kilolitres)	1161134	1279603

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

Yes,

DSW- National Sugar institute Kanpur

DO- Adequacy of ETP was carried by AMU, Aligarh.

SR- No

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

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

- (i) Name of the area - Kota (Rajasthan)
- (ii) Nature of operations - Manufacturing of Viscose rayon Tyre cord
- (iii) Water withdrawal, consumption and discharge in the following format:

DIRECTORS' REPORT (continued)

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	2104010	2195256
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	2104010	2195256
Total volume of water consumption (in kilolitres)	2121410	2212088
Water intensity per rupee of turnover (Water consumed / turnover) (KL/Lacs in Turnover)	9.02	10.42
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	59089	61374
- No treatment	0	0
_ With treatment-please specify level of treatment	Secondary	Secondary
(ii) Into Groundwater	0	0
- No treatment	0	0
_ With treatment-please specify level of treatment	-	-
(iii) Into Seawater	0	0
- No treatment	0	0
_ With treatment-please specify level of treatment	-	-
(iv) Sent to third-parties	0	0
- No treatment	0	0
_ With treatment-please specify level of treatment	-	-
(v) Others (Recycle)	17400	16832
- No treatment	0	0
_ With treatment-please specify level of treatment	Secondary	Secondary
Total water discharged (in kilolitres)	76489	78206

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Under evaluation- Mid june	171474
Total Scope 3 emissions per rupee of turnover		Under evaluation- Mid june	0.00003984
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Under evaluation- Mid june	0.00003984

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

Yes, SR- TUV India Pvt Ltd. Validated emission data as per ISO 14064 part I.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Effluent - secondary treatment	Rayons plant kota has implemented a secondary treatment process for effluent waste reduction.	Much better effluent water quality in comparison to state norms
2	Decanter - for sludge moister	Installation of Decanter has been done to control and oversee sludge moister.	Ease in ETP sludge handling
3	Wet Scruber	Wet scrubber has been installed at boilers to reduce stack emission	STACK emission reduction from boiler
4	K K filter	DSIL has installed K.K.filter in viscose process which is an lensing continous filters. These has substituted the conventional filters resulting in less effluent.	Fresh water consumption & effluent generation has been reduced
5	100% agro based Fuel usage	Company has remarkably reduced the dependency on non renewable fuel usage and shifted on HUSK for generation of electricity.	Significant reduction in emmission
6	Improvement in Aeration system at Effluent Treatment Plant (ETP)	Installed high effecency aerators for treatment of effluent	Treated effluent meeting the norms as prescribed by pollution control board.
7	High efficiency air pollution control device	High efficient air pollution control device ESP followed by Electro gravel precipitator installed in boiler stack.	Meeting the norms of air emission as prescribed by pollution control board.

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

Yes,

Shriram Rayons has Emergency Response Plan in place (as part of ISO 14001) that addresses issues related to disaster management. Daurala Organics- The facility has Business continuity plan and Emergency response plan to respond and mitigate the situation like Fire, release of toxic gases, Spillage of chemicals.Regular drills are conducted as per calander. These drills are also performed in front of Government officials as per statutory requirement. On site Emergency plan prepared by external Agency and employees participate in Off site emergency drills as and when conducted by Government officials.

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

The Company's products are supplied to customer with updated MSDS, and end use does not pose adverse environment impact.

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

SR- Approx. 20% Critical Raw Material suppliers have been assessed on ISO-9001, ISO-14001 & ISO-45001 standard implementation & practices. No issues have been found so far.

DIRECTORS' REPORT (continued)

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.

List Attached

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Sugar Mills Association	National
2	U.P Sugar Mills Association	State
3	All India Distillery Association	National
4	Federation of Sweets & Namkeen Manufacturers	National
5	PHD Chamber of Commerce & Industry	North India
6	Conferederation of Indian Industry (CII)	National
7	CHEMEXCIL	National
8	Meerut Management Association Pallavpuram Phase-1	State
9	Western U.P. Chamber of Commerce and Industry Meerut	Western India
10	Federation of Indian Chamber of Commerce and Industries (FICCI)	National
11	All India Organisation of Employers' (AIOE)	National
12	Federation of Indian Export Organisations (FIEO)	National
13	All India Management Association (AIMA)	National
14	Indian National Trust for Art and Cultural Heritage (INTACH)	National
15	Delhi Golf Club	State

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
Not applicable		

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 (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not applicable					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

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

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

Regular meetings are held with the community leaders & local leaders, our senior officials regularly take part in their functions. There is no grievance against our organisation because society firmly believe that we are committed for their upliftment. Even our efforts during the covid period are not only recognised by the top government official but were also praised by local leaders and community. Through our CSR activities we are committed and succesful to bring positive change in standards of school, panchayat house, irrigation systems, hospitals etc.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	7%	8%
Sourced directly from within the district and neighbouring districts	48%	12%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	Not applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
None.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - NO
 (b) From which marginalized /vulnerable groups do you procure? N.A.
 (c) What percentage of total procurement (by value) does it constitute? N.A.

DIRECTORS' REPORT (continued)

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting health care including preventive health care and sanitation	Not ascertainable	Above 80%
2	Support to education of women / old age / Spl. Able children / library		
3	Empowering Women, Support to Senior Citizens		
4	Environmental Sustainability and protection of flora and fauna		
5	Promotion of national heritage, traditional art/ protection of buildings		
6	Support to War Widows		
7	Promotion of Rural Sports		
8	PMNRF and PM CARES		
9	Rural Develop. project		

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

Essential Indicators

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

We strictly follow SOP(SOP/PL/09) & MSC (MSC/PL/05/01) for handling the customer complaints & feedback. Physical Test Lab (Dept. Head/Div. Head) is the single point for handling customer communication through marketing team.

Customer complaint or feedback was immediately communicated to all the concerned production & cross functional team for RCA & Quality records. Then RCA & CA identified through brainstorming session with the cross functional team. Accordingly, initial report shared with the customer through marketing about our findings which includes Root cause including 8D format, Corrective action & implementation plan.

The same corrective action implemented within time frame & then final communication done with the customer about effectiveness of the corrective action already implemented within 15 days.

Once we receive the complaint from customer, it is forwarded to technical team and reply sent to customers after discussion with the production / technical team. If need be, video conference or visit is planned to sort out the issue. In case any claim issued, sanction is being taken from the management for the payment of the claim.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	14	2	-	13	-	-

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

	Number	Reasons for recall
Voluntary recalls	NIL	
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.

<https://dcmsr.com/privacy-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.

Leadership Indicators

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

The weblink is <https://dcmsr.com/> under the Products Section.

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

DO- Each and every consignment is accompanied with Material Safety Data Sheet (MSDS).

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

Communication through mail, if any such situation arises.

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

5. Provide the following information relating to data breaches:

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

None

b. Percentage of data breaches involving personally identifiable information of customers-

Not Applicable