

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR THE FY 2021-22

Introduction:

Sustainability is beyond managing environmental risks and is about building resilience into the organization that is attained through Environmental, Social and Governance (ESG) agenda within and with external stakeholders.

The company is focused on executing a strong ESG plan by working with all relevant stakeholders as well as in its own operations.

Even during the pandemic, the company continued to strive towards addressing its sustainability goals internally, concurrently assisting communities to navigate the pandemic. The company is actively enabling a low-carbon society as well as working with its customers and suppliers to implement sustainable practices in line with the company's strategy and is equally committed to driving social progress in communities.

During the pandemic the company contributed towards relief efforts partnering with local government by providing equitable access to Covid-19 vaccination to its employees alongside Government efforts. Within the company, vaccination drives were also organized to aid employees and their immediate families to voluntarily get vaccinated for the Covid-19 virus.

The company's sustainability strategy is to support its customers and suppliers to reduce emissions and achieve carbon neutrality in its own operations and focus its commitment to responsible business practices.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L72200KA1973PLC002308
2. Name of the Listed Entity: Dynamatic Technologies Limited ('Dynamatic Technologies' or 'DTL' or 'the Company')
3. Year of incorporation: 1973
4. Registered Office Address: JKM Plaza, Dynamatic Aerotropolis, 55, KIADB Aerospace Park, Devanahalli, Bangalore – 562110 (w.e.f. 1st April 2022)

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Dynamatic Technologies Limited designs and builds highly engineered products for Metallurgy, Aeronautic, Hydraulic and Security applications. With futuristic design, engineering and manufacturing facilities in Europe and India, the company is able to meet customers' exacting requirements on 6 continents.	<p>Aerospace: Dynamatic-Oldland Aerospace® is a demonstrated leader for the development of exacting Airframe Structures and Precision Aerospace Components.</p> <p>Hydraulics: The Dynamatic Hydraulics® production facilities in Bangalore employ cutting-edge technologies and modern machinery to manufacture an extensive range of Hydraulic Gear Pumps in Cast Iron and Aluminium, that find application in Agricultural Equipment, Construction Equipment, Material Handling Equipment, Mining and Drilling Equipment and in Marine applications.</p>	99%

5. Corporate Address: Dynamatic Park, Peenya, Bangalore - 560 058
6. E-mail: investors.relations@dynamatics.net
7. Telephone: +91 80 2111 1223 / +91 80 2204 0535
+91 80 2839 4933/34/35
8. Website: www.dynamatics.com
9. Financial year for which reporting is being done: 1st April 2021 to 31st March 2022
10. Name of the Stock Exchange(s) where shares are listed: BSE & NSE
11. Paid-up Capital: INR 6,34,14,430
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:

No.	Particulars	Details
1	DIN Number (if applicable)	05205364
2	Name	Mr. P S Ramesh
3	Designation	Executive Director - Group Technical Services & Human Resources
4	Telephone number	+91 80 2839 4933 / 34 / 35
5	E-mail Id	investor.relations@dynamatics.net

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

The disclosures under this report are made on Standalone basis.

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Boeing Chinook Ramp & Pylon, P8 Power & Mission Cabinets, Control Surfaces of T-7A Red Hawk Program Bell 407 Helicopter cabins Airbus Flap Track Beams for A318, A319, A320, A321 & A330 family of aircrafts	3030	44%
2.	Hydraulic Gear Pumps and Motors, Rock Shaft Assembly & Hitch Control Valves, Lube Oil & Water Pumps	2813	55%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	2	7
International	3	3	6

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Throughout India
International (No. of Countries)	4 (Across Europe / Asia)

b. What is the contribution of exports as a percentage of the total turnover of the entity : 54%

c. A brief on types of customers

Aerospace:

Partner of choice for agencies of national importance including the Ministry of Defence and Hindustan Aeronautics Limited, as well as international aerospace majors.

Dynamatic-Oldland Aerospace® also works closely with EADS and Spirit AeroSystems to assemble Flap Track Beams for the Airbus Single Aisle A-320 Family of Aircrafts on a Single Source basis. This is the first time that a functional aero-structure of a major commercial jet is being manufactured in the Indian Private Sector.

Dynamatic-Oldland Aerospace®, has state-of-art facilities for Heat Treatment of Aluminum Alloys, Fluorescent Penetrant Inspection, Resistant Spot Welding and Measurement and Inspection (CMM, Laser Tracker and Articulated Arm) which are NADCAP accredited and Approved by Primes like Airbus, Boeing, Bell Helicopter and HAL

Hydraulics:

The Dynamatic Hydraulics® facility in Swindon, UK, has over 50 years of experience in the design and manufacture of Gear Pumps and supplies products to Agricultural, Construction and Off-Highway vehicle manufacturers. Products include Combined Variable and Fixed Displacement Pump Packages, Temperature Controlled Fan Drive Systems and Fixed Displacement Pumps in Aluminium and Cast iron with a range of additional integrated valve options.

IV. Employees

18. Details as at the end of Financial Year: 2021-22

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	426	374	87.79%	52	12.21%
2.	Other than Permanent (E)	12	10	83.33%	2	16.67%
3.	Total employees (D + E)	438	384	87.67%	54	12.33%
WORKERS						
4.	Permanent (F)	485	480	98.97%	5	1.03%
5.	Other than Permanent (G)	743	718	96.64%	25	3.36%
6.	Total workers (F + G)	1228	1198	97.50%	30	2.44%

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	5	-	-

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

Particulars	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.58	9.80	17.57	15.37	17.65	15.61	13.44	7.48	12.77
Permanent Workers	1.86	-	1.84	3.42	-	3.39	0.20	-	0.20

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

Sl. 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.	JKM Erla Automotive Limited	Subsidiary	99.99%	Yes
2.	JKM Research Farm Limited	Subsidiary	99.99%	Yes
3.	JKM Global Pte Limited	Subsidiary	100%	No
4.	Dynamatic Manufacturing Limited (Formerly known as JKM Ferrotech Limited)	Step Subsidiary	99.99%	Yes
5.	Dynamatic Limited, UK	Step Subsidiary	100%	No
6.	Yew Tree Investments Limited, UK	Step Subsidiary	100%	No
7.	Dynamatic US, LLC	Step Subsidiary	100%	No
8.	JKM Erla Holding GmbH	Step Subsidiary	100%	No
9.	Eisenwerk Erla GmbH	Step Subsidiary	100%	No
10.	JKM Automotive Limited	Step Subsidiary	100%	Yes

VI. CSR Details

22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 ii. Turnover (in Lakhs) : Rs. 54,897
 iii. Net worth (in Lakhs) : Rs. 37,302

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)	Current FY 2021-22			Previous FY 2020-21		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-marks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-marks
Communities	-	-	-	-	-	-	NIL
Investors (other than share holders)	-	-	-	-	-	-	NIL

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	Current FY 2021-22			Previous FY 2020-21		
		(If Yes, then provide web-link for grievance redress policy)	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
Shareholders	-	-	-	-	-	-	-
Employees and workers	Yes. The grievance redressal mechanism consists of immediate reporting manager, representatives of recognized Union, Dedicated Industrial Relations Managers, Welfare officers and HR Business Partners at each factory locations.	Grievances are addressed with mutual discussion in an informal way	-	Grievances are addressed with mutual discussion in an informal way	Grievances are addressed with mutual discussion in an informal way	-	Grievances are addressed with mutual discussion in an informal way
Customers	Yes. Escalation mechanisms are defined in individual client contracts and addressed as per DTL quality policy						
Value Chain Partners	https://www.dynamics.com/Investors/Shareholder-Information/						
Other (please specify)	https://www.dynamics.com/Investors/Shareholder-Information/						

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

Sl. 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	Stakeholder engagement	Opportunity	Opportunity to engage and seek stakeholder inputs to integrate non business practices as appropriate	Have stakeholder engagement process set that is followed. The company has a continual stakeholder engagement process	Positive
2	Carbon reduction	Opportunity	Opportunity to move towards energy efficiency, fuel switching, combined heat and power, use of renewable energy, and the more efficient use and recycling of materials and address climate change	Several initiatives are underway internally to focus on carbon reduction and address efficiency and overall reduce emissions and address climate change	Positive

3	Operations environment	Opportunity	Opportunity to bring in resource conservation and reduced costs along with mitigating negative impacts of non-compliances	All environmental compliances are met through a compliance tool and operational improvements are undertaken.	Positive
4	Products Solutions and Services	Opportunity	Opportunity towards improving products and services and from the sustainability aspects, address aspects of resource conservation, energy and climate change aspects	Internalized with R&D and all aspects of product and service management aspects	Positive
5	Human Rights & labour	Risk	Responsibility to identify and manage Human Rights risks in its operation and supply chain and mitigate from adverse risks and consequential damages	Have policies and detailed process set along with due diligence procedures to evaluate Human Rights risks at all levels of operations	Negative
6	Health and Safety	Risk	Managing safety and health is an integral part of managing a business. Businesses need to do a risk assessment to find out about the hazards and risks in their workplace(s) and put measures in place to effectively control them to ensure these hazards and risks cannot cause harm to employees and workers.	Several initiatives and programs have been insisted to address all aspects of managing health and safety and closely monitored for continual improvements.	Negative
7	Diversity and Inclusion (D&I)	Opportunity	The company is powered by the diverse perspectives, skill sets and life experiences of their employees. To tap into the full potential of human diversity, the company looks at diversity and create an inclusive working culture underpinned by a fundamental sense of belonging, fairness and equity, enabling people to bring their 'full self' to work and achieve operational efficiency	The company has D&I focus with actionable plan to include diversity and inclusion in every way	Positive
8	Data privacy	Risk	Risk as non-compliance aspects. Laws global and local require strict adherence with respect to data privacy	At DTL respecting personal data protection rights are priority. DTL has adopted global data protection standards to ensure a standardized and high level of protection of Personal Data which is processed by DTL Group Companies. DTL respects personal data protection rights and is a priority.	Negative

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	http://www.dynamatics.com/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	Y	Y	Y	Y	Y	Y	Y	Y	Y
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has sustainability strategy that focuses on key aspects of sustainability.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Long term Sustainability Goals/ Targets have been identified and the action plan for achieving the same is tracked on a year on year basis. Performance of such principles is also reviewed periodically by the Senior Management.								
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) DTL is committed to make the business truly sustainable and socially responsible. The ESG road map of the company is to be a well governed organization with diverse talent and inclusive work place.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Udyanant Malhoutra, CEO & Managing director under the guidance of the Board of directors and its committees is responsible for implementation and oversight of the business responsibility policies.								
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.	Refer point 8 above								
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
Performance against above policies and follow up action	As a practice, policies on Business Responsibility of the Company are reviewed periodically or on a need basis by the Senior Leadership Team. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the CEO & MD/CFO to the Board of Directors								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	The Company has various policies in place which are reviewed from time to time by the Board, its Committees and Senior Management. Further, the above policies and processes may be subject to regulatory compliances and changes, as applicable.								

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

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)	All Principles are covered by the Policies								
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

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.

The company's integrity program in line with DTL Code of Conduct is committed to fostering a culture where integrity is embedded in its people, business and processes. The company has a robust compliance and integrity program supported by processes and a zero-tolerance policy for any violations.

The company emphasizes on importance of fostering an inclusive culture that allows employees to exercise their voice and speak up when they have questions or concerns. Bribery and corruption are prohibited in all business dealings, whether with public officials or private sector business partners. Political and charitable contributions are subject to detailed internal policy and controls, Gifts, entertainment and expenses policy defines thresholds, approval processes and their documentation. Agreements with sub-contractors and consortium partners are aligned with the Company's commitment to integrity in the performance of the contract, including commitments not to violate anti-bribery laws. The Company's suppliers are required to maintain integrity standards which are satisfactory to the Company and all suppliers are to agree to DTL Supplier Code of Conduct.

The Whistleblower Policy of the company creates a safe and confidential environment for employees to make such reports and the policy governs the reporting and investigation of alleged improper or illegal activities within the Company as well as the protection afforded to those employees who report them. All reports are subject to appropriate investigation and are brought to full closure using systematic processes and tracking systems.

The Company has an Internal Complaints Committee for the prevention of sexual harassment as a part of the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 that aims to provide protection against sexual harassment of women in the workplace and for prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidents thereto. The company has constituted the Internal Complaints Committee at each location and establishments (all locations where more than 10 women are employed).

The Company, during the year, continued its efforts to communicate and provide training and awareness sessions to its employees on key Dynamatic Group policies on integrity including DTL Code of Conduct.

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	Undertaken at the time of appointment and familiarized at regular intervals, in each board meeting / leadership discussion as specified in the next column.	Independent Directors of the Company at the time of their appointment are familiarized on the Company's Core Values, Code of Conduct including the purpose and the business it operates in. At each meeting of the Board/ Audit Committee, members also deliberate on key integrity matters that helps to reflect and focus on key strategies. As a part of Board, Audit and CSR agenda, members also discuss various sustainable initiatives of the Company, including regulatory and economic trends in the country.	100 %
Key Managerial Personnel	Topics pertaining to Integrity and Ethics, Core Values and Code of Conduct are familiarized. This helps the KMP's to drive the Company's values and purpose in all key business activities.		100%
Employees other than BoD and KMPs	Integrity awareness covering Code of Conduct, Anti-Trust, GDPR and Respectful workplace including training programs, awareness campaigns, leader talks, contests and more.		100%
Workers	DTL Code of Conduct is imparted to all workers across locations through face to face/classroom sessions		100%

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 - NONE

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

3. Of the instancing disclosed in question 2 above, details of Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed – NONE
4. Does the entity have an anti-corruption or anti-bribery policy if yes, provide details in brief and if available please provide a weblink to the policy.

The Company has Code of Conduct where anti-corruption or anti bribery is covered. DTL is committed to upholding the highest moral and ethical standards and does not tolerate bribery or corruption in any form.

Weblink: <https://www.dynamics.com/Investors/Shareholder-Information/>

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

There have been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery/corruption against directors/KMP/employees/workers that have been brought to our attention.

6. Details of complains about conflict of interest- NONE
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 - NONE

Leadership indicators:

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

In the Company's Supplier code of Conduct and general terms and conditions, the Company has emphasized on all integrity aspects which are applicable to all suppliers. The awareness programs on DTL code of conduct, Supplier Code of Conduct, Conflict of Interest, Data Privacy, etc., will start from the forthcoming financial year.

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 receives an annual declaration from its Board members and KMP on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

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

The Company invests significantly in research and development focusing on developing and commercializing the technologies, products and solutions that are of strategic importance for the future growth of the organization. In addition to continuous product development, and order-related engineering work, DTL protects the results of its R&D by holding patents, copyrights and other appropriate intellectual property protection.

Through collaboration with business partners, the Company aims to enhance supplier relationships, ensure the highest quality standards and create a sustainable supply chain. The DTL Supplier Code of Conduct, clearly explains the requirements about areas such as Human Rights, fair labor conditions, business ethics, health & safety, and environment & material compliance, as part of DTL's general terms and conditions from its existing and potential business partners.

The Covid-19 pandemic brought uncertainties around travel, factory operations, lock downs and impacted overall supply chain in many ways. The Company adjusted its supplier assessment approach to remote assessment by using digital technology based on local situation. Continuous communication, quick response to the dynamic situation and the adaptability to the new model have helped the company to manage the overall program effectively. Adequate training and development are also being provided to suppliers who are being assessed regularly.

Essential indicators:

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

DTL has been investing in building green campuses. All of this, along with greater use of renewable energy has helped DTL bring down its carbon footprint. The percentage of R&D and capital expenditure (CAPEX) investments in specific technologies to improve the environmental and social impacts of products and processes total R&D and Capex investments will be made available in our BRSR from fiscal 2023 onwards.

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

Yes. The responsible sourcing has been an area of focus for many years, with a series of policies and programs in place to strengthen performance and partnerships in the supply chain. Through collaboration with its business partners, the Company aims to enhance supplier relationships, ensure the highest quality standards and create a sustainable supply chain.

- (b) If yes, what percentage of inputs were sourced sustainably?

The Company plans to carry out a sustainability assessment of key Suppliers.

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) **Plastics (including packaging)** - For damaged product packaging, the product is reclaimed at the depots and is returned to the respective factories for repacking. Further, the expired products are sent for incineration to an authorized agency in accordance with the Hazardous Waste Management Rules, 2016 ('the Rules')
 - b) **E- waste** - A pan India based agency authorised by the Pollution Control Board is selected for ensuring safe disposal of e-waste with minimal environmental impact
 - c) **Hazardous waste** - Hazardous waste is categorised as per the Rules and is sent to the authorised end users for utilising the same and converting it into useful products. The remaining hazardous waste is sent for proper disposal at Pollution Control Board's authorised facilities.
 - d) **Other waste** - NA
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

Yes. Plastic waste generated from end products is disposed off under EPR with the help of an agency authorised by the Central Pollution Control Board (CPCB).

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 services (for service industry)? If yes, provide details in the following format?

The Company is in process of carrying out LCA for its manufacturing unit. The Company also assesses its Carbon Footprint.
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. – No
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). - Nil
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: - Not Applicable
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. - Not Applicable

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

The Company is focused on creating and ensuring a healthy workplace, free from occupational hazards, to realize its aim of zero incidents. To achieve this vision, emphasis has been on making and implementing rules, training employees on preventive measures, and setting up fool-proofing measures on site. This is further complimented by the implementation of best-in-class engineering standards for design and project execution. This has enabled the company to keep workplace hazards to a minimum. The Company also provides various health benefits such as regular health check-ups and health related awareness programmes for the employees. These initiatives are conducted across all Company facilities and are in line with the Company's objective of maintaining a healthy and motivated workforce.

The Company also undertakes activities which are focused on health and safety of its employees on the shop floor. Awareness campaigns have been undertaken to enforce the use of personnel protective equipment (PPE) at work. The facilities are also certified for ISO 45001 on Occupational Health and Safety Management System by DQS.

In spite of pandemic ravaging the industries, we were still able to maintain normalcy, with pro-active measures. Testing – Tracking – Isolating – Treating – Vaccinating methodology was used to contain the spread inside the Factory premises.

All Government protocols and guidelines are adhered to in the Company, to mitigate the spread of the virus. The required devices in this regard such as masks, face shield, hand gloves, hand sanitizers are being provided to all employees. To maintain safety at the workplace, sensor-based water dispensers are provided, and air fresheners are kept across all departments.

The Company remained focused on its priority even during the pandemic and continued its focus on established safety programs across factories, offices and among the service teams. The company assisted and encouraged employees, business teams, vendors and other stakeholders on adhering to practices for human safety and safe working conditions especially with the pandemic that hampered activities in a large way. The Company prepared Covid-19 guidelines, self-declaration forms, travel restriction rules which was constantly reviewed and communicated to its employees at regular intervals.

Vaccination of employees and contractors was a focus along with Covid appropriate behaviour to keep the workforce safe. Vaccination camps were organized at the Company's premises that enabled its employees to voluntarily opt and get themselves and their immediate family members vaccinated for Covid-19.

Health awareness and health promoting programs continued to be rendered by health professionals of the company on various platforms. During the year, they also provided frequent updates on the Covid-19 virus its strains, potential impact and Covid-19 appropriate behavior and precautions and treatment options.

National Safety Week was celebrated in the plant and few events were conducted to bring awareness of safety while at work and while away from work. Special sessions were conducted to bring the awareness about Covid pandemic preventive measures by the way of wearing PPEs, Covid tests and vaccinations.

Safety of employees was a challenge during the pandemic. Continued support from the business and strict adherence to the protocols by the teams was encouraging as there were minimal cases reported while making sure continued customer focus and business continuity.

Essential Indicators

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

% of employees covered by											
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	369	369	100%	369	100%	0	0.00%	10	2.71%	0	0%
Female	50	50	100%	50	100%	4	8.00%	0	0.00%	4	8%
Total	419	419	100%	419	100%	4	0.95%	10	2.39%	4	1%
Other than Permanent employees											
Male	10	10	100%	10	100%	0	0.00%	0	0.00%	0	0%
Female	2	2	100%	2	100%	0	0.00%	0	0.00%	0	0%
Total	12	12	100%	12	100%	0	0.00%	0	0.00%	0	0%

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

% of employees covered by											
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	480	480	100%	480	100%	0	0	17	4%	0	0.0%
Female	5	5	100%	5	100%	0	0	0	0%	1	20.0%
Total	485	485	100%	485	100%	0	0	17	4%	1	0.2%
Other than Permanent employees											
Male	729	486	67%	729	100%	0	0	0	0%	0	0.0%
Female	27	14	52%	27	100%	0	0	0	0%	0	0.0%
Total	756	500	66%	756	100%	0	0	0	0%	0	0.0%

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	YES	100%	100%	YES
Gratuity	100%	100%	YES	100%	100%	YES
ESI	8.5%	42.8%	YES	4.1%	8.2%	YES
Others- please specify	-	-	-	-	-	-
	-	-	-	-	-	-

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.

Most of our working locations are accessible to differently abled persons

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.

The Company is governed by the DTL Code of Conduct whereby all the employees and those eligible are provided with equal opportunities. The Company is committed by an inclusive work culture without any discrimination on the grounds of race, caste, religion, colour, marital status, gender, sex, age, nationality, ethnic origin, disability and such other grounds as prescribed and protected by the applicable laws. The DTL Code of Conduct can be accessed at : <https://dynamics.com/Investors/Shareholder-Information/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	-	-	-	-
Total	100%	100%	-	-

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

Particulars	Yes/No (if yes, then give details of mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Employees are encouraged to share their concerns with their reporting managers, the HR department and members of the Senior Leadership Team. Apart from this, an Ethics and POSH escalation mechanism is also available.

The Company, on a regular basis, sensitizes its employees on the same as well. It is mandatory for new employees to read, understand and affirm to the DTL Code of Conduct document as part of the induction program.

Employees can raise their concerns to Ethics Counsellors, POSH Committee Members and through whistleblower channel.

The concern received, if any, is investigated by the authorised persons by gathering, validating and analysing the data.

The observations and findings / recommendations are shared with the Chairman of the Audit Committee. The documentation of the action taken is filed for records. Periodically, these concerns are reviewed by the Audit Committee Members. The lessons learnt are also shared during the quarterly Employee Communication meetings.

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

Category	2021-22 (Current FY)			2020-21 (Previous FY)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or union (B)	% (B/A)	Total employees/workers in respective category (c)	No. of employees/workers in respective category, who are part of association(s) or union (D)	% (D/C)
Total Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers						
Male	480	480	100%	489	489	100%
Female	05	05	100%	05	05	100%

8. Details of training given to employees and workers:

Category	2021-22 (Current FY)					2020-21 (Previous FY)		
	Total (A)	On Health and Safety Measures	On Skill Upgradation			Total (D)	On Health and Safety Measures	On Skill Upgradation
Employees								
Male	817	817	100%	757	92.66%	808	808	100%
Female	77	77	100%	75	97.40%	70	70	100%
Total	894	120	100%	832	93.06%	878	878	100%
Workers								
Male	480	480	100%	229	47.71%	489	489	100%
Female	5	5	100%	1	20.00%	5	5	100%
Total	485	485	100%	230	47.42%	494	494	100%
Due to Covid-19, high precautions were taken for social distancing and training on health and safety was given to 100% employees. Due to reduced orders in Aerospace & WFH situation, training on skill upgradation could not be conducted. However, on-the-job skill development continued for those who were working on the shop floor								

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

Category	2021-22 (Current FY)			2020-21 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	324	265	82%	Nil	Nil	Nil
Female	46	31	67%	Nil	Nil	Nil
Total	370	296		Nil	Nil	
Workers						
Male	As per Wage Settlement					
Female						
Total						

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 of such a system?

Yes. The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensures the protection of environment, health & safety of its employees, contractors, visitors and all other 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?

The Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency preparedness and business continuity. There is a structured Risk Assessment & Management process which is regularly reviewed, and mitigation plans are put in place to reduce the risk.

For all activities including routine or non-routine, hazards are identified by a trained cross functional team and risk assessment is done through Standard Operating Procedures (SOP) which is referred before starting any activity. Identified hazards and associated risks are addressed through operational control measures using a hierarchy of control approach.

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

Yes. A process for incident management exists including incident reporting, investigation and implementation of appropriate corrective measures. Employees, contractual staff and visitors are all expected to report incidents including near-miss and potential hazards in addition to accidents.

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

Yes. All employees are covered under the Medclaim Insurance Policy and Group Personal Accident Policy

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

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

At DTL, a culture of safety is encouraged across hierarchies by promoting behaviour-based safety, process safety and road safety as key focus areas among its workforce. DTL is taking various measures to further strengthen its process safety through enhancing automation in processes and unit operations. Safety Audit conducted at all manufacturing sites by corporate safety to identify and rectify the gaps in workplace safety.

The company reviews and monitors the safety, health, environmental and sustainability practices, processes, standards, and activities to ensure compliance with

appropriate laws and legislation. This also provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly and timely addressed. All the incidents are reported to the Risk Management Committee and are investigated and analyzed to avoid any recurrence.

13. Number of Complaints on Working Conditions and Health & Safety made by employees and workers: Nil

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	DTL locations have been certified with ISO 45001:2018, Occupational Health & Safety Standards. There were no statutory audits conducted on health and safety practices in FY 2022 for any of the offices in India
Working Conditions	DTL locations are subject to site safety inspections and reviews periodically by internal teams with the perspective of checking any health, hygiene and safety hazards and mitigating them.

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.

There were no significant risks/concerns arising from the health & safety practices and working conditions.

LEADERSHIP INDICATORS:

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

Yes. DTL has a scheme in place to provide Financial Assistance to the legal dependents of the permanent employees in case of death while in service through Employee Welfare Benevolence Scheme.

In addition to this, the employees are covered under the Group Medical Coverage (GMC) and Group Personal Accident (GPA) Policy. The GPA Policy is also being extended to the contract employees working in manufacturing units and offices.

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 monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance.

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

- 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
- Details of assessment of value chain partners - NIL
- 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

The Company conducts EHS, system & regulatory audits of the third parties, their warehouses and of suppliers at regular intervals to ensure compliance of various processes. Regular follow ups are being done to ensure implementation of suggested corrective / preventive actions.

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

The Company has a wide variety of stakeholders and engaging with them helps the company understand their needs and supports its business.

- Describe the process for identifying key stakeholder groups:

The Company identifies and engages with various stakeholders with the intention of understanding and addressing their expectations and developing short, medium and long-term strategies of the Company. The internal and external groups of key stakeholders identified on the basis of their immediate impact on the operations and working of the Company include Customers, Suppliers, Investors, Employees, Competitors, Regulators, Trade bodies, Local Communities & Trade Unions.

The Company also engages with the analysts and news media from time to time.

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

Key identified stakeholders	Details of stakeholder interactions
Business:	
Customers	Various customer focused seminar/ events and programs
Suppliers	The SSDP and continuous ongoing interactions with vendors
Investors	Annual General Meeting, analyst call, one-to-one meetings (need basis), factory visits (on request)
Employees	Various employee welfare programs and awareness cum training sessions
Competitors	Through industry bodies, associations, seminars, exhibitions, and events

Government & Regulators & Others:	
Regulators	Meetings and interactions for compliance requirements, permits etc.
Trade bodies	Seminars, conferences and sharing good practice
Local communities	Ongoing interactions for CSR activities with the communities
Trade Unions	Right of all personnel to form and join trade unions of their choice and bargain collectively

Leadership indicators:

- 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's management regularly interacts with key stakeholders i.e investors, customers, suppliers, employees etc. The Company has Risk Management and CSR Committees that updates the progress of actions in respect to economic, environmental, and social topics to the Board and takes inputs on a regular basis.

- 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.

Consultation with stakeholders on E, S & G topics are delegated to the departments within the organization who are also responsible for engaging with stakeholders continually. Within the domains of E, S and G, we are constantly thinking about the most important issues and preparing through these consultations.

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

Women, the elderly, adolescents, youth, and children, persons with disabilities, are some of key vulnerable group identified as they experience the highest degree of socio-economic marginalization. These groups have limited capacities and opportunities to cope and adapt and hence the Company has priority to address these groups especially rural children and gives them priority assistance under the Company's CSR policy.

PRINCIPLE 5: Businesses should respect and promote Human Rights

The Company recognizes that respect for Human Rights is an essential principle of our organization, and it is an integral part of our DTL Code of Conduct. The Company does not accept any form of discrimination, harassment or bullying within DTL or its supply chain and requires all our managers to implement processes to ensure equality of opportunity and inclusion for all DTL employees as well as for individuals employed in our

supply chain. The emphasis of Human Rights is of utmost priority to DTL and the Group and has in place a range of key policies and processes that help to prevent child or force labor within its operations and its value chain.

Dynamatic Technologies is always proud of its workforce, which is matured, involved and identifies itself with the company's mission. The Company is constantly focused on creating a conducive work environment through constant bilateral communication with an aim to achieve mutual growth. The Company has put in place an HR development framework to ensure employees' career progression and greater connect with the vision and mission of the Company. This framework rides on multiple programs and opportunities for individual training and development, skill up-gradation schemes,

congenial atmosphere for labour-management relationship and equal opportunities. HR policies, practices and the work environment are constantly reviewed to make them current, inclusive and enjoyable. The Company also strives towards acquiring, developing, management and retention of best talent in the market as we focus on optimizing workforce productivity and achieving growth for all.

The focus of the HR team is to promote the recognition of merit and hard work across the work force. They also work towards improving transparency and trust across the organisation. HR teams work towards inculcating Dynamatic vision and values through training, sharing, inspiring, and celebrating, to promote a sense of belonging amongst all the employees of the Company.

Essential Indicators

- Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format
All employees are provided with Human Rights training. For all new employees who are onboarded, Human Rights awareness is part of the induction session. For worker category face to face/ classroom session on DTL Code of Conduct is done which includes aspects of Human Rights.
- Details of minimum wages paid to employees in the following format
As both Central and State Government have authorization over fixing the wages, the State Governments fix their own scheduled employments and further release the rates of Minimum Wage along with the VDA (Variable Dearness Allowance). Wage boards are set up to review and fix minimum wages at specified intervals. The wage rates in scheduled employments differ across states, sectors, skills, regions and occupations owing to a lot of differentiating factors. Hence, there is no single uniform minimum wage rate across the country and the revision cycle differs for each state. However Minimum wages are paid and adhered to by the Company as per the Minimum Wages Act, 1948.
- Details of remuneration/ salary/ wages, in the following format

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. in lakhs)	Number	Median remuneration/ salary/ wages of respective category (Rs. In lakhs)
Board of Directors*	5	19	1	2
Key Managerial Personnel**	5	428.18	-	-
Employees other than BoD and KMP#	471	5.78	48	4.27
Workers#	488	6.47	5	7.61

*Sitting fees paid to Independent directors. However no sitting fees is paid to Non-Executive & Non-Independent directors

** Salaries paid to CEO & MD, ED's, CFO & CS

Median Remuneration

- 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. Necessary policies have been adopted by the Company and the Audit and Risk Management Committees of the Board has an oversight on the progress.
- Describe the internal mechanisms in place to redress grievances related to human rights issues.
The Company has a process in place for addressing Human Rights. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone and believes that every workplace shall be free from harassment and / or any other unsafe or disruptive conditions.
Accordingly, the Company has in place an ethics framework comprising a team of ethics counsellors for redressal of grievances related to ethics / human rights as well as a team of POSH committee members for redressal of such related issues.

6. Number of Complaints on the following made by employees

	FY 2021-22			FY 2020-21		
	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	-	-	-	1	1	Complaint resolved during FY 2021-22
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

- I. An independent Internal Committee (IC) drawn from cross functional/location employees, follows the process/guidelines as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- II. The Whistleblower Policy ensures that no unfair treatment will be meted out to a Whistleblower by virtue of his/her having reported a Protected Disclosure under the policy. The Company, as a policy, condemns any kind of discrimination, harassment, victimization or any other unfair employment practice being adopted against Whistleblowers. Complete protection will, therefore, be given to Whistleblowers against any unfair practices like retaliation, threat or intimidation of termination/ suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like including any direct or indirect use of authority to obstruct the Whistleblower's right to continue to perform his/her duties/functions including making further Protected Disclosure.

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

Yes, the Company has specific clauses as part of the DTL Code of Conduct included in the business agreements and contracts and purchase orders. Human rights forms part of the DTL Code of Conduct.

9. Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity of statutory authorities or third parties)
Child labour	The Company's manufacturing plants, R&D centers and offices were assessed by the Company and/or externally by third parties, as applicable
Forced/ Involuntary labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others – Please Specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above – Not Applicable

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints - NIL
2. Details of the scope and coverage of any Human rights due diligence conducted - None
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, most of the locations are accessible to differently abled persons.

4. Details on assessment of Value chain partners

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

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above – Not Applicable

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

The Company has embedded ethical and transparent governance where it ensures strict adherence to the laws of the land. Environment legal compliance management has been considered as a risk and opportunity and addressed with utmost importance. In order to ensure real-time monitoring of legal compliance management, the Company has been using an online monitoring tool. The Company has a robust system to regularly map the emerging regulations to ensure smooth compliance management.

Dynamatic Technologies always plans and executes actions to ensure the protection of the environment, conservation of energy resources and at the same time has focus on the health and safety of all its employees. The Dynamatic campus at Peenya and Devanahalli has a well-managed green park. Dynamatic Technologies takes steps to ensure sustainable use of resources, maintaining ecological balance, and takes protective steps to minimise waste generation. Compassionate attitude towards environment is an integral part of operations and the Company's vision of sustainable and responsible growth.

Dynamatic Technologies Limited is a ISO: 14001 certified company. The company is ensuring its environment footprint which is of utmost importance especially given the growing awareness and stringency concerning environmental laws globally and the need for industries to responsibly account for their impact on the environment. Accordingly, the Company's policies are aimed towards optimizing usage of natural resources and implementing green technologies for production wherever possible. Techniques such as rainwater harvesting and wastewater treatment have been adopted at all plants to minimize water consumption and wastage, considering shortage of water has become a growing concern in our country.

The new factory at Devanahalli is constructed with thermal roofing and thermal walls to conserve energy required to cool the interiors. The design also ensures 100% harvesting of rainwater. This enables adoption of systematic and quantifiable approaches and techniques to minimize impact on the environment.

Essential Indicators:

1. Details of total energy consumption (in MWh) and energy intensity, in the following format: (data reported are of all DTL India manufacturing units)

Parameter	FY 2022	FY 2021
Total electricity consumption (A)	7402.614	6516.473
Total fuel consumption (B)	44425 ltr	45715 ltr
Energy consumption through other sources (C)	33.056	42.928
Total energy consumption (A+C)	7435.67	6559.40
Energy intensity per Rupee of turnover (Total energy consumption turnover in Rupees) (MWh/INR Crores)	-	-
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 external agency : BMP & Co. LLP

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) if yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken if any - Not Applicable
3. Provide details of the following disclosures related to water in the following format:

Parameter	FY 2022	FY 2021
Water withdrawal by source (in KL)		
(i) Surface Water	-	-
(ii) Ground Water	-	-
(iii) Third party water	26,971	33,667
(iv) Seawater/desalinated water	-	-
(v) Others (Rainwater use)	-	-
Total volume of water withdrawal (in KL) (i+ii+iii+iv+v)	26,971	33,667
Total volume of water consumption (in KL)	26,971	33,667
Water intensity per rupee of turnover (Water consumed/turnover) (KL/Rupees in Crores)	-	-
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 external agency: BMP & Co. LLP

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

Yes. Company has installed highly efficient wastewater treatment systems (STP & ETPs) across all its manufacturing sites. In line with Zero Liquid discharge principle, our major units are recycling treated wastewater for irrigation, gardening as well as flushing purpose.

5. Please provide details of air emissions (other than GHG emission) by the entity, in the following format: Not Applicable
6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity in the following format - Not Applicable
7. Does the entity have any project related to reducing greenhouse gas emission? If yes, provide details.

The Company has taken various initiatives such as installation of solar systems, green power procurement through third party Power Purchase Agreements (PPAs) along with International Renewable Energy Certificates. The Company is also strengthening its energy management systems to further reduce energy consumption and enhance the energy efficiencies of electrical equipment at its premises.

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

Parameter	FY 2022	FY 2021
Total waste generated (in MT)		
Plastic waste (A)	7.15	7.09
E-waste (B)	-	0.279
Bio-medical waste (C)	1.331	0.119
Construction and demolition waste (D)	-	-
Battery waste (E)	2.32	-
Radioactive waste (F)	-	-
Other hazardous waste. Please specify, if any (G) (waste consists of used oil, oil soaked cotton waste & few other hazardous waste)	20.94 (Oil-soaked cotton waste) 9.66 KLT (Used coolant)	21.42 (Oil-soaked cotton waste) 20.86 KLT (Used coolant) 0.41 KGs paint sludge
Other non-hazardous waste. Please specify, if any (H). (waste consists of wooden, metal (ferrous, Non-ferrous), paper & few other non hazardous waste)	160.556	185.637
Total (A+B+C+D+E+G+H)	192.297	214.545

For each category of waste generated total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
(iv) Total		
Category of waste	NIL	NIL
(i) Incineration		
(ii) Landfilling		
iii) Other disposal operations		
Total		

For each category of waste generated total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)

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.

Our waste management approach is based on the philosophy of Reduce, Reuse and Recycle. We seek to uphold our ambition of zero waste to landfills through active minimization combined with technology investment in recycling and streamlining systems and processes. With our efforts, we contribute to a circular economy and convert waste to resource.

In order to offer a green product to the customers and meet various national/international regulations on material management, our organization has established a strong internal material compliance management system to reduce usage of hazardous and toxic chemicals in our products and processes. Besides our internal DTL way management system, DTL Supplier Code of Conduct (SCoC) also defines the requirements from the suppliers on environment & material compliance management.

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

Our campuses are built on government approved land in industrial zones and do not fall within or are adjacent to protected areas or high-biodiversity areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws in the current financial year – **Not Applicable**

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

Yes, we are compliant with the applicable environmental law/regulations/guidelines in India.

Leadership Indicators:

1. Provide break-up of the total energy consumed (in Mwh) from renewable sources, in the following format:

Parameter	FY 2022	FY 2021
From renewable sources		
Total electricity consumption (A)	2280	2280
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed form renewable sources (A+B+C)#	2280	2280
From non-renewable sources		
Total electricity consumption (D)	576.519	449.974
Total fuel consumption (E)	28025 lts	26915 lts
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+F)	576.519	449.974

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

2. Provide the following details related to water discharged:

Parameter	FY 2022	FY 2021
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Wastewater generated is treated in sewage treatment plants and reused for purposes like landscaping, irrigation, gardening applications and flushing. There is no discharge in any of these categories	
- No treatment		
- With treatment-please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment-please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment-please specify level of treatment		
iv) Sent to third parties		
- No treatment		
- With treatment-please specify level of treatment		
v) Others (municipal sewerage system after State pollution control board permission)		
- No treatment		
- With treatment & complying with discharge Quality & Quantity limit based on Consent to Operate		
Total water discharged (in KL)		

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

3. Water withdrawal consumption and discharge in the areas of water stress (in KL):

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal consumption and discharge in the following format:

We recognize that we are working in countries which are water-stressed zones. We continue our efforts in water conservation through a combination of technology interventions, rainwater harvesting, recycling and reuse of wastewater, communication and employee engagement.

The information on consumption provided above is a consolidation of our water consumption. Going forward, we will report details of water withdrawal and consumption in the format prescribed by the BRSR.

- 4. Please provide details of total Scope 3 emissions & its intensity, in the following format – Not Applicable
- 5. With respect to the ecologically sensitive areas reported at Question 10 of essential Indicators above, provide details of significant direct and indirect impact of the entity on bio-diversity 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 emission/ effluent discharge/ waste generated please provide details of the same as well as outcome of such initiatives as per the following format

Sl.No.	Initiative undertaken	Details of the initiatives (Web-link, if any, may be provided along with the summary)	Outcome of the initiative
1.	Green power procurement through Third Party PPAs	Enhancement of renewable energy utilization	CO2 emission reduction
2.	Solar power panels installation	Enhancement of renewable energy utilization	CO2 emission reduction
3.	Rainwater harvesting system implementation	The purpose is to capture maximum rainwater for recharge and reuse purposes	Water footprint reduction
4.	Single use plastic free premises establishment	Elimination of single use plastic also helped in reducing plastic waste within our premises	Waste reduction

- 7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/weblink
 DTL has a well-established business continuity and disaster management framework and is integrated with other quality management systems for consistent deployment across the organization. The function is governed by a trained pool of subject matter experts at various levels of the organization ensuring upkeep of business continuity plans, planning and executing drills to achieve seamless resumption, in case of any disruption. The entire process is integrated with other business processes through in-house developed tools that support planning and communication with all stakeholders.
- 8. Disclosure 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? NA
- 9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts - NA

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

The Company is a member of several industry associations and networks with other companies on various aspects of sustainability.

ESSENTIAL INDICATORS:

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1.	Confederation of Indian Industry (CII)	National
2.	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
3.	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4.	MCC Chamber of Commerce & Industry	National
5.	Bangalore Chamber of Industry and Commerce (BCIC)	National
6.	US-India Business Council	International
7.	Indo American Chamber of Commerce (IACC)	International

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

LEADERSHIP INDICATORS:

1. Details of public policy positions advocated by the entity
 DTL’s approach to achieving our government, policy and community objectives focuses on engaging in matters relating to advancement of the industry and public good in the national, regional and local levels. DTL focuses on developing and maintaining partnerships with relevant government officials, business organisations, industry associations, educational institutions, and community organisations for the purpose of developing mutually beneficial partnerships.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

The Company’s commitment is on key focal areas of access to education, diversity and inclusion and sustaining communities. Over the years, the Company has contributed towards implementing healthcare, education with focus on women’s education and on local development of its communities. During the year there was a new policy CSR roll-out in line with new requirements.

The Company in line with its set Corporate Social Responsibility (CSR) policy undertook various community engagements with the intent of contributing to the vulnerable groups of the society. The pandemic during the year proved to be an extremely challenging time especially for people who are already disadvantaged in various ways. The Company was steadfast in contributing to communities during the pandemic in terms of assisting Govt. and charitable hospital providing them with needed medical and essential supplies to manage and support Covid-19 treatment and related requirements. During the year, activities were pre-dominantly around Covid-19, both financial and in-kind contributions and support that was rendered. The Company quickly mobilized its internal resources to source and supply several medical equipment-in-kind support such as critical hospital ventilator accessories, customized Covid-19 kits, Personnel Protective Equipments (PPE’s) that were distributed to identified hospital and organizations across the country. The need was verified and responded to by the location teams converting it into immediate response to the requests.

During the Covid-19 pandemic, DTL as a proactive measure, established an in-house Biosecurity laboratory for the purpose of carrying out RT-PCR tests regularly on all it’s employees. Services of this Biosecurity lab is also extended to the stakeholders of the Company.

Dynamatic Biosecurity Laboratory situated in the JKM Science Centre, Dynamatic Park, is a NABL Certified (ISO 15189:2012) and ICMR approved Molecular Testing Laboratory. This state-of-the-art lab has the finest equipment and infrastructure and is managed by highly experienced Microbiologists, Research Scientists and Laboratory Technicians.

For Covid-19 diagnosis, the RT-PCR (Reverse Transcription Polymerase Chain Reaction) test is considered as gold standard. The nasal and throat swabs are collected by highly trained Dynamatic staff at site and these samples are moved to the biosecurity lab for testing as per standards. The lab maintains a consistent Quality Standard by appropriate knowledge documentation, defined objectives aligning with company Quality Policy to provide reliable, timely, consistent and accurate medical diagnosis through RT-PCR tests.

Monitoring health at regular intervals avoids the ignorance of early signs of possible ailments. Going forward, we have extended the scope to cover diagnostic tests which includes routine & special tests from following departments Clinical Pathology, Clinical Chemistry, Hematology, Immunoassay and Serology. The lab follows ISO 15189: 2012 & Good laboratory practice regulatory requirements & is managed by highly experienced pathologists, research scientists & laboratory technicians.

We have put together a team of efficient phlebotomists and coordinators for the convenience of our patients, clients for smooth process during home collection.

Dynamatic Biosecurity Laboratory strives for excellence in patient care with its highly efficient and accuracy-oriented processes. Our advanced hi-tech technology helps the patients in achieving a detailed and progressive inference.

Women's Day was celebrated in the month of March-22 by engaging all women employees in the campaign of 'Break the Barrier'. In line with the campaign slogan, DTL invited and honoured women Auto/Taxi drivers of Bangalore city who have broken the gender barrier and are successfully making a livelihood. This inspired and added confidence to our women employees, who have already broken the barrier and are working successfully along with men in all the departments at various ranks.

Two of our Executives from the Operations team were selected by Army War College, Indore for participating in a two weeks Higher Command Course (HCC) - Industry joint capsule. This course brought the armed forces and the industry representatives together by having face-to-face discussions and thus enhanced the industry's collaboration with Armed forces.

Essential Indicators:

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current FY 22- 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 - Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community

The Company has a focused group comprising the Senior Leadership and the CSR Head interacts with the community leaders to understand and address their concerns. Further, a register is also maintained at the plant sites where grievances can be lodged by the community members. Further, the Company also has a Whistleblower Policy in place for all its stakeholders to file their grievances. Same can be accessed at <https://www.dynamatics.com/Investors/Shareholder-Information/>

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

Particulars	FY 2021-22	FY 2020-21
Directly sourced from MSMEs / small producers	28%	20%
Sourced directly from within the district and neighboring districts	NA	NA

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) - Not Applicable

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

The Company puts sustainability and social development at the center of its CSR efforts. It is committed to the development of a sustainable future and actionable solutions to basic needs of the community predominantly in and around its plants (and current locations do not fall under State/Aspirational districts) and projects are predominantly in and around communities close to manufacturing plants.

- 3
 - (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/ No):
No. A common sourcing policy that is based on attributes, quality, costs, and capability is followed. This policy does not differentiate between sourcing groups and categories.
 - (b) From which marginalized /vulnerable groups do you procure? Not Applicable
 - (c) What percentage of total procurement (by value) does it constitute? Not Applicable
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: 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 - Not Applicable
6. Details of beneficiaries of CSR Projects:

Sl. No	CSR Project	No of persons benefitted from CSR projects annually	% of beneficiaries from vulnerable and marginalized groups
The CSR amount spent during the year was towards ensuring Environmental Sustainability and Promoting Health Care. This initiative was benefitted by large number of people in the vicinity including vulnerable and marginalized groups, which is difficult to quantify			

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

Essential Indicators:

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

The Company has a set process for the Customer Care Response Process, in order to address any customer issues with the Company's offering and service portfolio. Each customer concern is addressed with utmost care at all levels. DTL teams acknowledge, analyze the incidents and develop an action plan to resolve it. The team engages with the customer, to validate the action plan

and regularly updates customers about the progress of action taken. Any feedback from the customer is taken positively and action plans are refined to ensure utmost customer satisfaction.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/ or safe disposal - Not Applicable
3. Number of consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices.
We do not have any consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices.
4. Details of instances of product recalls on account of safety issues - Not Applicable
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. Web link: <https://dynamics.net>
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 - NIL

Leadership indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).
Weblink: <https://www.dynamics.net>

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

At DTL, sustainable innovation is a core part of the Company's DNA. The Company continues to work together with partners and customers to explore new ways to incorporate sustainable materials across our solutions and bring them to new markets including increased communications.

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

Issues that are bound to arise in any customer/supplier relationship, there is continual communication maintained with customers, this helps to identify problems before they become serious and allows both parties to work towards mutually beneficial solutions. The Company's teams focus on quality and customer service, continue to strengthen our relationship and positioned DTL as a trusted partner by having ongoing communication on all aspects.

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- Not Applicable
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact - Nil
 - b. Percentage of data breaches involving personally identifiable information of customers - Nil