



Date: 03.09.2024.

To,  
The Manager,  
Listing Department,  
BSE Limited  
P.J. Towers, Dalal Street,  
Mumbai – 400 001

**Scrip: 543547**

**Sub: Submission of Business Responsibility and Sustainability Report for FY 2023-24 pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

Dear Sir,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the company's maiden Business Responsibility and Sustainability Report for the Financial Year (FY) 2023-24 being VOLUNTARY disclosure made by the company. The same also forms part of the Annual Report for FY 2023-24 as Annexure 10.

Kindly take the same on record and oblige.

Thanking You,

Yours faithfully,

For Ddev Plastiks Industries Limited



**Tanvi Goenka (ACS 31176)**  
**Company Secretary**

**Ddev Plastiks Industries Limited**

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CIN : L24290WB2020PLC241791

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Board's Statement

Ddev Plastiks Industries Limited ('DPIL' or 'the company' or 'the entity') is delighted to announce the release of its maiden Business Responsibility and Sustainability Report (BRSR) for the fiscal year 2023-24. This voluntary disclosure exemplifies DPIL's commitment to ethical business conduct, despite the non-applicability of related provisions for the year under review.

The Board of Directors and leadership team remain resolute in their commitment to the enforcement of policies and procedures that encourage responsible business conduct. The Company is committed in its pledge to continually refine its policies and processes, with an emphasis on manufacturing prowess, environmental conservation, social responsibility, and governance transparency.

DPIL strictly complies with all regulatory and statutory requirements and has implemented a variety of measures to enhance employee well-being. The Company's policies are harmonised with the principles of the National Guidelines for Responsible Business Conduct (NGRBC), reinforcing its commitment to ethical and transparent business practices.

As this is the Company's debut BRSR Report, it has embarked on the process of data collection and collation, thereby gaining clarity on the requisite frameworks and procedures. While data for certain processes is not available for this fiscal year, DPIL is actively engaged in the development and implementation of relevant inventorying processes through review and discussions for the upcoming fiscal year. This proactive approach underscores DPIL's commitment to enhancing its business responsibility and sustainability reporting.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

| Sl. No. | Particulars  | Company Details   |
|---------|--|---|
| 1       | Corporate Identity Number (CIN) of the Listed Entity   | L24290WB2020PLC241791   |
| 2       | Name of the Listed Entity  | Ddev Plastiks Industries Limited  |
| 3       | Year of Incorporation  | 07-12-2020  |
| 4       | Registered Office Address  | 2B, Pretoria Street, Kolkata 700071   |
| 5       | Corporate Address  | 2B, Pretoria Street, Kolkata 700071   |
| 6       | E-mail   | <a href="mailto:kolkata@ddevgroup.in">kolkata@ddevgroup.in</a>  |
| 7       | Telephone  | 033-2282-3744/45  |
| 8       | Website  | <a href="http://www.ddevgroup.in">www.ddevgroup.in</a>  |
| 9       | Financial Year for which reporting is being done:  | Start Date                      End Date  |
|         | Current financial year   | 01    04    2023    31    03    2024  |
|         | Previous financial year  | 01    04    2022    31    03    2023  |
|         | Prior to previous financial year   | 01    04    2021    31    03    2022  |
| 10      | Name of the stock exchange where the shares are listed   | BSE Limited   |
| 11      | Paid Up Capital (in Rs.)   | 103476664.00  |
| 12      | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report   | Name: Tanvi Goenka<br>Contact: 6292242145<br>E-mail: <a href="mailto:tanvi.goenka@ddevgroup.in">tanvi.goenka@ddevgroup.in</a> |
| 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  |
| 14      | Name of assurance provider   | N.A.  |
| 15      | Type of assurance obtained   | N.A.  |

### II. Products/ Services

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

| Sr. No. | Description of Main Activity                   | Description of Business Activity  | % of Turnover of the entity |
|---------|--|---|-----------------------------|
| 1.      | Manufacturer and Supplier of Polymer compounds | Company is manufacturing and supplying polymer compounds which are used mainly in wire and cable industry, footwear industry, packaging industry, automotive industry, etc. | 100                         |

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

| Sr. No. | Product/Service     | NIC Code | % Of Total Turnover Contributed |
|---------|---------------------|----------|---------------------------------|
| 1       | Poly Vinyl Chloride | 20131    | 84.44                           |
| 2       | Polyethylene        | 20131    | 12.27                           |
| 3       | Others              | 20131    | 3.29                            |

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

| Location      | Number of Plants | Number of Offices | Total |
|---------------|------------------|-------------------|-------|
| National      | 5                | 2                 | 7     |
| International | 0                | 0                 | 0     |

**19. Markets served by the entity:**
**a. No. of Locations**

| Locations                                   | Number |
|---|--------|
| National (No. of States/ Union Territories) | 26     |
| International (No. of Countries)            | 57     |

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

Contribution of exports as a percentage of the total turnover of the entity is 25%

**c. A brief on types of customers**

The company has a geographical presence in more than 55 countries and serves various domestic and international clients. The Company's services extend across a range of industries including wires and cables, footwear, packaging, automobile, white goods industry etc.

**IV. Employees**
**20. Details as at the end of Financial Year:**
**a. Employees and workers (including differently abled):**

| Sr. No.          | Particulars                  | Total (A)   | Male        |              | Female      |             |
|------------------|------------------------------|-------------|-------------|--------------|-------------|-------------|
|                  |                              |             | No. (B)     | % (B/A)      | No. (C)     | % (C/A)     |
| <b>EMPLOYEES</b> |                              |             |             |              |             |             |
| 1                | Permanent (D)                | 376         | 354         | 94.15        | 22          | 5.85        |
| 2                | Other than Permanent (E)     | 0           | 0           | 0            | 0           | 0           |
| 3                | <b>Total Employees (D+E)</b> | <b>376</b>  | <b>354</b>  | <b>94.15</b> | <b>22</b>   | <b>5.85</b> |
| <b>WORKERS</b>   |                              |             |             |              |             |             |
| 4                | Permanent (F)                | N.A.        | N.A.        | N.A.         | N.A.        | N.A.        |
| 5                | Other than Permanent (G)     | N.A.        | N.A.        | N.A.         | N.A.        | N.A.        |
| 6                | <b>Total Workers(F+ G)</b>   | <b>N.A.</b> | <b>N.A.</b> | <b>N.A.</b>  | <b>N.A.</b> | <b>N.A.</b> |

**b. Differently abled Employees and workers:**

| Sr. No.                            | Particulars                    | Total (A) | Male     |          | Female   |          |
|------------------------------------|--------------------------------|-----------|----------|----------|----------|----------|
|                                    |                                |           | No. (B)  | % (B/A)  | No. (C)  | % (C/A)  |
| <b>DIFFERENTLY ABLED EMPLOYEES</b> |                                |           |          |          |          |          |
| 1                                  | Permanent (D)                  | 0         | 0        | 0        | 0        | 0        |
| 2                                  | Other than Permanent (E)       | 0         | 0        | 0        | 0        | 0        |
| 3                                  | <b>Total employees (D + E)</b> | <b>0</b>  | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |

| Sr. No.                          | Particulars                  | Total (A)   | Male        |             | Female      |             |
|----------------------------------|------------------------------|-------------|-------------|-------------|-------------|-------------|
|                                  |                              |             | No. (B)     | % (B/A)     | No. (C)     | % (C/A)     |
| <b>DIFFERENTLY ABLED WORKERS</b> |                              |             |             |             |             |             |
| 4                                | Permanent (F)                | N.A.        | N.A.        | N.A.        | N.A.        | N.A.        |
| 5                                | Other than Permanent (G)     | N.A.        | N.A.        | N.A.        | N.A.        | N.A.        |
| 6                                | <b>Total workers (F + G)</b> | <b>N.A.</b> | <b>N.A.</b> | <b>N.A.</b> | <b>N.A.</b> | <b>N.A.</b> |

## 21. Participation/Inclusion/Representation of women

| Particulars              | Total (A) | No. and percentage of Females |           |
|--------------------------|-----------|-------------------------------|-----------|
|                          |           | No. (B)                       | % (B / A) |
| Board of Directors       | 6         | 2                             | 33.33     |
| Key Managerial Personnel | 2         | 1                             | 50        |

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

| Particulars       | FY 2023-24<br>(Turnover rate in current FY) |        |       | FY 2022-23<br>(Turnover rate in previous FY) |        |       | FY 2021-22<br>(Turnover rate in the year prior to the previous FY) |        |       |
|-------------------|---|--------|-------|--|--------|-------|--|--------|-------|
|                   | Male  | Female | Total | Male   | Female | Total | Male   | Female | Total |
|                   | Permanent Employees                         | 1%     | 0%    | 1%   | 1%     | 0%    | 1%   | N.A.   | N.A.  |
| Permanent Workers | N.A.  | N.A.   | N.A.  | N.A.   | N.A.   | N.A.  | N.A.   | N.A.   | N.A.  |

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

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

| S. No. | Name of the holding/subsidiary/ associate 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      | Bbigplas Poly Private Limited   | Holding  | 74.15%                            | No   |

## VI. CSR Details

|   |                   |
|---|-------------------|
| (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes               |
| (ii) Turnover (in Rs.)  | 2,43,124.37 Lakhs |
| (iii) Net worth (in Rs.)  | 65,156.67 Lakhs   |

## VII. Transparency and Disclosures Compliances

### 25. 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 weblink for grievance redress policy) | FY (2023-24)<br>Current Financial Year     |  |         | FY (2022-23)<br>Previous Financial Year    |  |         |
|---|---|--|--|---------|--|--|---------|
|   |   | 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  | None    | 0  | 0  | None    |
| Investors (other than shareholders)*              | NA  | -  | -  | None    | -  | -  | None    |
| Shareholders**                                    | Yes   | 0  | 0  | None    | 1  | 0  | None    |
| Employees and workers                             | Yes   | 0  | 0  | None    | 0  | 0  | None    |

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide weblink for grievance redress policy) | FY (2023-24)<br>Current Financial Year  |  |         | FY (2022-23)<br>Previous Financial Year    |  |         |
|---|---|---|--|---------|--|--|---------|
|   |   | 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 |
| Customers ##                                      | Yes   | Following the voluntary disclosure for the fiscal year 2023-24, the Company has commenced the process of monitoring logistics and conducting data analysis in this context. |  |         |  |  |         |
| Value Chain                                       | Yes   |   |  |         |  |  |         |
| Partners  |   |   |  |         |  |  |         |
| Other (please specify)                            | -   | -   | -  | -       | -  | -  | -       |

Internal grievance redressal mechanism in place for all stakeholder groups

\*There are no other investors in the Company other than Promoters and Non- Promoters Shareholders.

\*\* Weblink for shareholders' grievance: <https://www.ddevgroup.in/investor-services>

## A customer feedback mechanism is in place.

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

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

| Sr. No. | Material issue identified             | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity  | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications)  |
|---------|---------------------------------------|--|---|--|---|
| 1       | Energy, emission and waste management | O  | The company's focus on improving energy efficiency, integrating renewable energy, and optimizing water usage presents significant opportunities. By prioritizing these areas, the company can reduce its environmental impact while simultaneously lowering operational costs.  | NA   | Positive implications- Reduce emissions and operational costs.  |
| 2       | Product carbon footprint              | O  | The company's commitment to lowering its product carbon footprint through technology incorporation in product design and waste prevention methods during manufacturing presents a substantial opportunity. This approach can lead to multiple benefits, including reduced operational costs, increased sales and market share, and an enhanced brand image. By focusing on minimizing waste generation and improving product efficiency, the company can appeal to environmentally conscious consumers, potentially gaining a competitive edge in the market. | NA   | Positive implications- Reduce operational costs, boost sales, and market share, and enhance brand image, leading to an increase in the company's overall performance. |

| Sr. No. | Material issue identified                   | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate   | Financial implications of the risk or opportunity (Indicate positive or negative implications)  |
|---------|---|--|--|--|---|
| 3       | Responsible Sourcing                        | R  | The Company relies on a complex network of suppliers and distributors for the procurement of raw materials and the distribution of its products to customers. Any disturbances within this supply chain could potentially result in manufacturing delays and inventory shortages.                                  | Incorporating sustainable methods into supply chain operations and establishing supply agreements. | Negative implications- Supply chain disruption may result in increase in the cost of materials, as the company may be compelled to seek materials or products from alternate suppliers or manufacturers.                                      |
| 4       | Waste Management                            | O  | The Company is dedicated to the reduction and minimisation of waste across all operations. All manufacturing facilities hold certifications for Environment Management Systems and adhere to all relevant statutory and regulatory guidelines.   | NA   | Positive implications- Adhering to the principles of circular economy and effectively handling waste at each stage of the manufacturing process directly influences resource efficiency and ensures compliance with all relevant regulations. |
| 5       | Occupational opportunity, health and safety | O  | The Company is committed to safety, environmental protection, and respect for the communities within its operational areas. The objectives of the Health, Safety, Security, and Environment (HSSE) are the prevention of accidents, the avoidance of harm to individuals, and the preservation of the environment. | NA   | Positive implications- Focus on health and safety to ensure no workplace injuries and illnesses enhances employee productivity and morale, potentially improving overall business performance and profitability.                              |
| 6       | Diversity, Equity and Inclusion             | O  | The Company strives to foster an environment of increased diversity, equity, and inclusion for both its workforce and customers.   | NA   | Positive implications- Adopting and promoting a diverse and inclusive culture can improve creativity and productivity.  |
| 7       | Corporate Social Responsibility             | O  | The Company actively interacts with local communities in its operational areas, primarily through its leading Corporate Social Responsibility (CSR) initiatives and community development programmes. These programmes are centred around education and skill enhancement.   | NA   | Positive implications- Ensures continuous engagement with communities empowering sustainable livelihoods  |

| Sr. 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)  |
|---------|---------------------------|--|--|---|---|
| 8       | Employee Wellbeing        | O  | Wellbeing extends beyond the mere prevention of illness. It encompasses a state of positive health and optimal functioning, influenced by physical, psychological, and social factors that contribute to our overall health and happiness. A concentrated focus on wellbeing, supplemented by supportive programmes within the workplace, can assist individuals in cultivating and maintaining healthy habits. This, in turn, promote resilience to manage everyday stress effectively. | NA  | Positive implications- Better health and wellbeing of employees leads to improved employee engagement and higher productivity.  |
| 9       | Customer Satisfaction     | O  | Customer satisfaction holds a direct influence on the overall business performance. DPIL is committed to enhancing its products, services, and customer engagement, with the objective of delivering innovative solutions that cater to customer requirements and contribute value to the organisation.  | NA  | Positive implications- Customer satisfaction will lead to lower financial risk, increased business valuation and strong customer loyalty  |
| 10      | Corporate Governance      | R  | Corporate Governance forms an essential component of the Company. A variety of regulatory and statutory guidelines are implemented to ensure stakeholders remain informed about the Company's operations.  | Explicit declarations of Board processes, the implementation of diverse policies and Codes of Conduct, and the establishment of protocols for interactions with various stakeholders contribute to maintaining oversight. | Positive implications- Company is committed to responsible governance that underlines its dedication to responsible business practices, ensuring adherence to regulatory standards, ethical principles, and stakeholder expectations with the evolving dynamic and regulatory landscape |

| Sr. 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)  |
|---------|---------------------------|--|--|---|---|
| 11      | Risk Management           | R  | Risk management holds substantial influence on the Company's capacity to realise its objectives. The proactive identification and management of risks is crucial to the Company's success.   | The Company has implemented a Risk Management policy that delineates the processes for risk identification and assessment. This policy underscores the importance of maintaining a risk register. A Risk Management Committee was established on 08.04.2024 to oversee these processes. | Negative implications- Failure in managing risks may lead to unexpected financial losses, compliance fines, reputational damage, and missed growth opportunities  |
| 12      | Privacy and Data Security | R  | Cyber threats pose a tangible risk to businesses today, necessitating the conduct of operations within a secure environment that does not compromise the digital security of information and data utilised in business operations.   | The Company's Information Technology (IT) team works in conjunction with business units to evaluate security risks. They provide training and distribute information that promotes secure practices among users, thereby protecting the business from potential data breaches.          | Negative implications- Cybersecurity breaches could put the company, as well as its customers, at significant risk and cause reputational damage.   |
| 13      | Technology and Innovation | O  | Technological advancements in product design, manufacturing processes, and marketing necessitate the Company to maintain a competitive edge. The Company boasts a robust Research and Development team, along with a digitally proficient marketing and production team, to tackle these challenges. | NA  | Positive implications- Technology can enhance work efficiency, expand a business's customer reach and increase convenience. Additionally, it can help efficient manufacturing process and business growth |



## 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 |
|--|---|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>Policy and management processesh</b>  |   |     |     |     |     |     |     |     |     |
| 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   | No  | Yes | Yes | Yes | No  | Yes | Yes | No  |
| c. Web Link of the Policies, if available  | <a href="https://www.ddevgroup.in/company-charter">https://www.ddevgroup.in/company-charter</a>   |     |     |     |     |     |     |     |     |
| 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)  | No  |     |     |     |     |     |     |     |     |
| 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. | All the units of the company are ISO certified. The company has the following ISO certificates:- <ul style="list-style-type: none"> <li>ISO-9001:2015</li> <li>ISO 14001:2015</li> <li>ISO 45001: 2018</li> </ul>   |     |     |     |     |     |     |     |     |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.   | The Company is dedicated to improving performance in all areas, including product quality, marketing, organisation, and manufacturing. The Company has set a goal to reach carbon neutrality in its operations. With a focus on reducing carbon emissions, the Company is turning its attention to green and renewable energy sources.  |     |     |     |     |     |     |     |     |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.  | The company shall endeavor to report on the performance of the above targets every year. As of CY 2024, DPIL has accomplished the following: <ul style="list-style-type: none"> <li>1.7MW Solar Plant Installed as at 31st March 2024</li> <li>1MW solar power installation done during the year under review.</li> <li>Carbon emission reduced by 960MT per annum by efficient use of energy from renewable sources</li> <li>65 lakh Litres of ground water saved through rain water harvesting facilities</li> <li>18 lakh litre water storage capacity added during the year under review</li> </ul>   |     |     |     |     |     |     |     |     |
| 7. Governance, leadership and oversight  | <p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (the company has flexibility regarding the placement of this disclosure)</p> <p>The Company is a responsible entity, committed to preserving the environment and promoting sustainable societal development, while maintaining high governance standards. The leadership team and office staff are actively involved in various environmental and social welfare initiatives, demonstrating the Company's commitment to improving environmental and social well-being through CSR activities.</p> <p>The Company's dedication to compliance is evident in the strict implementation of its Code of Conduct and Ethics, which is followed by everyone in the organisation, from Directors and Senior Management to employees.</p> <p>The Company ensures that its vendors also adhere to similar standards, aligning with legal and regulatory requirements. Transparency and integrity are key to the Company's business conduct, supported by vigilant mechanisms and policies that prevent data misuse and encourage ethical behaviour.</p> <p>The Company is always striving for improvement, adopting new technological controls that align with global sustainability guidelines and standards. The Company's strong risk and opportunities-based framework allows it to proactively identify and mitigate risks, while also capitalising on opportunities for continuous improvement.</p> <p>The Company's efforts in Environmental, Social, and Governance (ESG) initiatives began during the financial period under review. The Company has taken specific actions to reduce carbon intensity across its operating locations, focusing on reducing electricity and water consumption, as well as minimising waste. In addition, the Company has implemented robust systems to uphold integrity, inclusion, diversity, health and safety, and human rights in its business operations and employee conduct.</p> |     |     |     |     |     |     |     |     |

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|----------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|----------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)

| Sr. No. | Name of Director/ KMP | Designation                                     |
|---------|-----------------------|---|
| 1       | Mr. Narrindra Suranna | Chairman and Managing Director                  |
| 2       | Mr. Ddev Surana       | Whole Time Director and Chief Executive Officer |

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.

No.  
However, DPIL has a risk governance structure which consists of the Risk Management Committee (RMC) (constituted on 08.04.2024) that oversees the risks and/or opportunities from an Environmental (E), Social (S), and Governance (G) perspective. This process is aptly supported by departmental heads.

10. Details of Review of NGRBCs by the Company:

| Subjects 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   | P | P | P | P | P | P | P | P | P  | P | P | P | P | P | P | P | P |
|  | 1   | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 1  | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Performance against Above policies and follow up action  | Business Responsibility policies are reviewed by departmental heads and business heads. Necessary changes to the policies as a result of the assessments are implemented. |   |   |   |   |   |   |   |   | Need basis   |   |   |   |   |   |   |   |   |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | DPIL complies with all statutory requirements to the extent applicable.   |   |   |   |   |   |   |   |   |  |   |   |   |   |   |   |   |   |

| 11. Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|--------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|--------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|

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

Not 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)

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)

Not Applicable

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

| Sr. No. | NGRBC PRINCIPLES  |
|---------|---|
| 1       | Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable         |
| 2       | Businesses should provide goods and services in a manner that is sustainable and safe   |
| 3       | Businesses should respect and promote the well-being of all employees, including those in their value chains.                       |
| 4       | Business should respect the interests of and be responsive to all its stakeholders.   |
| 5       | Business should respect and promote human rights.   |
| 6       | Business should respect and make efforts to protect and restore the environment.  |
| 7       | Businesses, when engaging in influencing public and regulatory policy should do so in a manner that is responsible and transparent. |
| 8       | Businesses should promote inclusive growth and equitable development.   |
| 9       | Businesses should engage with and provide value to their consumers in a responsible manner.   |

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 (BoD)          | 1  | At each meeting of the Board and other committees, members and KMPs also deliberate on the key integrity matters that help to reflect focus on key strategies. The members also discuss various sustainability initiatives of the Company and impact thereof.   | 100%   |
| Key Managerial Personnel          | 1  |   | 100%   |
| Employees other than BoD and KMPs | 49   | In-house training and awareness sessions regarding skill development, cost reduction, general health safety, cyber security, code of conduct, optimum usage of resources are regularly conducted. Additionally, training with regards to scope of work is also organized to enhance their technical skills. | 47%  |
| Workers                           | N.A.   |   | N.A.   |

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 Requirements) Regulations, 2015 and as disclosed on the entity's website): No material Fines / Penalties / Punishments or compounding fees were levied and paid by the company.**

**a. 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   | -               | -   | -               | -                 | -                                      |
| Settlement      | -               | -   | -               | -                 | -                                      |
| Compounding fee | -               | -   | -               | -                 | -                                      |

**b. Non-Monetary**

|              | Non-Monetary    |   |                   |  |
|--------------|-----------------|---|-------------------|--|
|              | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | -               | -   | -                 | -                                      |
| Punishment   | -               | -   | -                 | -                                      |

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 |
|--------------|---|
| -            | -   |

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's Code of Conduct, along with its rules and regulations, aligns with the legal and statutory framework on anti-corruption and anti-bribery legislation in India. This policy is a testament to the Company's commitment to uphold the highest ethical standards while conducting business in a transparent and fair manner. The Company has put in place suitable systems to detect and prevent bribery and corrupt practices.

The policy is accessible on the Company's website at <https://www.ddevgroup.in/company-charter>.

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 2023-24<br>(Current Financial Year) | FY 2022-23<br>(Previous Financial Year) |
|-----------|--|---|
| Directors | -                                      | -                                       |
| KMPs      | -                                      | -                                       |
| Employees | -                                      | -                                       |
| Workers   | N.A.                                   | N.A.                                    |

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

|  | FY 2023-24<br>(Current Financial Year) |         | FY 2022-23<br>(Previous Financial Year) |         |
|--|--|---------|---|---------|
|  | Number                                 | Remarks | Number                                  | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | -                                      | -       | -                                       | -       |
| Number of Complaints received in relation to issues of Conflict of Interest of the KMPs      | -                                      | -       | -                                       | -       |

## 7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

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

|                                    | FY 2023-24<br>Current Financial Year | FY 2022-23<br>(Previous Financial Year) |
|------------------------------------|--------------------------------------|---|
| Number of days of account payables | 33.81                                | 49.57                                   |

## 9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

| Parameter                  | Metrics  | FY 2023-24<br>(Current Financial Year) | FY 2022-23<br>(Previous Financial Year) |
|----------------------------|--|--|---|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                 | 6.66%                                  | 6.26%                                   |
|                            | b. Number of trading houses where purchases are made from                                | 209                                    | 198                                     |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses      | 55.89%                                 | 49.52%                                  |
| Concentration of Sales     | a. Sales to dealers / distributors as % of total sales                                   | NA                                     | NA                                      |
|                            | b. Number of dealers / distributors to whom sales are made                               | NA                                     | NA                                      |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors  | NA                                     | NA                                      |
| Share of RPTs in           | a. Purchases (Purchases with related parties / Total Purchases)                          | 0.35%                                  | 12.55%                                  |
|                            | b. Sales (Sales to related parties / Total Sales)  | 0.19%                                  | 0.73%                                   |
|                            | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | -                                      | -                                       |
|                            | d. Investments ( Investments in related parties / Total Investments made)                | -                                      | -                                       |

## 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 under the partners covered (by value of business done with such partners) under the awareness programme |
|---|--|--|
| -   | -  | -  |

**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 a process to manage potential conflicts of interest involving Board members. The Board has approved a Code of Conduct that requires Directors to act objectively and fulfil their responsibilities when making decisions. The Code specifies that Directors should not have a financial interest in any agreements made by the Company. If a Director has or could have such an interest, it must be disclosed to the Board, and the Director should not participate in discussions, vote on, or influence decisions about these matters. Every year, the Board members and management confirm that they are following the Code of Conduct. The Company receives declarations from its Directors about related parties or parties in which they have an interest. These declarations are reviewed at Board meetings and help the Company and the Board to assess any current or potential conflicts of interest.

Please refer to the Code of Conduct at this link: <https://www.ddevgroup.in/company-charter>.

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

**Essential Indicators**

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

|       | Current Financial Year | Previous Financial Year | Details of improvements in environmental and social impacts  |
|-------|------------------------|-------------------------|--|
| R & D | 100%                   | 100%                    | Launched better and safer products (eg WTR-XLPE, HFFR etc.) which improves the cable service life, provides higher safety, leads to import substitution and better output. |
| Capex | 100%                   | 100%                    | Investment made in machines and instruments for R&D.   |

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

At present, the Company does not have a formal 'sustainable sourcing process'. However, the development of a sustainable sourcing framework is under review. Progress related to this will be shared in the following year.

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

Not Applicable

**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.**

|                               |  |
|-------------------------------|--|
| Plastic (including packaging) | The Company refrains from utilising plastic waste in the packaging of its manufactured goods. Any plastic waste that is produced is responsibly sold to authorised or registered entities for recycling or disposal.                     |
| E-waste                       | The Company abstains from engaging in the trade of electronic consumer goods. Any E-waste produced during office or unit operations is responsibly sold or disposed off to authorised recycling entities or E-waste management agencies. |
| Hazardous waste               | Transferred to authorised or registered entities for recycling or disposal.  |
| Other waste                   | Transferred to authorised or registered entities for recycling or disposal, or subjected to in-house processing or treatment.  |

**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.**

Extended Producer Responsibility (EPR) is applicable to the company limited to the plastics used in the form of packaging for its finished goods. This is further transferred to the Brand Owners who consume our material and if any amount of liability is not transferrable then the Company gets the equivalent amount of EPR certificates from authorized recyclers. Moreover, DPIL ensures safe disposal of waste vide sale/disposal to authorized recyclers or disposers for its incoming waste generated from plastic packaging.

## 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 |
|----------|---------------------------|---------------------------------|--|---|---|
|----------|---------------------------|---------------------------------|--|---|---|

No. DPIL is yet to conduct life cycle assessment (LCA) of its products.

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 |
|---------------------------|-----------------------------------|--------------|
|---------------------------|-----------------------------------|--------------|

Not applicable

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

| Indicate input material | Recycled or re-used input material to total material |              |
|-------------------------|--|--------------|
|                         | FY (2023-24)   | PY (2022-23) |

The nature of product is such that there is no opportunity for use of reused, recycled materials in major products.

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

|                                | FY 2023-24<br>Current Financial Year   |          |                 | FY 2022-23<br>Previous Financial Year |          |                 |
|--------------------------------|--|----------|-----------------|---------------------------------------|----------|-----------------|
|                                | Re-used  | Recycled | Safely Disposed | Re-Used                               | Recycled | Safely Disposed |
| Plastics (including packaging) | 519.70   | -        | 4960.87         | 324.33                                | -        | 4695.22         |
| E-waste                        | Following the voluntary disclosure for FY 2023-24, the Company has initiated the process of monitoring logistics and analysing the data. |          |                 |                                       |          |                 |
| Hazardous waste                | -  | -        | 53.63           | -                                     | -        | 122.99          |
| Other waste                    | Following the voluntary disclosure for FY 2023-24, the Company has initiated the process of monitoring logistics and analysing the data. |          |                 |                                       |          |                 |

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

| Indicate product category | Reclaimed products and their packaging materials as Percentage of total products sold in respective category |
|---------------------------|--|
|---------------------------|--|

Not applicable

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

**Essential Indicators**

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

| Category                              | Total (A)  | % of employees covered by |               |                    |             |                    |              |                    |          |                     |          |
|---------------------------------------|------------|---------------------------|---------------|--------------------|-------------|--------------------|--------------|--------------------|----------|---------------------|----------|
|                                       |            | 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)  |
| <b>Permanent employees</b>            |            |                           |               |                    |             |                    |              |                    |          |                     |          |
| Male                                  | 354        | 72                        | 20.34%        | 354                | 100%        | N.A.               | N.A.         | -                  | -        | -                   | -        |
| Female                                | 22         | 0                         | 0             | 22                 | 100%        | 1                  | 4.55%        | -                  | -        | -                   | -        |
| <b>Total</b>                          | <b>376</b> | <b>72</b>                 | <b>19.15%</b> | <b>376</b>         | <b>100%</b> | <b>1</b>           | <b>4.55%</b> | -                  | -        | -                   | -        |
| <b>Other than Permanent employees</b> |            |                           |               |                    |             |                    |              |                    |          |                     |          |
| Male                                  | -          | -                         | -             | -                  | -           | -                  | -            | -                  | -        | -                   | -        |
| Female                                | -          | -                         | -             | -                  | -           | -                  | -            | -                  | -        | -                   | -        |
| <b>Total</b>                          | <b>-</b>   | <b>-</b>                  | <b>-</b>      | <b>-</b>           | <b>-</b>    | <b>-</b>           | <b>-</b>     | <b>-</b>           | <b>-</b> | <b>-</b>            | <b>-</b> |

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

| Category                            | Total (A)  | % of employees covered by |            |                    |            |                    |            |                    |            |                     |            |
|-------------------------------------|------------|---------------------------|------------|--------------------|------------|--------------------|------------|--------------------|------------|---------------------|------------|
|                                     |            | 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)    |
| <b>Permanent workers</b>            |            |                           |            |                    |            |                    |            |                    |            |                     |            |
| Male                                | N.A        | N.A                       | N.A        | N.A                | N.A        | N.A                | N.A        | N.A                | N.A        | N.A                 | N.A        |
| Female                              | N.A        | N.A                       | N.A        | N.A                | N.A        | N.A                | N.A        | N.A                | N.A        | N.A                 | N.A        |
| <b>Total</b>                        | <b>N.A</b> | <b>N.A</b>                | <b>N.A</b> | <b>N.A</b>         | <b>N.A</b> | <b>N.A</b>         | <b>N.A</b> | <b>N.A</b>         | <b>N.A</b> | <b>N.A</b>          | <b>N.A</b> |
| <b>Other than Permanent workers</b> |            |                           |            |                    |            |                    |            |                    |            |                     |            |
| Male                                | N.A        | N.A                       | N.A        | N.A                | N.A        | N.A                | N.A        | N.A                | N.A        | N.A                 | N.A        |
| Female                              | N.A        | N.A                       | N.A        | N.A                | N.A        | N.A                | N.A        | N.A                | N.A        | N.A                 | N.A        |
| <b>Total</b>                        | <b>N.A</b> | <b>N.A</b>                | <b>N.A</b> | <b>N.A</b>         | <b>N.A</b> | <b>N.A</b>         | <b>N.A</b> | <b>N.A</b>         | <b>N.A</b> | <b>N.A</b>          | <b>N.A</b> |

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

|  | FY 2023-24<br>Current Financial Year | FY 2022-23<br>Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Cost incurred on well- being measures as a % of total revenue of the company | 0.03%                                | 0.03%                                 |

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

| Benefits              | FY 2023-24<br>Current Financial Year               |  |  | FY 2022-23<br>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                    | 51%  | N.A.   | N.A.   | 73%  | N.A.   | N.A.   |
| Gratuity              | 100%   | N.A.   | N.A.   | N.A.   | N.A.   | N.A.   |
| ESI                   | 20%  | N.A.   | N.A.   | 20%  | N.A.   | N.A.   |
| 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.

Yes, the premises/offices 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 weblink to the policy.

Yes, HR Policy covers all aspects of Equal Opportunity Policy relevant to the entity. HR Policy is available to the employees and workers as a manual.

### 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.                | N.A.           | N.A.                | N.A.           |
| Female       | 100%                | 100%           | N.A.                | N.A.           |
| <b>Total</b> | <b>100%</b>         | <b>100%</b>    | <b>N.A.</b>         | <b>N.A.</b>    |

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

|                                | (Yes/ No) (If yes, then give details of mechanism in brief)   |
|--------------------------------|---|
| Permanent Worker               | Yes, Employees and workers have multiple channels to report concerns or grievances within the Company. The Company has established a comprehensive complaint and grievance reporting process. Issues may be reported to the immediate reporting manager, Function Lead, or HR representative. Additionally, an Internal Complaints Committee for the Prevention of Sexual Harassment addresses grievances related to such matters. Upon receiving grievances, thorough examinations and inquiries are conducted within a specified timeframe to resolve them effectively. |
| Other than Permanent Worker    |   |
| Permanent Employees            |   |
| Other than Permanent Employees |   |

### 7. Membership of employees and worker in association(s) or Union(s) recognised by the listed entity: Not Applicable

| Category                         | 2023-24   |  |           | 2022-23   |  |           |
|----------------------------------|---|--|-----------|---|--|-----------|
|                                  | Total employees/ workers in respective category (A) | Total employees/ workers in respective category who are part of association or union (B) | % (B / A) | Total employees/ workers in respective category (C) | Total employees/ workers in respective category who are part of association or Union (D) | % (D / C) |
| <b>Total Permanent Employees</b> | N.A.  | N.A.   | N.A.      | N.A.  | N.A.   | N.A.      |
| Male                             | N.A.  | N.A.   | N.A.      | N.A.  | N.A.   | N.A.      |
| Female                           | N.A.  | N.A.   | N.A.      | N.A.  | N.A.   | N.A.      |
| <b>Total Permanent Workers</b>   | N.A.  | N.A.   | N.A.      | N.A.  | N.A.   | N.A.      |
| Male                             | N.A.  | N.A.   | N.A.      | N.A.  | N.A.   | N.A.      |
| Female                           | N.A.  | N.A.   | N.A.      | N.A.  | N.A.   | N.A.      |

**8. Details of training given to employees and workers:**

| Category         | FY 2023-24<br>Current Financial Year |                                  |               |                         |              | FY 2022-23<br>Previous Financial Year |                         |               |                         |              |
|------------------|--------------------------------------|----------------------------------|---------------|-------------------------|--------------|---------------------------------------|-------------------------|---------------|-------------------------|--------------|
|                  | Total<br>(A)                         | On Health and<br>Safety measures |               | On Skill<br>Upgradation |              | Total<br>(D)                          | On Health<br>and Safety |               | On Skill<br>Upgradation |              |
|                  |                                      | No. (B)                          | %<br>(B / A)  | No. (C)                 | %<br>(C / A) |                                       | No. (E)                 | %<br>(E / D)  | No. (F)                 | %<br>(F / D) |
| <b>Employees</b> |                                      |                                  |               |                         |              |                                       |                         |               |                         |              |
| Male             | 354                                  | 150                              | 42.37%        | 31                      | 8.76%        | 358                                   | 150                     | 41.90%        | 32                      | 8.94%        |
| Female           | 22                                   | 10                               | 45.45%        | 1                       | 4.55%        | 22                                    | 10                      | 45.45%        | 1                       | 4.55%        |
| <b>Total</b>     | <b>376</b>                           | <b>160</b>                       | <b>42.55%</b> | <b>32</b>               | <b>8.51%</b> | <b>380</b>                            | <b>160</b>              | <b>42.11%</b> | <b>33</b>               | <b>8.68%</b> |
| <b>Workers</b>   |                                      |                                  |               |                         |              |                                       |                         |               |                         |              |
| Male             | N.A.                                 | N.A.                             | N.A.          | N.A.                    | N.A.         | N.A.                                  | N.A.                    | N.A.          | N.A.                    | N.A.         |
| Female           | N.A.                                 | N.A.                             | N.A.          | N.A.                    | N.A.         | N.A.                                  | N.A.                    | N.A.          | N.A.                    | N.A.         |
| <b>Total</b>     | <b>N.A.</b>                          | <b>N.A.</b>                      | <b>N.A.</b>   | <b>N.A.</b>             | <b>N.A.</b>  | <b>N.A.</b>                           | <b>N.A.</b>             | <b>N.A.</b>   | <b>N.A.</b>             | <b>N.A.</b>  |

An approximate net figure has been derived from the training records for each training session at the Company's five plants.

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

| Category         | 2023-24     |             |             | 2022-23     |             |             |
|------------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                  | Total (A)   | Total (B)   | % (B/A)     | Total (C)   | Total (D)   | % (D/C)     |
| <b>Employees</b> |             |             |             |             |             |             |
| Male             | 354         | 354         | 100%        | 358         | 358         | 100%        |
| Female           | 22          | 22          | 100%        | 22          | 22          | 100%        |
| <b>Total</b>     | <b>376</b>  | <b>376</b>  | <b>100%</b> | <b>380</b>  | <b>380</b>  | <b>100%</b> |
| <b>Workers</b>   |             |             |             |             |             |             |
| Male             | N.A.        | N.A.        | N.A.        | N.A.        | N.A.        | N.A.        |
| Female           | N.A.        | N.A.        | N.A.        | N.A.        | N.A.        | N.A.        |
| <b>Total</b>     | <b>N.A.</b> | <b>N.A.</b> | <b>N.A.</b> | <b>N.A.</b> | <b>N.A.</b> | <b>N.A.</b> |

**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, occupational health and safety management system has been implemented as per ISO 450001 and certified.

- 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 work methodology is outlined in the work procedure, and work-related hazards and risks are identified and assessed for both routine and non-routine activities. A work risk assessment is also conducted before the commencement of any activity. As part of the annual risk management process, various risk assurance tools are utilised to identify and mitigate risks.

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

Yes, reporting and monitoring of leakage, induction and fire safety trainings are performed to inform workers about risks and safety processes to be followed.

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

Yes. To ensure the health and safety of employees, the Company has implemented a robust Occupational Health and Safety Management System. This system is designed to identify, assess, and mitigate risks associated with operations, thereby creating a safe and healthy work environment for everyone involved.

The implementation of the system begins with a thorough assessment of workplace hazards and risks. This involves identifying potential sources of harm, such as machinery, hazardous materials, ergonomic challenges, and environmental factors. Through a systematic and comprehensive approach, the likelihood and severity of all associated risks (routine and non-routine activities) are evaluated and prioritised based on their potential impact.

Following the risk assessment, comprehensive policies and standards aimed at controlling and minimising these risks are developed and implemented. These policies and standards cover a wide range of areas, including:

- Personal protective equipment
- Accident and incident reporting
- Machine safety
- Audit and inspection
- Hazardous chemical assessment
- Vehicle management
- Safety and operation guidelines
- Training and awareness

This structured approach ensures that the workforce is well-protected and informed, fostering a culture of safety and well-being within the Company.

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

| Safety Incident / Number  | Category* | 2023-24 | 2022-23 |
|---|-----------|---------|---------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | -       | -       |
|   | Workers   | -       | -       |
| Total recordable work-related injuries  | Employees | -       | -       |
|   | Workers   | -       | -       |
| No.of fatalities  | Employees | -       | -       |
|   | Workers   | -       | -       |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | -       | -       |
|   | Workers   | -       | -       |

\*including in the contract work force

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

The Company places a paramount emphasis on the safety and well-being of employees, both physically and mentally. A robust Health, Safety, and Environment (HSE) management system has been established in line with ISO 14001 and 45001 standards, demonstrating an unwavering commitment to maintaining the highest standards of safety and health within the workplace. Continual improvements are integral to the approach to HSE management, reflecting a dedication to staying ahead of evolving risks and challenges. Regular activity-based risk assessments are conducted to identify and mitigate potential hazards across all aspects of operations that could pose a threat to health, safety, or the environment. To ensure the workforce is equipped with the necessary skills and knowledge to operate safely, comprehensive training plans are developed, tailored to the specific needs and competencies of employees.

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

| Category           | FY (2023-24)          |   |         | PY (2022-23)          |   |         |
|--------------------|-----------------------|---|---------|-----------------------|---|---------|
|                    | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Working Conditions | 0                     | 0   | None    | 0                     | 0   | None    |
| Health & Safety    | 0                     | 0   | None    | 0                     | 0   | None    |

#### 14. Assessment for the year:

|                             | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 100% of all manufacturing offices and departments were assessed.                                      |
| Working Conditions          |   |

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

The Company's commitment to continuous improvement involves actively seeking feedback from stakeholders and assessing the outcomes of implemented corrective actions. This iterative approach refines safety practices, strengthens risk mitigation strategies, and

promotes a culture of safety excellence across all levels of the organisation. Through a proactive approach to incident analysis, corrective action deployment, and systematic recording, the Company strives to uphold the highest standards of safety and ensure the well-being of employees and stakeholders.

**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).**

- (A) Employee – No, the company does not provide life insurance benefit to its employees and any related matter is dealt on a case to case basis.
- (B) Workers – Not Applicable

**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 periodically conducts statutory compliance reviews and due diligence to ensure adherence to the requirements for deducting and depositing employee dues, such as income tax, provident fund, professional tax, and ESIC (Employees’ State Insurance Corporation). Value chain partners are equally responsible for complying with these requirements.

**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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment**

| Category  | 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 (2023-24)                             | PY (2022-23) | FY (2023-24)  | PY (2022-23) |
| Employees | 0  | 0            | 0   | 0            |
| Workers   | N.A.                                     | N.A.         | N.A.  | N.A.         |

**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 | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data. |
| Working Conditions          |   |

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

Not applicable

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

**Essential Indicators** 

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

The Company maintains a strategic stakeholder engagement process to identify key stakeholder groups from the broader universe of potential stakeholders. This identification is based on the material influence each group has on the Company’s ability to create value and vice versa. Currently, the Company has identified seven internal and external stakeholder groups:

- Employees

- Government and Regulatory Authorities
- Customers
- Communities and Civil Society/NGOs
- Suppliers
- Institutions and Industry Bodies
- Investors/ Shareholders

**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 & marginalised group (Y/N) | Channel of communication   | Frequency of engagement               | Purpose and scope of engagement including key topics and concerns raised during such engagement.  |
|--|---|--|---------------------------------------|---|
| Customer                               | N   | Customer meets, website and Conferences, events, Phone calls, emails and meetings.   | As and when required                  | To acquire new customers and service the existing ones and customer feedback  |
| Employees                              | N   | Emails and meetings, Training programs, Performance appraisal, Grievance redressal mechanisms, Notice boards, Employee engagement initiatives  | As and when required                  | To keep employees abreast of key developments happening in the Company, routine work, personal and professional growth and also addressing their grievances |
| Suppliers                              | N   | Publications, website, calls, meetings   | As and when required                  | For serving existing business better and to get feedback.   |
| Investors/Shareholders                 | N   | Conference calls, General Meeting, Official communication, publications, website and Investor meetings, Investor/ Analysts meet, Press Release, Announcement through Stock Exchange and Newspapers | Annual, quarterly and on a need basis | Quarterly results, dividend, communication with respect to IEPF, AGM Notice, Annual Report, Statutory Requirements and disclosures etc                      |
| Institutions and Industry Bodies       | N   | Networking through meeting   | As and when required                  | Networking so as to be abreast of new opportunities in sector and drive change  |
| Governments and Regulatory Authorities | N   | Call, Newspaper advertisement, Online filling, Submission through portal, Meeting, inspection & audit, Notices, Circulars  | Periodically, as and when required    | With regard to compliance with law, amendments, inspections, approvals and assessments.   |
| Community and civil society / NGO      | N   | Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Email & call  | As and when required                  | Support CSR project   |

### 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 Board of Directors (BOD) has initiated the process of obtaining feedback and oversees the implementation of ESG initiatives and performance.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. 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.

Stakeholder consultation supports the identification and management of environmental and social topics. It plays an instrumental role in understanding stakeholder concerns, expectations, and the potential impact of operations. This process is critical in evolving policies and activities for inclusive growth and sustainable development.

The Company consistently engages in consultations with stakeholders in various ways. Regular needs studies and impact assessments are integral to the commitment to the community. This includes continuous updates to technical modules based on feedback from local communities and to keep pace with external technological advancements.

Moreover, the Company strives to maintain ongoing dialogue with communities and stakeholders, ensuring services remain relevant and beneficial. Stakeholder consultation significantly influences the shaping of policies and activities towards social and environmental issues, allowing the Company to balance business objectives with its commitment to stakeholders, society, and the environment.

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

The Company engages regularly with communities and key beneficiaries to understand their needs, resolve concerns, and support their progress and development. During FY 2023-24, the Company has identified strategic focus areas for its corporate social responsibility: Education, Social, and Environment.

These initiatives include:

- Promoting Education (including Special Education) and Livelihood Enhancement Projects
- Maintaining environmental sustainability
- Socio-Economic Development
- Healthcare activities
- Implementation of Rural Development Projects

For more details, please refer to the annual CSR report in the Annual Report.

**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 (2023-24) |                                      |             | PY (2022-23) |                                      |             |
|------------------------|--------------|--------------------------------------|-------------|--------------|--------------------------------------|-------------|
|                        | Total (A)    | No. of employees/workers covered (B) | % (B / A)   | Total (C)    | No. of employees/workers covered (D) | % (D/C)     |
| <b>Employees</b>       |              |                                      |             |              |                                      |             |
| - Permanent            | 376          | 376                                  | 100%        | 380          | 380                                  | 100%        |
| - Other than permanent | 0            | 0                                    | 0           | 0            | 0                                    | 0           |
| <b>Total</b>           | <b>376</b>   | <b>376</b>                           | <b>100%</b> | <b>380</b>   | <b>380</b>                           | <b>100%</b> |
| <b>Workers</b>         |              |                                      |             |              |                                      |             |
| - Permanent            | N.A.         | N.A.                                 | N.A.        | N.A.         | N.A.                                 | N.A.        |
| - Other than permanent | N.A.         | N.A.                                 | N.A.        | N.A.         | N.A.                                 | N.A.        |
| <b>Total</b>           | <b>N.A.</b>  | <b>N.A.</b>                          | <b>N.A.</b> | <b>N.A.</b>  | <b>N.A.</b>                          | <b>N.A.</b> |

\*An approximate number has been calculated from training records of our five plants

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

| Category                    | FY (2023-24) |                       |             |                        |             | PY (2022-23) |                       |             |                        |             |
|-----------------------------|--------------|-----------------------|-------------|------------------------|-------------|--------------|-----------------------|-------------|------------------------|-------------|
|                             | 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)   |
| <b>Employees</b>            |              |                       |             |                        |             |              |                       |             |                        |             |
| <b>Permanent</b>            | 376          | 0                     | 0%          | 376                    | 100%        | 380          | 0                     | 0%          | 380                    | 100%        |
| Male                        | 354          | 0                     | 0%          | 354                    | 100%        | 358          | 0                     | 0%          | 358                    | 100%        |
| Female                      | 22           | 0                     | 0%          | 22                     | 100%        | 22           | 0                     | 0%          | 22                     | 100%        |
| <b>Other than permanent</b> | <b>0</b>     | <b>0</b>              | <b>0%</b>   | <b>0</b>               | <b>0%</b>   | <b>0</b>     | <b>0</b>              | <b>0%</b>   | <b>0</b>               | <b>0%</b>   |
| Male                        | 0            | 0                     | 0%          | 0                      | 0%          | 0            | 0                     | 0%          | 0                      | 0%          |
| Female                      | 0            | 0                     | 0%          | 0                      | 0%          | 0            | 0                     | 0%          | 0                      | 0%          |
| <b>Workers</b>              |              |                       |             |                        |             |              |                       |             |                        |             |
| <b>Permanent</b>            | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        |
| Male                        | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        |
| Female                      | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        |
| <b>Other than permanent</b> | <b>N.A.</b>  | <b>N.A.</b>           | <b>N.A.</b> | <b>N.A.</b>            | <b>N.A.</b> | <b>N.A.</b>  | <b>N.A.</b>           | <b>N.A.</b> | <b>N.A.</b>            | <b>N.A.</b> |
| Male                        | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        |
| Female                      | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        | N.A.         | N.A.                  | N.A.        | N.A.                   | N.A.        |

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

a. Median remuneration / wages:

|                                   | Male  |   | Female |   |
|-----------------------------------|---|---|--------|---|
|                                   | Number  | Median remuneration/ salary/ wages of respective category (Amount ` in Lakhs / Per annum) | Number | Median remuneration/ salary/ wages of respective category (Amount ` in Lakhs / Per annum) |
| Board of Directors (BoD)*         | 3   | 70.00   | 0      | N.A.  |
| Key Managerial Personnel          | 1   | 27.80   | 1      | 16.54   |
| Employees other than BoD and KMP# | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data. |   |        |   |
| Workers                           | N.A.  | N.A.  | N.A.   | N.A.  |

\*Includes Managing Director and Whole-time Directors and excludes Independent Directors in order to give an appropriate representation

# Includes employees who have served for the full year, for median remuneration and excludes workers

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

|   | FY (2023-24) | PY (2022-23) |
|---|--------------|--------------|
| Gross wages paid to females as % of total wages | 9.55         | 8.81         |

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

The Company has established a robust vigil mechanism, encouraging employees to raise any concerns. Employees have direct access to the Audit Committee Chairman, ensuring no employee is denied the opportunity to raise concerns with the Audit Committee.

The POSH (Prevention of Sexual Harassment) committee, known as the Internal Complaints Committee, addresses issues of sexual discrimination within the business. Additionally, Grievance Committees have been established at the plant level, in accordance with statutory requirements, to address grievances and issues of workmen.

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

The Company considers respect for human rights as a fundamental value, striving to uphold, protect, and promote human rights to ensure fair and ethical business and employment practices. The Company maintains a zero-tolerance policy towards all forms of slavery, coerced labour, child labour, human trafficking, and any form of violence or abuse, whether physical, sexual, psychological, or verbal.

The Company is committed to promote a safe and inclusive business environment and workplace for all individuals, regardless of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work designation, or any other parameter. DPIL ensures that every workplace remains free from violence, harassment, intimidation, or any other unsafe or disruptive conditions, whether originating from external or internal threats.

The Company has implemented reasonable safeguards to protect employees in the workplace, while respecting their privacy and dignity. As a matter of policy, DPIL does not employ underage individuals or engage with any agent or vendor against their free will. The Company has a separate mechanism for handling grievances.

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

| Category                          | FY (2023-24)          |                                       |         | PY (2022-23)          |                                       |         |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                                   | 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                 | -                     | -                                     | -       | -                     | -                                     | -       |
| Discrimination at workplace       | -                     | -                                     | -       | -                     | -                                     | -       |
| Child Labour                      | -                     | -                                     | -       | -                     | -                                     | -       |
| Forced Labour/ Involuntary Labour | -                     | -                                     | -       | -                     | -                                     | -       |
| Wages                             | -                     | -                                     | -       | -                     | -                                     | -       |
| Other human rights related issues | -                     | -                                     | -       | -                     | -                                     | -       |

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

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

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

The mechanisms for addressing grievances are outlined in the HR Policy, ensuring strict adherence to anonymity and prohibiting any form of harassment or violence to safeguard the complainant's safety. The Company prioritises anonymity and enforces stringent data security and management practices to uphold employee security and ensure a violence and harassment-free workplace.

DPIL has a Grievance Policy, a Disciplinary Policy, and a Prevention of Sexual Harassment Policy. The Company regularly sensitises employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules, and awareness programmes.

The Company does not tolerate retaliation of any kind. All complaints can be made without fear of reprisal, with the assurance that the Company stands with its employees. Retaliation against someone who reports harassment in good faith, provides information, or assists in a harassment investigation is not permitted. If an individual believes they have been retaliated against for reporting harassment, making a complaint, or participating in an investigation, they should immediately report the alleged retaliation to their line manager or any of the speak-up channels. Any employee found to have acted in retaliation will face disciplinary action, which may include termination of employment.

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

Yes. The Company is committed to the process of including respect for human rights in the business agreements and contracts of the Company.



## 10. Assessment for the year

|                             | % of your plants and office that were assessed (by entity/ statutory authorities/ third parties) |
|-----------------------------|--|
| Child labour                |  |
| Forced/ involuntary labour  |  |
| Sexual harassment           |  |
| Discrimination at workplace | Nil  |
| Wages                       |  |
| Other please specify        |  |

## 11. 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.                                     | Although no specific complaints have been received, the Company recognises the importance of addressing Human Rights.  |
| 2. Details of the scope and coverage of any Human rights due diligence conducted   | Human Rights considerations have been a core value of the Company since its inception. The Company continues to comply with all statutory requirements in this regard. |
| 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  | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data   |
| 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.       | N.A  |

**PRINCIPLE 6:** Businesses should respect and make efforts to protect and restore the environment Essential Indicators 

## 1. Details of total energy consumption (in gigajoules) and energy intensity, in the following format:

| Parameter   | FY (2023-24)     | PY (2022-23)     |
|---|------------------|------------------|
| <b>From renewable sources</b>                               |                  |                  |
| Total electricity consumption (A)                           | 2280.15          | 3145.12          |
| Total fuel consumption (B)                                  | -                | -                |
| Energy consumption sources (C)                              | -                | -                |
| <b>Total energy consumed from renewable sources (A+B+C)</b> | <b>2280.15</b>   | <b>3145.12</b>   |
| <b>From non-renewable sources</b>                           |                  |                  |
| Total electricity consumption (D)                           | 212472.80        | 175168.71        |
| Total fuel consumption (E)                                  | 341.81           | -                |
| Energy consumption sources (F)                              | 1.74             | -                |
| Total energy consumed from non-renewable sources (D+E+F)    | 212816.35        | 175168.71        |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                  | <b>215096.50</b> | <b>178313.83</b> |

| Parameter   | FY (2023-24) | PY (2022-23) |
|---|--------------|--------------|
| <b>Energy intensity per lakh of turnover</b> (Total energy consumed / Revenue from operations)  | 0.88         | 0.71         |
| <b>Energy intensity per lakh of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)# | 19.82        | 15.95        |
| <b>Energy intensity in terms of physical Output</b> (Total energy consumed/Number of products manufactured)   | 1.29         | 1.24         |
| Energy intensity (optional) – the relevant metric may be selected by the entity   | -            | -            |

#The implied Purchasing Power Parity (PPP) conversion rate has been considered as 22.4 as per International Monetary Fund World Economic Outlook (April 2024).

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. Not Applicable

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 (2023-24)  | PY (2022-23) |
|--|---|--------------|
| <b>Water withdrawal by source (in kiloliters)</b>  |   |              |
| (i) Surface water  | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data. |              |
| (ii) Groundwater   |   |              |
| (iii) Third party water  |   |              |
| (iv) Seawater / desalinated water  |   |              |
| (v) Others   |   |              |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>  |   |              |
| <b>Total volume of water consumption (in kilolitres)</b>   |   |              |
| <b>Water intensity per lakh of turnover</b> (Total water consumption / Revenue from operations)  |   |              |
| <b>Water intensity per lakh of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP#) |   |              |
| <b>Water intensity in terms of physical Output (Total volume of water consumed /Number of Transformers manufactured)</b>                                     |   |              |
| Water intensity (optional) – the relevant metric may be selected by the Entity   |   |              |

#The implied Purchasing Power Parity (PPP) conversion rate has been considered as 22.4 as per International Monetary Fund World Economic Outlook (April 2024).

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. Not Applicable

4. **Provide the following details related to water discharged:**

| Parameter  | FY (2023-24)  | PY (2022-23) |
|--|---|--------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |   |              |
| (i) To Surface water   | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data. |              |
| - No treatment   |   |              |
| - With treatment – please specify level of treatment                         |   |              |
| (ii) To Groundwater  |   |              |
| - No treatment   |   |              |
| - With treatment – please specify level of treatment                         |   |              |
| (iii) To Seawater  | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data. |              |
| - 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   |   |              |

| Parameter  | FY (2023-24) | PY (2022-23) |
|--|--------------|--------------|
| - No treatment   |              |              |
| - With treatment – Through ASP based STP Plant complying<br>Pollution control board norms – Using Sewage treated water<br>for Gardening Purpose only |              |              |
| <b>Total water discharged (in kilolitres)</b>  |              |              |

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. Not Applicable

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

The Company is committed to reducing liquid discharge. Effluent Treatment Plants (ETPs) have been installed at certain units to treat and reuse wastewater for cooling towers, gardening, and washing. Through the implementation of Zero Liquid Discharge (ZLD), the Company aims to achieve 100% reuse and recycling of water in its operations.

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

| Parameter                           | Please specify unit | FY (2023-24) | PY (2022-23) |
|-------------------------------------|---------------------|--------------|--------------|
| NOx                                 |                     |              |              |
| Sox                                 |                     |              |              |
| Particulate matter (PM)             |                     |              |              |
| Persistent organic pollutants (POP) |                     |              |              |
| Volatile organic compounds (VOC)    |                     |              |              |
| Hazardous air pollutants (HAP)      |                     |              |              |

The Company is in the process of accounting the air emissions emissions.

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: Not Applicable

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

| Parameter  | Unit                   | FY (2023-24) | PY (2022-23) |
|--|------------------------|--------------|--------------|
| Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | tCo2e                  | 408.29       | 166.06*      |
| Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                              | tCo2e                  | 48,573.64    | 40,045.51    |
| Total Scope 1 and Scope 2 emission intensity per lakh of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)  | tCo2e/Lakh of turnover | 0.20         | 0.16         |
| Total Scope 1 and Scope 2 emission intensity per lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP#) | tCo2e/Lakh of turnover | 4.48         | 3.58         |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output   |                        | 0.29         | 0.28         |

#The implied Purchasing Power Parity (PPP) conversion rate has been considered as 22.4 as per International Monetary Fund World Economic Outlook (April 2024).

\*The value for emission calculation has considered only diesel. However, the Company has initiated the process of incorporating all sources into the calculation from the current financial year.

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.

Not Applicable

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

The Company is committed to reducing GHG emissions through process improvements, energy monitoring systems, energy efficiency measures, and renewable alternatives. The Company has studied the installation of solar photovoltaic plants within premises and the purchase of renewable energy, considering the specific requirements of each plant location.

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

| Parameter   | FY (2023-24)   | PY (2022-23)   |
|---|----------------|----------------|
| <b>Total Waste generated (in metric tonnes)</b>   |                |                |
| Plastic waste (A)   | 5480.57        | 5019.56        |
| E-waste (B)   | N.A.           | N.A.           |
| Bio-medical waste (C)   | N.A.           | N.A.           |
| Construction and demolition waste (D)   | N.A.           | N.A.           |
| Battery waste (E)   | N.A.           | N.A.           |
| Radioactive waste (F)   | N.A.           | N.A.           |
| Other Hazardous waste. Please specify, if any. (G)  | 53.63          | 122.99         |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)                           | N.A.           | N.A.           |
| <b>Total (A+B + C + D + E + F + G + H)</b>  | <b>5534.20</b> | <b>5142.55</b> |
| <b>Waste intensity per lakh of turnover</b><br>(Total waste generated/Revenue from operations)  | 0.023          | 0.021          |
| <b>Waste intensity per lakh of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total waste generated / Revenue from operations adjusted for PPP#) | 0.510          | 0.460          |
| <b>Waste intensity in terms of physical output</b><br>(Total waste generated /Number of Transformers manufactured)  | 0.033          | 0.036          |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>                |                |                |
| <b>Category of waste</b>  |                |                |
| (i) Recycled  | -              | -              |
| (ii) Re-used  | 519.70         | 324.33         |
| (iii) Other recovery operations   | -              | -              |
| <b>Total</b>  | <b>519.70</b>  | <b>324.33</b>  |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>   |                |                |
| <b>Category of waste</b>  |                |                |
| (i) Incineration  | -              | -              |
| (ii) Landfilling  | -              | -              |
| (iii) Other disposal operations   | 4960.87        | 4695.23        |
| <b>Total</b>  | <b>4960.87</b> | <b>4695.23</b> |

#The implied Purchasing Power Parity (PPP) conversion rate has been considered as 22.4 as per International Monetary Fund World Economic Outlook (April 2024).

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. Not Applicable

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

The Company is dedicated to effective waste management practices, focusing on recycling and strict compliance with environmental regulations. The Company segregates waste into categories (General waste, E-waste, Hazardous waste) and hands it over to authorised vendors for disposal or recycling. Additionally, no toxic chemicals are generated in the Company's products or processes.

11. 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. |
|--------|--------------------------------|--------------------|---|
| -      | -                              | -                  | -   |

12. 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 |
|-----------------------------------|----------------------|------|---|--|-------------------|
| -                                 | -                    | -    | -   | -  | -                 |

13. 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:

Yes. The Company complies with all applicable laws

| S. No. | Specify the law / regulation/ guidelines which was not complied with | Provide details of the noncompliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--------|--|--------------------------------------|---|---------------------------------|
| -      | -  | -                                    | -   | -                               |

Leadership Indicators 

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- Name of the area - Not Applicable
- Nature of operations- Not Applicable
- Water withdrawal, consumption and discharge in the following format:

| Parameter   | FY (2023-24) | PY (2022-23)   |
|---|--------------|----------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                     |              |                |
| (i) Surface water   |              |                |
| (ii) Groundwater  |              |                |
| (iii) Third party water   |              |                |
| (iv) Seawater / desalinated water   |              |                |
| (v) Others  |              |                |
| <b>Total volume of water withdrawal (in kilolitres)</b>                               |              |                |
| <b>Total volume of water consumption (in kilolitres)</b>                              |              |                |
| <b>Water intensity per rupee of turnover</b> (Water consumed / turnover)              |              |                |
| <b>Water intensity</b> (optional) – the relevant metric may be selected by the entity |              |                |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>          |              |                |
| (i) Into Surface water  |              |                |
| - No treatment  |              |                |
| - With treatment – please specify level of treatment                                  |              |                |
| (ii) Into Groundwater   |              |                |
| - No treatment  |              |                |
| - With treatment – please specify level of treatment                                  |              |                |
| (iii) Into Seawater   |              |                |
| - No treatment  |              |                |
| - With treatment – please specify level of treatment                                  |              | Not Applicable |
| (iv) Sent to third-parties  |              |                |
| - No treatment  |              |                |
| - With treatment – please specify level of treatment                                  |              |                |
| (v) Others  |              |                |
| - No treatment  |              |                |
| - With treatment – please specify level of treatment                                  |              |                |
| <b>Total water discharged (in kilolitres)</b>   |              |                |

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. Not Applicable

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

| Parameter  | Unit | FY (2023-24) | PY (2022-23) |
|--|------|--------------|--------------|
| <b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) |      |              |              |
| <b>Total Scope 3 emissions per rupee of turnover</b>   |      |              |              |
| <b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity   |      |              |              |

The Company is in the process of accounting the scope 3 emissions.

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.

Not Applicable

**3. With respect to the ecologically sensitive areas reported at Question 11 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

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

| Sr. No. | Initiative undertaken  | Details of the initiative (Web-link, if any, may be provided along-with summary)                              | Outcome of the initiative   |
|---------|--|---|---|
| 1       | Solar Panel Installation: The Company completed the installation of solar panels with a capacity of 1MW during the year, bringing the total capacity to 1.7MW at the year's end.                 | <a href="https://www.ddevgroup.in/corporate-announcement">https://www.ddevgroup.in/corporate-announcement</a> | Captive solar power unit generation of 845162 units<br>Reduced carbon emission of 960MT per annum |
| 2       | Rainwater Harvesting: The Company added a rainwater harvesting facility with a capacity of 18 lakh litres during the year, bringing the total capacity to 65 lakh litres at the end of the year. | -   | Harvesting of 65 lakh litre of water  |

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

Business Continuity Plan: The Company recognises that an effective response to an incident is crucial to prevent potential business disruption. A robust Crisis Management process is in place to address any incident or issues, whether they pertain to safety, environment, or product quality, that may escalate into an internal or external crisis.

The Company's comprehensive Business Continuity Plan offers guidance on the measures to be implemented to maintain operations at acceptable levels during and after a disruptive event, and to restore normal operations as swiftly and efficiently as possible. The Business Contingency Plan, which is periodically reviewed and updated, focuses on a detailed function-wise plan to manage any emergency or accidental occurrence of events and their mitigation aspects, in order to support business continuity.

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

There are no significant adverse environmental impacts identified in the value chain

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

Not applicable

**PRINCIPLE 7:**

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

**Essential Indicators**

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

8

- 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

| Sr. No. | Name of the trade and industry chambers/ associations        | Reach of trade and industry chambers/ associations (State/National/International) |
|---------|--|---|
| 1       | Indian Chamber of Commerce (ICC)                             | National  |
| 2       | Bengal Chamber of Commerce & Industry (BCCI)                 | State   |
| 3       | Federation of Indian Chambers of Commerce & Industry (FICCI) | National  |
| 4       | Federation of Indian Export Organisation (FIEO)              | National  |
| 5       | Indian Plastic Federation (IPF)                              | National  |
| 6       | All India Plastic Manufacturers Association (AIPMA)          | National  |
| 7       | The Plastic Export Promotion Council (PLEXCON)               | National  |
| 8       | Plast India  | National  |

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

N.A

**Leadership Indicators**

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

| Sr. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board | Web Link, if available |
|---------|-------------------------|-----------------------------------|--|------------------------------|------------------------|
|---------|-------------------------|-----------------------------------|--|------------------------------|------------------------|

The Company tactically directs suggestions and contributions specific to the industry through its active involvement in trade bodies or associations, as opposed to direct public advocacy.

**PRINCIPLE 8:**

Businesses should promote inclusive growth and equitable development Essential Indicators

**Essential Indicators**

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

| Sr. No. | Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency | Results communicated in public domain | Relevant Web link |
|---------|-----------------------------------|----------------------|----------------------|--|---------------------------------------|-------------------|
|---------|-----------------------------------|----------------------|----------------------|--|---------------------------------------|-------------------|

No assessments were undertaken or necessitated during the reporting period.

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

| Sr. 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 since there are no ongoing projects.

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

The Company has established effective methods to recognise and respond to community grievances. By facilitating meetings with impacted community members, the Company acquires an understanding of their issues.

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

| Parameter   | FY (2023-24) | PY (2022-23) |
|---|--------------|--------------|
| Directly sourced from MSMEs/small producers                         | 7.96%        | 6.71%        |
| Sourced directly from within the district and neighboring districts | 5.47%        | 15.68%       |

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

| Location*    | FY (2023-24)  | PY (2022-23) |
|--------------|---|--------------|
| Rural        | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data. |              |
| Semi-Urban   |   |              |
| Urban        |   |              |
| Metropolitan |   |              |

\*(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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

| Sr. No. | Details of negative social impact identified | Corrective action taken |
|---------|--|-------------------------|
|         | Not applicable                               |                         |

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

| Sr. No. | State | Aspirational District | Amount spent (in INR) |
|---------|-------|-----------------------|-----------------------|
| -       | -     | -                     | -                     |

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

No. The Company primarily considers suppliers from the polymer and chemical industries for the procurement of input materials. The Company adheres to internal guidelines for all procurement activities.

**(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:**

| Sr. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|---------|--|--------------------------|---------------------------|------------------------------------|
| 1       | Trademark of Company's Logo                          | Yes                      | No                        | N.A.                               |



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.

| Sr. No.        | Name of authority | Brief of the Case | Corrective action taken |
|----------------|-------------------|-------------------|-------------------------|
| Not applicable |                   |                   |                         |

6. Details of beneficiaries of CSR Projects:

| Sr. No. | CSR Project   | No. of persons benefitted from CSR Projects  | % of beneficiaries from vulnerable and marginalized groups |
|---------|---|--|--|
| 1.      | Promoting Education (including Special Education) and Livelihood Enhancement Projects | Evaluation is not feasible. The Company has executed the CSR Activity via an implementing agency, specifically a Trust or NGO. |  |
| 2.      | Healthcare activities   |  |  |
| 3.      | Environment sustainably   |  |  |

**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.

Service Department is available and in place to receive and respond to consumer complaints and feedback. Any consumer can submit a complaint on the Company's website at <https://www.ddevgroup.in/contact-us> or mail it to [kolkata@ddevgroup.in](mailto:kolkata@ddevgroup.in) which is monitored by the senior management of the Company.

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

| Parameters  | As a percentage to total turnover  |
|---|--|
| Environmental and social parameters relevant to the product | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data |
| Safe and responsible usage                                  |  |
| Recycling and/or safe disposal                              |  |

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

|                                | FY (2023-24)  |                                   |   | PY (2022-23)  |                                   |   |
|--------------------------------|---|-----------------------------------|---|---|-----------------------------------|---|
|                                | Received during the year  | Pending resolution at end of year | Remarks   | Received during the year  | Pending resolution at end of year | Remarks   |
| Data privacy                   | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data. |                                   | The Service Department of the Company receives all consumer complaints. Here, a process is in place to categorise the complaints according to their type. | Following the voluntary disclosure for the financial year 2023-24, the Company has commenced the process of overseeing the logistics and analysing the relevant data. |                                   | The Service Department of the Company receives all consumer complaints. Here, a process is in place to categorise the complaints according to their type. |
| Advertising                    |   |                                   |   |   |                                   |   |
| Cyber-security                 |   |                                   |   |   |                                   |   |
| Delivery of essential services |   |                                   |   |   |                                   |   |
| Restrictive Trade Practices    |   |                                   |   |   |                                   |   |
| Unfair Trade Practices         |   |                                   |   |   |                                   |   |
| Other                          |   |                                   |   |   |                                   |   |

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

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | N.A.   | N.A.               |
| Forced recalls    | N.A.   | N.A.               |

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a weblink of the policy**

Yes, the Company has instituted a comprehensive system and guidelines to address cyber security and data privacy concerns. A multitude of measures are in place to manage cyber security risks, including the enforcement of cyber security policies and procedures, the deployment of security defence tools, ongoing threat monitoring, and the ability to detect incidents. The Company also has strategies for responding to incidents and regularly conducts drills to assess its recovery capabilities and response tactics in the event of cyber-attacks. Through its cyber security education and awareness programme, the Company provides training to its staff on topics such as phishing and the appropriate classification and handling of data. By actively engaging with governments, law enforcement agencies, and industry peers, the Company is able to identify and respond effectively to emerging threats. The Company's IT Policy encompasses the policy on cyber security and the framework for managing risks related to data privacy.

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

Not applicable

**7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches - NIL
- b. Percentage of data breaches involving personally identifiable information of customers - NIL
- c. Impact, if any, of the data breaches - NA

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

Comprehensive information regarding the array of products and services provided by the Company is readily available on its website, accessible at <https://www.ddevgroup.in/products>.

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

Product Data Sheets and Material Safety Data Sheets for all of the Company's offerings are accessible on its website at <https://www.ddevgroup.in/products>. These documents provide comprehensive guidelines for the safe utilisation and disposal of the Company's products. In addition, necessary disclosures are incorporated on the product packaging.

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

While DPIL does not provide essential services, the Company maintains a robust communication strategy in the event of service disruptions or discontinuations. Proactive notifications are disseminated to stakeholders via the Company's website, social media platforms, distributor and retailer networks, sales representatives, and emails. Furthermore, customers are encouraged to contact the service desk for any queries or feedback.

**4. Does the entity display product information on the product over & 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)**

DPIL offers an extensive portfolio of products. In compliance with local regulations, and where space allows, each product label provides information about the benefits derived from the product's use and how the product's functionality contributes to these benefits. Feedback from key customers has led to the implementation of strategies aimed at enhancing the consumer experience. The Company conducts regular assessments on its major brands to determine their strength and cognitive impact among consumers. A system for periodic product performance reviews is also in place.

**For Ddev Plastiks Industries Limited**

**Date:** 20.05.2024

**Place:** Kolkata

**Narrindra Suranna (DIN: 00060127)  
Chairman and Managing Director**