

Business Responsibility & Sustainability Reporting Format

Section A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24110MH1919PLC000564
2	Name of the Listed Entity	DMCC Speciality Chemicals Limited (Formerly known as "The Dharamsi Morarji Chemical Company Limited")
3	Year of incorporation	September 25, 1919
4	Registered office address	317/321, Dr. Dadabhoy Naoroji Road, Fort, Mumbai, Pin - 400 001
5	Corporate address	317/321, Dr. Dadabhoy Naoroji Road, Fort, Mumbai, Pin - 400 001
6	E-mail	investor@dmcc.com
7	Telephone	022-22048881/22048882/22048883
8	Website	www.dmcc.com
9	Financial year for which reporting is being done	April 01, 2023, to March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), Scrip Code: 506405 The National Stock Exchange of India Limited (NSE) NSE Symbol: DMCC
11	Paid-up Capital	₹ 24,93,99,330/- (Equity Share Capital, 24939933 Nos. Equity Shares of ₹ 10/- each)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Omkar Chandrakant Mhamunkar Company Secretary & Compliance Officer E-mail: omhamunkar@dmcc.com / investor@dmcc.com Tel: 022-22048882 (Ext: 104)
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	Not Applicable
15	Type of assurance obtained	Not Applicable

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	Manufacturing (Main Activity Group Code)	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	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	Chemical	2029	100

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	2	1	3
International	Nil	1	1



19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	28
International (No. of Countries)	26

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

The Company sells its products in India as well as exports to more than 25 countries across the globe. Its export turnover contributes to 27% of the total turnover of the Company in FY 2023-24.

c. A brief on types of customers: The Company is a fully integrated Speciality Chemical Company that specializes in sulphur, boron and ethanol chemistry, exporting its products to markets worldwide. The Company deliver tailor-made solutions to its customers from across the globe. Its products find application in a variety of end-use industries, such as, pharmaceuticals, detergents, dyes, fertilizers, pigments and cosmetics.

IV. Employees

20. Details as of the end of the Financial Year: March 31, 2024

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	193	173	89.64%	20	10.36%
2.	Other than Permanent (E)	31	27	87.10%	4	12.90%
3.	Total employees (D + E)	224	200	89.29%	24	10.71%
WORKER						
4.	Permanent (F)	225	225	100.00%	-	0.00%
5.	Other than Permanent (G)	209	199	95.22%	10	4.78%
6.	Total Workers (F + G)	434	424	97.70%	10	2.30%

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1	1	100%	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled Workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of Women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	3	Nil	Nil

22. Turnover rate for permanent employees and workers:

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.81	10.26	19.74	20.40	-	18.51	15.90	7.14	11.54
Permanent Workers	11.32	-	11.32	10.64	-	10.64	9.70	-	4.83

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding/subsidiary/associate companies/joint ventures:**

Sr. 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	DMCC (Europe) GmbH (Formerly Borax Morarji Europe (GmbH) (Wholly Owned Subsidiary)	The subsidiary is separate entity and it follow Business Responsibility initiatives if applicable to it.	100%	The Company does not mandate its suppliers/distributors to participate in the Company's Business Responsibility initiatives. However, they are encouraged to adopt such practices and follow the concept of being a responsible business.

The Company do not have holding, associate or joint venture.

VI. CSR Details**24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes**

(ii) Turnover (in ₹): ₹ 320,55,35,975/- (Standalone)

(iii) Net worth (in ₹): ₹ 209,15,77,028/- (Standalone)

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 web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes. The Company has adopted Stakeholder Engagement Policy to interact with community leaders to understand and address their concerns, if any. The said policy is available on the website of the Company at https://www.dmcc.com/Media/pdf/Stakeholder-Engagement-Policy_DMCC.pdf	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes. The Company has adopted Investor Grievance Redressal Policy. The said policy is available on the website of the Company at https://www.dmcc.com/Media/pdf/Investor-Grievance-Policy_DMCC.pdf Also the Company has a dedicated e-mail id i.e. investor@dmcc.com to understand and address their concerns, if any.	Nil	Nil	NA	Nil	Nil	NA



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Shareholders	Yes. The Company has adopted Investor Grievance Redressal Policy. The said policy is available on the website of the Company at https://www.dmcc.com/Media/pdf/Investor-Grievance-Policy_DMCC.pdf Also the Company has a dedicated e-mail id i.e. investor@dmcc.com to understand and address their concerns, if any Also, Secretarial Department/ RTA address the grievance of the Shareholders. Also shareholders has option to report their grievance on SEBI Scores at https://scores.gov.in/scores/Welcome.html	16	Nil	NA	5	Nil	NA
Employees and Workers	Yes, a mechanism is in place, HR and Admin department administer the complaint. Moreover, Company has Whistle Blower Policy https://www.dmcc.com/Media/pdf/Whistle-Blower-Vigil-Mechanism_DMCC.pdf	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes, a mechanism in place. Sales & Marketing team interacts with customers to address their complaints and grievances. Also Company has adopted Stakeholders Engagement Policy which is available on the website of the Company at https://www.dmcc.com/Media/pdf/Stakeholder-Engagement-Policy_DMCC.pdf	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes, a mechanism is in place to interact with Value Chain Partners to understand and address their concerns, if any. Also Company has adopted Stakeholders Engagement Policy which is available on the website of the Company at https://www.dmcc.com/Media/pdf/Stakeholder-Engagement-Policy_DMCC.pdf	Nil	Nil	NA	Nil	Nil	NA
Other (including Contract Workers, Trainees)	Yes, a mechanism is in place. HR and Admin department overseas the same. Also Company has adopted Stakeholders Engagement Policy which is available on the website of the Company at https://www.dmcc.com/Media/pdf/Stakeholder-Engagement-Policy_DMCC.pdf	Nil	Nil	NA	Nil	Nil	NA

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

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.	Health, Safety and Environment	Risk	Possibility of Non following of safety measures by employees Non-awareness of hazardous nature of chemicals	Strict adherence to BBS (behavior-based safety system) Focus on reducing the generation of effluent and arresting at the source	Incidents impact employee morale and business reputation leading to negative financial implication
2.	Climate Change	Opportunity	DMCC's Commitment for reducing Carbon Emission offers edge over the others due to the DMCC's sustainably driven operations	-	Initiatives taken around climate change has a positive implication towards business
3.	Intellectual property	Risk	Leakage of confidential information IP rights clashes can happen in collaborative research projects IP infringement actions from outside firms	Data exchange with vendors/customer only through secured mode Entering into NDA with parties for exchanging information Antivirus upgradation	Impacts the brand reputation in the industry thereby leading to financial loss
4.	Innovation		Risk of better solutions that meet new requirements, technological advancements, upgradation or existing market needs and changing need of consumer	Process and cost optimization of existing speciality chemicals so as to be competitive in the domestic and international market Development of the processes for making value added products to cater the need of local and export market Launching new products and troubleshooting of existing products	Failure to meet consumer demand, technological obsolescence may lead losing of customer, market thereby leading to financial loss
5.	Sustained performance & quality	Risk	Risk of customer being lost, in course of business Dissatisfaction amongst the customer due to lack of attention, focus, etc.	Enhance customer satisfaction Providing superior quality solutions. Taking regular feedback from customers ISO Certification and Audit Quality Control, Process Control	Impacts the brand reputation in the industry thereby leading to financial loss
6.	Compliance	Risk	Compliance Updates and Changes, Omission of Compliances	The Company has Compliance Management System which takes care of all compliances applicable to the Company	Impacts the brand reputation in the industry thereby leading to financial loss and possibly legal action
7.	Human Resource	Opportunity	Skilled employees and workers form an asset to the Company The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of mistakes/injury	Providing a needs-based and innovative range of training courses Attracting, developing and nurturing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company Providing programmes that are specifically designed for roles which require upgraded skills Leadership Training	Consistent efforts would lead to positive impact due to improvement in productivity, reduction in defects, etc.

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.

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	The Corporate policies of the Company can be viewed at www.dmcc.com under weblink https://www.dmcc.com/investor/corporate-governance/policies-and-codes Some of the policies of the Company are accessible only to employees and other internal stakeholders								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	Y	-	-	-	Y	-	-	Y
	<ul style="list-style-type: none"> Both of the Company's Plants are ISO 9001:2015 Certified and has received Responsible Care Certification. 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	N	N	N	N
	<p>The Company is committed to progress towards various sustainability initiatives such as carbon neutrality, water positivity, zero plastic waste, soil conservation, protection of flora and fauna, education, social empowerment, women empowerment, healthcare etc. by way of adopting the reasonable and feasible changes in its existing operations as well as by through Corporate Social Responsibility initiatives. The aim of the Company broadly fits into the above nine (9) principles as well as United Nations Sustainable Development Goals.</p> <p>The Company is in process to define the measurable targets and commitments with the timelines for specific areas.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Not Applicable								
	As detailed in Point No. 5 above, the Company is in process to defined the measurable targets and commitments. However, the Company continues to ensure effectiveness as well as improvement in its conduct to achieve the commitments as mentioned in above para.								

Governance, leadership and oversight

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

We are amongst the few Companies in India who are authorised to use Responsible Care Logo and we are also audited under the Together for Sustainability Mechanism which not only dealt with the Safety, Health and Environment, but also our impact on the societies and communities in which we operate. It has been a mission to make world class products that meets and exceed the requirements of our customer but always keeping in mind that our products should not harm the environment. Please refer message from Chairman, message from Managing Director and CEO and "Annexure I" to the Board's report for more information on sustainability initiatives.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Shri Bimal Lalitsingh Goculdas Managing 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.	Shri Kuldeep Kumar Tiwari Executive Director (Operations)

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee	Frequency (Annually/Half yearly/Quarterly/ Any other - please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Policies wherever stated have been approved by Board/Committees of Board/Senior Management of the Company. Polices and performance against policies are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on need basis whichever is earlier and necessary updates are made to the policies									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non- compliances	The Company has necessary procedures in place to ensure the compliance with all relevant regulations									
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		P1	P2	P3	P4	P5	P6	P7	P8	P9
	No. However all policies and processes are subject to audits/ reviews done internally in the Company from time to time. The working of the policies is subjected to observations/ comments during the course of the normal functioning of the Company and partly during audits of Responsible Care, Together for Sustainability (TFS) and ISO									

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

All principles are covered by policies

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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

All principles are covered by policies

Section C: Principle Wise Performance Disclosure

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

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

Essential Indicators

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

	Total training and awareness	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	4	Please refer Note i below	100%
Key Managerial Personnel	4	POSH, CSR, Code of Conduct, PIT Regulations, Leadership	100%
Employees other than BoD and KMPs	81	POSH, PIT, Induction, Health & Safety	100%
Workers	90	POSH, Induction, Health & Safety	100%

Note:

- During the year 2023-24, various updates were made at the Board and Committee meetings. Independent Directors in their capacity as members of various Committees of the Board were informed on developments relating to various topics such as regulatory, economic and operating environmental changes, new business initiatives, Corporate Governance, Compliance, Sustainability Initiatives, Corporate Social Responsibility (CSR), Information Technology and Risk Management, Company strategy, performance and growth plans. Updates on performance review, strategy and key regulatory developments are presented at the quarterly board meetings. The Board and Audit Committee is updated on key compliance, risk and audit observations, impact arising out of the issues along with management action plans.
 - For Employees including Key Managerial Personnel are required to annually confirm that they have read and understood the Code of Conduct. The Company has HRMS i.e. Human Resource Management System in place and the policies have been uploaded which is accessible to the employees. All new employees are also required to confirm that they have read and understood the Code at the time of their induction. In addition, the Company has instituted several policies to ensure adherence to existing statutory laws and regulations such as the Prevention of Sexual Harassment (POSH) at the Workplace, Whistle Blower Policy, Code of Conduct, Policy for Prevention of Insider Trading.
2. Details of fines/penalties/punishment/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):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	CGST & C. Excise	₹ 1,70,529.00	Order under Section 73(1) of the CGST Act 2017. Penalty Levied on Demand Notice confirmed by department for excess use of ITC as compared to GSTR-2A	No
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

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

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
NA	NA

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.

Yes. The Company has adopted Fair Business Policy which covers the same. The policies are made available on the website of the Company at www.dmcc.com under <https://www.dmcc.com/investor/corporate-governance/policies-and-codes>

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

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest: Not Applicable

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

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables*	118	121

*Trade payable includes bills payable discounted through bill discounting facility.

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	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as% of total purchases	73%	68%
	b. Number of trading houses where purchases are made from	51	32
	c. Purchases from top 10 trading houses as% of total purchases from trading houses	61%	54%



Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Sales	a. Sales to dealers/distributors as% of total sales	22%	22%
	b. Number of dealers/distributors to whom sales are made	72	60
	c. Sales to top 10 dealers/distributors as% of total sales to dealers/distributors	12%	13%
Share of RPTs	a. Purchases (Purchases with related parties/Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/Total Sales)	0.3%	0.1%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

Leadership Indicators

- 1) **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. Every Director is required to adhere with the Code of Conduct applicable to the Board and Senior Management. Every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors regarding affirmation of Code of Conduct.

In the meetings of the Board/Committees, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors/KMPs of the Company, the Legal and Secretarial function maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance & Accounts function which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties. The Code of Conduct is available on the website at https://www.dmcc.com/Media/pdf/Code-of-Conduct-for-Directors-and-Senior-Management_DMCC.pdf

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.**

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R & D	100%	100%	All R & D expenditure are focused at sustainable technology and development
Capex	Nil	Nil	NA

- 2.

- a. **Does the entity have procedures in place for sustainable sourcing? Yes**

- b. **If yes, what percentage of inputs were sourced sustainably?**

The Company has adopted Supplier Code of Conduct which applies to Vendors, Suppliers, Service Providers, Agents, Consultants, Contractors, Joint-venture partners and Third parties including their employees, agents and other representatives. The Company is gradually taking initiatives w.r.t. sustainable sourcing. The Company is taking Annual affirmation from the suppliers alongwith the questionnaire forms filled stating that they have adhered with the Supplier Code of Conduct. The Company in phased manner would plan an assessment of suppliers regarding the Compliance with the Supplier Code of Conduct after assessing the reasonability and practicability and incorporating such process commensurate with the size and structure of the Company. The Supplier Code of Conduct covers aspects such as Compliance with applicable laws, Anti Bribery and Anti Corrupt practices, Conflict of Interest, Protection of Intellectual Property Rights and Proprietary Information, Health and safety, Environment, Waste and Emission. For more details, please refer to our website: https://www.dmcc.com/Media/pdf/Supplier-Code-of-Conduct_DMCC.pdf

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:**

We have waste management systems in place at all our facilities. Plastic waste is either co-processed or recycled based upon the type of waste generated. We disposed our e-wastes as per in country/local regulations. Hazardous wastes are being disposed as per the Hazardous Wastes Management Rules. The other wastes are disposed as per the local regulatory bodies and the regulations.

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:

No. However, the Company has obtained registration under the Plastic Waste Management Rules, 2016 under Brand Owner category since the Company uses plastic Packaging for some of its products.

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
Not Applicable					

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: Not Applicable

Name of Product/Service	Description of the risk/concern	Action Taken
NA	NA	NA
NA	NA	NA

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):

Not applicable. We are a Speciality Chemicals Company and we cannot use recycled or reused input materials in the manufacturing process due to the nature of products.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
NA	NA	NA
NA	NA	NA

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not Applicable

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category: Not Applicable

Indicate product category	Reclaimed products and their packaging materials as% of total products sold in respective category
NA	NA

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)
Permanent Employees											
Male	173	173	100%	173	100%	-	-	-	-	-	-
Female	20	20	100%	20	100%	20	100%	-	-	-	-
Total	193	193	100%	193	100%	20	10.36%	-	-	-	-
Other than Permanent Employees											
Male	27	27	100%	27	100%	-	-	-	-	-	-
Female	4	4	100%	4	100%	-	-	-	-	-	-
Total	31	31	100%	31	100%	-	-	-	-	-	-

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)
Permanent Employees											
Male	225	225	100%	225	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	225	225	100%	225	100%	-	-	-	-	-	-
Other than Permanent Employees											
Male	209	23	11%	209	100%	-	-	-	-	-	-
Female	10	-	-	10	100%	-	-	-	-	-	-
Total	219	23	11%	219	100%	-	-	-	-	-	-

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a% of total revenue of the Company	0.85%	0.71%

2. Details of retirement benefits, for Current financial year and previous financial year:

	FY 2023-24			FY 2022-23		
	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/NA)	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/NA)
PF	93.26%	100%	Yes	92.71%	99.50%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	18.65%	20%	Yes	21.35%	17.59%	Yes
Others – NPS	3.10%	Nil	Yes	8.85%	Nil	Yes

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:

The premises/offices of the Company, including the registered and corporate offices are located either on the ground floor or have elevators and infrastructure for differently abled individuals.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy? Yes. https://www.dmcc.com/Media/pdf/Equal-Opportunity-Policy_DMCC.pdf

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	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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 the mechanism in brief)	
Permanent Workers	Yes. Please see note below.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The Company has in place Grievance Mechanism at all location. The Human Resource Department of concerned location deals with all grievances of employees. The Company has also set up grievance committee as per the applicable laws. For Women, Company has POSH Policy in place and the aggrieved women can approach Internal Complaints Committee (ICC) of the Company, the details of which are displayed at all location at conspicuous place.

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
Total Permanent workers	225	128	56.89%	199	124	62.31%
- Male	225	128	56.89%	199	124	62.31%
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	Total (A)	FY 2023-24				Total (D)	FY 2022-23			
		On Health and safety measures		On Skill upgradation measures			On Health and safety measures		On Skill upgradation measures	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	173	130	75.14%	162	93.64%	173	108	62.43%	151	87.28%
Female	20	14	70%	15	75%	19	11	57.89%	19	100.00%
Total	193	144	74.61%	177	91.7%	192	119	61.98%	170	88.54%
Workers										
Male	225	180	80%	180	80%	199	162	81.41%	168	84%
Female	-	-	-	-	-	-	-	-	-	-
Total	225	180	80%	180	80%	199	162	81.41%	168	84%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	173	119	68.7%	173	134	77.46%
Female	20	15	75%	19	16	84.21%
Total	193	134	69.4%	192	150	78.13%
Workers						
Male	225	186	82.67%	199	65	32.66%
Female	-	-	-	-	-	-
Total	225	186	82.67%	199	65	32.66%

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

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

Yes. The Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations and hazardous chemicals used, sites have deployed structured Hazard Assessment. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities.

The Company has in place the following processes to identify work-related hazards and assess risks on a routine and non-routine basis such as Plant Safety Inspection, HIRA (Hazard Identification & RISK Assessment), HAZOP (Hazard Operability) Study, Safety Round observations on a daily basis, Near-miss reporting, Management of change process, Contractor Safety Management, Pre Start-up Safety Review (PSSR), Fire Detection Protection Management and Gas leak detection Management.

For all activities including routine or non-routine permit systems is implemented and hazards are identified by the Safety Officer and risk assessment and management are done through Job Safety Analysis (JSA)/Standard Operating Procedure (SOP) which is referred to before starting any activity.

On a day-to-day basis unsafe conditions and hazards are also identified by employees and reported to Safety Officer. Storing and handling of toxic chemicals are identified as the major process hazards at the site for which the Company has carried out HAZOP study and periodical internal audit.

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

Yes, we encourage our employees and workers to report near-miss incidents identified if any to the Safety Officer of the concerned site. DMCC has established the following processes for workers to report the work-related hazards.

Safety committee meeting is conducted every month which includes equal representative of workers & staff. The points raised in a meeting is discussed for its compliance.

Near miss reporting registers are available in all plants for reporting near miss for workers & its review meeting is conducted for its status of compliance.

HIRA (Hazard Identification & RISK Assessment) is being conducted for each & every activity of process in which hazards are identified & are complied.

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

Yes, employees are covered under health insurance scheme/ESI scheme (as per applicability). Also the Company has access to non-occupational medical and healthcare services either onsite and through ties up with reputed medical entities in close proximity. In addition, persons are trained in first aid with reputed first aid training centres.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.15	-
	Workers	1.12	-
Total recordable work-related injuries	Employees	-	1
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including in the contract workforce.

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

At DMCC, safety is our first priority. We continuously strive to create a work environment that is free from any occupational hazards. Hazard identification, Risk Assessment and Management is done in accordance with HAZOP Study and Job Safety Analysis (JSA) Procedure. Safety Committees are in place to review the adequacy of resources for safety and to provide support for safety management. Routine walk through Plant round is done by Safety Officer. Periodic Review of Safety Management System is carried out by the Safety Officer. Fire detection system and fire hydrant system including sprinklers system are in place and gas leak detectors with hooters are installed at storage tanks. Also scrubbers are provided for all the process to prevent gaseous emission.

Further, Plant Safety Inspection of all process/work place is carried out regularly. Deployment of safe and healthy system of work is assured through periodic safety audits. Medical examination of all employees including contractors is carried out to monitor their health status and Training programs related to health are conducted by factory Medical officer for employees and Workers.

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

Category	FY 2023-24			FY 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
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by Statutory Authority and Third Party Audit such as Responsible Care Audit
Working Conditions	100% by Statutory Authority and Third Party Audit such as Responsible Care Audit

Both the plants of DMCC are certified under "Responsible Care" Compliance with safe working conditions as an essential aspect of EHS management systems. In addition, all DMCC's plants undergo internal plant safety inspection.

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.

All the safety related incidents are displayed on LED screen on the same day of incident. The root cause analysis of incident is being done with involvement of management staff & workers. Accordingly, incident investigation is being done by taking corrective measures & preventive measures, its target dates & status of compliance.

Significant risk arising from assessments of health & safety practices and working conditions are addressed through elimination of manual job by use of technology, monitoring, supervision etc.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N): YES
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners: The Company monitors remittance of statutory dues by value chain partners as part of processing their bills on a regular basis with periodic audits.

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:

	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	FY 2022-23	FY 2023-24	FY 2022-23
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

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)

Subject to requirements, the Company provides opportunities for engagement on specific projects/assignments across the organization.

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	In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However no formal examination of value chain partners has been conducted.
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 has identified internal and external group of stakeholders, which includes employees, workers, shareholders, customers, communities, suppliers, regulators, lenders, research analysts, and non-governmental organizations, amongst others.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange intimations, investor presentation/ analysts investor meet/conference calls, annual report, quarterly results, press release, Company's website, Stock Exchange's website	Ongoing	Keeping Shareholders updated about the Company's business, Answering their queries, understanding shareholders expectation
Employees and Workers	No	Senior leaders' communication, Setting up KRA, KPI, performance appraisal meetings/review, exit interviews, union meetings, welfare initiatives, email, circulars, websites, HRMS Presentation, Trainings etc.	Ongoing	To create an effective communication channel and inform employees on key developments within the Company; align them to the shared purposes of the Company. Taking employee feedback, suggestions, and ideas.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer meets, mailers, brochures, social media, website and feedback.	Ongoing	To ensure good customer relationships. Business Development, Customer Satisfaction and Retention. Understanding customer expectation.
Research Analysts	No	Website, social media, Email, Earnings Call (Conference Call) and other forums	Ongoing	Keep abreast of developments of the Company and understanding Investors sentiments.
Suppliers	No	Supplier meets, Regular interaction through phone, e-mail and in person, Supplier Assessment, Plant visits, MoU, NDA, trade association meets/seminars, professional networks, product workshops.	Ongoing	Quality, timely delivery of supplies and services and payments.
Regulators	No	Advocacy meetings, Seminars, Webinars with local/state/national government and ministries through industry bodies such as Indian Chemical Council.	Need Based	Appraising the Government about Industry Expectation, challenges faced by Industries etc.
Communities	Yes	Site visits and personal meetings	Ongoing	Understanding the Community and identifying the scope of improving their livelihood through CSR initiatives.
NGOs	Yes	E-mails, Phones, personal meetings and participation	Ongoing	Ensuring that the CSR amount given by the Company is expended properly.
Other (Including Contractors, Contract Workers, Trainees)	Yes	Communication from Operational Personnel, Notice, Circulars, Presentation and Training etc.	Ongoing	To impart on-the-job training to the Trainees to order to inculcate required skill sets. To make awareness regarding safety measures to be taken by the Trainees and Contract Workers while performing their job.

Leadership Indicators

- 1) Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
The Company management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc.
- 2) Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances

as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Not Applicable during the year.

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

The Company engages with vulnerable and marginalized stakeholders and support them through its CSR Activities.

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			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	193	193	100%	192	192	100%
Other than permanent	31	31	100%	33	33	100%
Total Employees	224	224	100%	225	225	100%
Workers						
Permanent	225	225	100%	199	199	100%
Other than permanent	209	209	100%	268	268	100%
Total Workers	434	434	100%	467	467	100%

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

Category	Total (A)	FY 2023-24				Total (D)	FY 2022-23			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	173	5	2.89%	168	97.10%	173	11	6.36%	162	93.64%
Female	20	-	-	20	100%	19	-	-	19	100.00%
Other than Permanent										
Male	27	9	33.3%	18	66.6%	29	14	48.28%	15	51.72%
Female	4	2	50%	2	50%	4	2	50.00%	2	50.00%
Workers										
Permanent										
Male	225	7	3.11%	218	96.89%	199	4	2.01%	195	97.99%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	199	199	100%	-	-	257	257	100.00%	-	-
Female	10	10	100%	-	-	11	11	100.00%	-	-

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4 [^]	1,93,546	2 [#]	1,93,546
Key Managerial Personnel	4 [*]	42,67,419	-	-
Employees other than BoD and KMP	169	5,01,144	20	4,06,553
Workers	225	3,04,095	-	-

[^] Excludes Executive Directors who are KMP. The said category comprises Non-Executive Directors. Also only commission paid is considered as remuneration. Sitting fees paid is not considered as remuneration.

^{*} Includes MD & CEO, Executive Director, Chief Finance Officer (CFO) and Company Secretary (CS).

[#] The Female Board members are Non-Executive Directors and only commission paid is considered as remuneration. Sitting fees paid is not considered as remuneration.

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as% of total wages	5.60%	5.68%

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

Yes. Human Resource Department is responsible for the same.

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

The Company has a policy on Human Rights which are applicable to all its employees and suppliers & service providers. The said policy and its implementation is directed towards adherence to applicable laws and upholding the spirit of human rights. The Company has in place a 'Code of Conduct' across Businesses. A Grievance Redressal System to facilitate open and structured discussions is available at all units and locations to ensure that grievances related to labour practices and human rights are addressed and resolved in a fair and just manner.

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

Category	FY 2023-24			FY 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	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

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

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

As part of Whistleblower Policy and POSH Policy, the Company protects the identity of complainant. All such matters are dealt in strict confidence. Also, as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

9. Do human rights requirements form part of your business agreements and contracts?

Yes. Supplier Code of Conduct covers the same.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	100% by Statutory Authority
Discrimination at workplace	
Wages	

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:**
No such grievances on Human Rights violations.

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

At present the Company has not conducted any Human Rights Due diligence. However, Company takes annual

affirmation from Suppliers that they have adhere with Supplier Code of Conduct.

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

The office premises of the Company have elevators and relevant infrastructure for differently abled individuals. Necessary arrangements are in place at factory premises for differently abled visitors.

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

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However, no formal examination of value chain partners has been conducted.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	

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

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A) (Solar)	945.68 GJ	950.52 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	945.68 GJ	950.52 GJ
From non-renewable sources		
Total electricity consumption (D)	35,926.52 GJ	46,173.60 GJ
Total fuel consumption (E)	19,498.30 GJ	32,364.92 GJ
Energy consumption through other sources (F)	63,559.58 GJ	39,996.89 GJ
Total energy consumed from non-renewable sources (D+E+F)	1,18,984.40 GJ	1,18,535.41 GJ
Total energy consumed (A+B+C+D+E+F)	1,19,930.08 GJ	1,19,485.93 GJ
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	3.66 GJ/Per lakhs	3.13 GJ/Per lakhs
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.98 GJ/Per lakhs	0.84 GJ/Per lakhs
Energy intensity in terms of physical output	0.39	0.50
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?: No

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

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kl)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water (MIDC)/(GIDC)	612726	516561
(iv) Seawater/desalinated water	-	-
(v) Others (Rainwater Harvesting)	3636	3643
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	616362	428973
Total volume of water consumption (in kiloliters)	616362	428973
Water intensity per rupee of turnover (Total Water Consumption/Revenue from Operations)	18.80 KL/Per lakhs	11.24 KL/Per lakhs
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	5.05 KL/Per lakhs	3.02 KL/Per lakhs
Water intensity in terms of physical output	2.01 KL/Per Unit	1.78 KL/Per Unit
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment [#]	NA	NA
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	26497	22261
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	26497	22261

[#] Before sending water to CETP, the Company undertakes primary i.e. biological treatment, secondary treatment, tertiary treatment, sand filtration, carbon filtration so as to maintain the level as per the MBGP/GPCB consent.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

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

Both plants of the Company are aiming for ZLD. Further Company has planned to implement ZLD at Roha during the year 2024-25.

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	FY 2022-23
NOx	Tonnes	1,253.67	465.00
Sox	Tonnes	541.17	1531.06
Particulate matter (PM)	Tonnes	136.51	925.68
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	PPM	0.4	0.5
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	484.16	660.96
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0.03	0.04
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes of CO ₂ equivalent	0.015	0.017
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent	0.004	0.005
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent	0.002 MT/Per Unit	0.003 MT/Per Unit
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

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

Yes, the Company is committed to reduce carbon emission and aiming least dependency on grid power and optimum utilization of power generated thorough waste heat recovery system, solar system etc. and also aiming to improvise the processes whereby carbon emission can be reduced. Please refer "Annexure I" to the Board report regarding sustainability initiatives.

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

Parameter	FY 2023-24	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)			
Plastic waste (A)	-	-	-
E-waste (B)	-	0.13	-
Bio-medical waste (C)	0.008	-	0.01
Construction and demolition waste (D)	-	-	-
Battery waste (E)	-	-	-
Radioactive waste (F)	-	-	-
Other Hazardous waste. Please specify, if any. (G)	9,582.94	2,670.33	1,539.59
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e.by materials relevant to the sector)	-	-	-
Total (A+ B + C + D + E + F + G + H)	9,582.95	2,670.46	1,539.60
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.29	0.07	0.05
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.08	0.02	0.01
Waste intensity in terms of physical output	0.03 MT/Per Unit	0.01 MT/Per Unit	0.01 MT/Per Unit
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	NA	NA	NA
(ii) Re-used	NA	NA	NA
(iii) Other recovery operations	NA	NA	NA
Total	NA	NA	NA

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	-	-	0.01
(ii) Landfilling	121.96	149.18	192.65
(iii) Other disposal operations	9,460.99	2,521.28	1,346.94
Total	9,582.95	2,670.46	1,539.60

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? - No.

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 ensures responsible waste management practices involving 100% recycling of plastic waste through MPCB/GPCB authorised agency.

Moreover, hazardous waste generated within the plants are disposed to authorised agency approved by the concerned state pollution control board. Further, before disposal of waste, the Company undertakes primary i.e. biological treatment,

secondary treatment, tertiary treatment, sand filtration, carbon filtration so as to maintain the level as per the consent issued by the concerned state pollution control board. Please refer Annexure I of the Board's Report for Company's initiative towards sustainability initiatives. Further by product dilute sulphuric acid is raw material for other industries ensuring 100% utilization.

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: Not Applicable.

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
Not Applicable					

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:

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

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)
1.	Indian Chemical Council (ICC)	National
2.	Fertilizer Association of India (FAI)	National
3.	Indian Merchant Chambers (IMC)	National
4.	CHEMEXCIL (Basic Chemicals, Cosmetics & Dyes Export Promotion Council)	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: Not Applicable

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA
NA	NA	NA
NA	NA	NA

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Not Applicable

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 ₹)
1.	NA	NA	NA	NA	NA	NA
2.	NA	NA	NA	NA	NA	NA

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

The Company has a process to receive and redress concerns/grievances received from the community. As a part of CSR Initiative senior leadership interacts with the community on a regular basis.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	40.40%	40.45%
Sourced directly from within the district and neighboring districts	53.49%	70.87%

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	FY 2022-23
Rural	45%	56%
Semi Urban	32%	30%
Urban	-	-
Metropolitan	23%	14%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable

Details of negative social impact identified	Corrective action taken
NA	NA

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Not Applicable

Sr. No.	State	Aspirational District	Amount spent (in ₹)
NA	NA	NA	NA

3.

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

The Company does not have any preferential procurement policy but to the certain extent, the Company purchases from MSME.

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

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

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
	NA	NA	NA	NA

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved: Not Applicable

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

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.	Adopting an inclusive approach for managing challenges and securing community support in tiger conservation in Corbett Landscape, Uttarakhand, India. Promoting Coexistence by Mitigating Human-Wildlife Conflict, Capacity Building Training Programme and Economic Upliftment of Fringe Communities	~1106	100%
2.	Social Empowerment for differently abled Students.	~609	100%
3.	Education & Awareness Programs for students to explore Bio-diversity	~20	30%
4.	Awareness about Science Education through Science magazine to schools/libraries of remote areas for propagation of Scientific information to the students and society at large	~200	50%
5.	Donation for Hostel, Education, Clothes for Students of Nagaland toward the mission of National Integration	~20	100%
6.	Prevention and Control Workshop with ASHA Workers to prevent snakebites, administer basic first aid, and facilitate the prompt transportation of snakebite victims to the nearest healthcare facility equipped to manage snakebite cases. Comprehensive Training to doctors and nurses of PHCs, CHCs, Sub centers and RH to improve their knowledge and practices in the management of Snakebite Envenoming (SBE). Workshop to Maharashtra Forest Department: Snake identification and protocol for rescue and relocation and prevention and control of snakebite workshops with Maharashtra forest departments.	~1185	40%
7.	Women Empowerment: Donation of Sewing Machines, Training for self- defense, business activities. Self-motivation, awareness of govt. scheme for women, handmade jewelry making.	~285	100%
8.	Education, Rural Infrastructure, Sanitation and Clean Drinking Water	~1146	60%
9.	Sterilization and immunization of stray dogs, Awareness about Rabies and issues w.r.t. Dogs and facilitating adoption of abandoned and stray dogs	~20	100%
10.	Disaster Management: Donation of 200 Nos of Ration Kit to flood affected People	~200	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

The Company has dedicated email to address consumer enquiries, service, support and feedback. The complaints if any are escalated and resolved within the time bound period depending on nature of complaint. The Company's Marketing Team interacts with the consumer at regular intervals for addressing the query, grievances and feedback.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

Category	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reason for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy: Yes. https://www.dmcc.com/Media/pdf/DMCC_Policy_Information-Technology.pdf**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:**

The cyber security for the Company has been outsourced and managed by a leading IT services Company. The regular reviews are conducted and corrective actions are taken to improve the cyber security posture. Data privacy requirements are being evaluated with respect to proposed personal data privacy law. The actions will be taken as per data privacy law.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact:** Nil
- Percentage of data breaches involving personally identifiable information of customers:** Nil
- 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):**

The information on products and services of the entity can be accessed at www.dmcc.com

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services: MSDS Sheets/Company Brochures**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services:**

The Company's product does not directly fall into the essential service; however, its products find application in various industries which falls under the essential service industries and in case of disruption, the Company informs the consumers through emails and phone calls.

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

No. The Company displays all the mandatory information as per the applicable laws.